

“Partnership for Sustainability Leadership in Business”
SME Sustainability Landscape Survey
Questionnaire

Interviewer number: _____

Sample code: _____

Part I – Basic Information

A1. Industry:

If your company has multiple businesses, please choose the primary industry your company operates in from the following options and answer all questions with regard to the selected business. In case the industry cannot be determined, you may select “Miscellaneous Category” below.

- | | |
|--|---|
| 1 <input type="checkbox"/> Agriculture, forestry and fishing | 12 <input type="checkbox"/> Real estate activities |
| 2 <input type="checkbox"/> Mining and quarrying | 13 <input type="checkbox"/> Professional, scientific and technical activities |
| 3 <input type="checkbox"/> Manufacturing | 14 <input type="checkbox"/> Administrative and support service activities |
| 4 <input type="checkbox"/> Electricity and gas supply | 15 <input type="checkbox"/> Public administration |
| 5 <input type="checkbox"/> Water supply; sewerage, waste management and remediation activities | 16 <input type="checkbox"/> Education |
| 6 <input type="checkbox"/> Construction | 17 <input type="checkbox"/> Human health and social work activities |
| 7 <input type="checkbox"/> Import/export, wholesale and retail trades | 18 <input type="checkbox"/> Arts, entertainment and recreation |
| 8 <input type="checkbox"/> Transportation, storage, postal and courier services | 19 <input type="checkbox"/> Other service activities |
| 9 <input type="checkbox"/> Accommodation and food service activities | 20 <input type="checkbox"/> Work activities within domestic households |
| 10 <input type="checkbox"/> Information and communications | 21 <input type="checkbox"/> Activities of extraterritorial organisations and bodies |
| 11 <input type="checkbox"/> Financial and insurance activities | 22 <input type="checkbox"/> Miscellaneous Category: _____ |

A2. Company size: (Exclude the employees who are not hired in Hong Kong)

- | | |
|--|--|
| 1 <input type="checkbox"/> 11-20 employees | 5 <input type="checkbox"/> 51-100 employees |
| 2 <input type="checkbox"/> 21-30 employees | 6 <input type="checkbox"/> 101-250 employees |
| 3 <input type="checkbox"/> 31-40 employees | 7 <input type="checkbox"/> 251-500 employees |
| 4 <input type="checkbox"/> 41-50 employees | |

A3. Job position:

- | | |
|--|---|
| 1 <input type="checkbox"/> Owner | 3 <input type="checkbox"/> C-Suite/ Senior management |
| 2 <input type="checkbox"/> Board of director | 4 <input type="checkbox"/> Others _____ |

A4. Contact information:

Your name: ☐ Mr. ☐ Mrs. ☐ Ms. ☐ Miss ☐ Dr. ☐ Prof. _____

Job title: _____ Organisation name: _____

Email address: _____

Part II – Perception on Sustainability

About Sustainability

Sustainability, or sustainable development, emphasises the harmonisation of three interconnected elements - economic growth, social inclusion and environmental protection. Through concerted efforts across different sectors, it builds an inclusive, sustainable and resilient future for the human society and planet.

B1. What sustainability challenges are your company facing now? Please select all that are applicable.

- | | |
|--|---|
| 1 <input type="checkbox"/> Climate change | 7 <input type="checkbox"/> Economic/ financial instability |
| 2 <input type="checkbox"/> Waste | 8 <input type="checkbox"/> Global health crisis (e.g. COVID-19) |
| 3 <input type="checkbox"/> Pollution | 9 <input type="checkbox"/> Compliance with mandatory and voluntary standards (e.g. ESG) |
| 4 <input type="checkbox"/> Inequality | 10 <input type="checkbox"/> Consumer expectations |
| 5 <input type="checkbox"/> Human rights | 11 <input type="checkbox"/> Others, please specify: _____ |
| 6 <input type="checkbox"/> Resource scarcity | |

B2. Please select up to three aspects that your company identifies as key action areas for driving sustainability in business.

- | | |
|--|---|
| 1 <input type="checkbox"/> Strategy and oversight | 12 <input type="checkbox"/> Sustainability advocacy |
| 2 <input type="checkbox"/> Ethics and integrity | 13 <input type="checkbox"/> Resource efficiency |
| 3 <input type="checkbox"/> Sustainability risk management | 14 <input type="checkbox"/> Low-carbon operations |
| 4 <input type="checkbox"/> Stakeholder engagement | 15 <input type="checkbox"/> Innovation culture |
| 5 <input type="checkbox"/> Sustainability disclosure | 16 <input type="checkbox"/> Knowledge management |
| 6 <input type="checkbox"/> Employment practice | 17 <input type="checkbox"/> Research and development |
| 7 <input type="checkbox"/> Training and development | 18 <input type="checkbox"/> Sustainability capacity building |
| 8 <input type="checkbox"/> Employee wellbeing | 19 <input type="checkbox"/> Corporate social innovation |
| 9 <input type="checkbox"/> Customer satisfaction and trust | 20 <input type="checkbox"/> Others, please specify: _____ |
| 10 <input type="checkbox"/> Value chain risk management | 21 <input type="checkbox"/> Not promoting sustainable development |
| 11 <input type="checkbox"/> Ethical and green sourcing | |

Part III –Sustainability Practices

General

C1. Please select all business processes into which sustainability has been completely or mostly integrated in your company.

Please select all that are applicable.

- | | |
|--|--|
| 1 <input type="checkbox"/> Mission and values | 6 <input type="checkbox"/> Supply chain management |
| 2 <input type="checkbox"/> Strategic planning | 7 <input type="checkbox"/> Marketing |
| 3 <input type="checkbox"/> Corporate culture | 8 <input type="checkbox"/> External communications |
| 4 <input type="checkbox"/> Internal operations | 9 <input type="checkbox"/> Budgeting process |
| 5 <input type="checkbox"/> Employee engagement | 10 <input type="checkbox"/> None of the above |

C2. Please rate your company's overall effectiveness at advancing sustainability goals.

- | | |
|---|--|
| 1 <input type="checkbox"/> Highly ineffective | 4 <input type="checkbox"/> Effective |
| 2 <input type="checkbox"/> Ineffective | 5 <input type="checkbox"/> Highly effective |
| 3 <input type="checkbox"/> Neutral | 6 <input type="checkbox"/> Not promoting sustainable development |

Five Sustainability dimensions

(A) Governance

C3. Please rate the degree to which the following sustainability practices are adopted in your company on a 5-point scale, with:

		Not sure	Not adopted		Adopted	
			No plan to do so	Considering or planning to implement	Effectiveness not reviewed periodically	Effectiveness reviewed periodically
		1	2	3	4	5
1	Write a vision and mission statement that addresses a business-related sustainability issue(s)	○	○	○	○	○
2	Have governance structure in the form of board of directors, advisory committee or the like for planning and oversight of the company	○	○	○	○	○
3	Disclose the company’s latest sustainability practice and/or data publicly (e.g. company website, brochure)	○	○	○	○	○

C4. Does your company consider the opinions from the following stakeholders when making decisions?

Please select all that are applicable.

- | | |
|---|---|
| 1 <input type="checkbox"/> Customers | 6 <input type="checkbox"/> Government/ Regulator |
| 2 <input type="checkbox"/> Suppliers | 7 <input type="checkbox"/> Peers/ Industry associations |
| 3 <input type="checkbox"/> Employees | 8 <input type="checkbox"/> NGOs |
| 4 <input type="checkbox"/> Shareholders | 9 <input type="checkbox"/> None of the above |
| 5 <input type="checkbox"/> Credit providers | |

(B) **Workplace Culture**

C5. Please rate the degree to which the following sustainability practices are adopted in your company on a 5-point scale, with:

		Not sure	Not adopted		Adopted	
			No plan to do so	Considering or planning to implement	Effectiveness not reviewed periodically	Effectiveness reviewed periodically
		1	2	3	4	5
1	Recruit individuals based on their ability, experience and performance, regardless of their sex, age, religion, ethnicity or disabilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	Promote individuals based on their ability, experience and performance, regardless of their sex, age, religion, ethnicity or disabilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	Develop a programme(s) or provide resource(s) to create a family-friendly work environment (e.g. flexible working hours, childcare leave, lactation room etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4	Provide training, performance review or appraisal to employees that prepare them for future assignments and career development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5	Use cross-functional team to enhance employee's collaboration and exposure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(C) **Customer-supplier relationships**

C6. What is your company's position in the supply chain? Please select all that are applicable.

- 1 ☐ Producer of raw materials
2 ☐ Producer of components/ semi-finished goods
3 ☐ Producer of finished goods
4 ☐ Distributor
5 ☐ Retailer
6 ☐ Service provider (e.g. Logistics, finance, market research, product design, information technology, etc.)

C7. Please rate the degrees to which the following sustainability practices are adopted in your company on a 5-point scale, with:

		Not sure	Not adopted		Adopted	
			No plan to do so	Considering or planning to implement	Effectiveness not reviewed periodically	Effectiveness reviewed periodically
		1	2	3	4	5
1	Have customer complaint handling procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	Promote customers' understanding of business-related sustainability issue(s) through promotional or educational activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	Require all suppliers to acknowledge the company's ethical code of conduct (i.e. a guide of principles setting out the expected ethical behaviour at work and when conducting business activities)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4	Require suppliers to provide comprehensive information and data about their societal and environmental practices (e.g. carbon emissions, health and safety)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(D) Resource management

C8. Please rate the degree to which the following sustainability practices are adopted in your company on a 5-point scale, with:

		Not sure	No plan to manage the resource	Monitoring consumption		
				Not reducing consumption	Reducing consumption	Reducing consumption and adopting renewable or recycled resources
		1	2	3	4	5
1	Energy use (electricity, diesel, petrol, town gas etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	Water use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	Paper use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4	Packaging use (arising from products, courier service etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

C9. Please rate the degree to which the following sustainability practices are adopted in your company on a 5-point scale, with:

		Not sure	No plan to manage the waste	Monitoring generation		
				Without waste reduction effort	With effort to reduce waste disposal to landfill	With effort to reduce waste disposal to landfill, and avoid waste generation at source
		1	2	3	4	5
1	Non-hazardous waste (e.g. paper, plastic, aluminium, food waste, other solid waste)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	Hazardous waste (e.g. toner cartridge, fluorescent light, battery, waste electrical or electronic equipment, chemical waste)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(E) Innovation

C10. Please rate the degree to which the following sustainability practices are adopted in your company on a 5-point scale, with:

		Not sure	Not adopted		Adopted	
			No plan to do so	Considering or planning to implement	Effectiveness not reviewed periodically	Effectiveness reviewed periodically
		1	2	3	4	5
1	Improve work processes with experimentation and innovation (e.g. digitalisation)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	Budget for employees to attend courses or training on a sustainability issue(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	Donate resources (e.g. money or materials) to NGOs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4	Take part in volunteer work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5	Have a product(s), service(s) or project(s) to specific social or environmental issue(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
					Please answer C10a	
6	Make the first move when developing or implementing sustainability innovations (new products and services, new techniques and technologies, production methods, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

C10a. For the sub-question 5 (Have a product(s), service(s) or project(s) to specific social or environmental issue(s)), if **(4) Adopted and the effectiveness not reviewed periodically** or **(5) Adopted and the effectiveness reviewed periodically** is selected, please provide details

Part IV – Drivers and Barriers

D1. Where applicable, please rate the extent to which you agree with the following statements, with "1" representing "strongly disagree" and "5" representing "strongly agree".

		Strongly disagree				Strongly agree
		(1)	(2)	(3)	(4)	(5)
Company's Situation and Perception						
1	My company has sufficient resources for sustainability initiatives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	My company has the right capabilities for sustainability implementation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	My company currently has governance structure that supports sustainability initiatives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4	My company has incorporated sustainability measures into the vision and/or mission statement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5	My company considers that implementing sustainability measures will increase the business's overall competitiveness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6	My business has the right metrics to quantify sustainability impact	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7	My business has system overseeing the sustainability measures within the company and every aspect of the supply chain	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8	My company and its management have a responsibility to give back to the community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9	My company and its management have a strong commitment to protecting the environment and operating in the most efficient manner possible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stakeholder's Consideration						
10	My company's leadership sees sustainability implementation as an important priority	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11	My company will implement voluntary sustainability measures to meet the Sustainable Development Goals if government support is available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12	My company will implement / upscale sustainability initiatives or attain sustainability standards and certifications if required by my industry or business partners (e.g. listed/ large companies)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13	My company's customers are primarily concerned with cost, service quality and other competitive performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14	My company's customers are willing to pay for green or socially responsible products and services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Industry Benchmark and Regulation						
15	Industry benchmark is present for my company to compare sustainability performance with industry peers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16	The standards set by existing regulations for my industry are high when compared to other industries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17	My company can easily cope and comply with relevant regulations and/or standards set by regulators and corporations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18	Existing regulations in my industry have adequately responded to all environmental issues and social needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19	Existing regulations in my industry have adequately responded to employees' concerns	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Part V – Incentives and Support

E1. What kind of support do you need for integrating sustainability into your business operations, strategies and business model?

Please select all that are applicable.

- | | |
|--|--|
| 1 <input type="checkbox"/> Financial support (e.g. loans, tax relief) | 8 <input type="checkbox"/> Customer engagement (e.g. convince them to commit to recycling, responsible consumption) |
| 2 <input type="checkbox"/> Regulatory advice | 9 <input type="checkbox"/> Communication of sustainability goals (within and beyond the company) |
| 3 <input type="checkbox"/> Information and communication technology (e.g. digitalisation) | 10 <input type="checkbox"/> Support from industry/ business association (e.g. standard setting, sharing of best practices) |
| 4 <input type="checkbox"/> Marketing | 11 <input type="checkbox"/> Others, please specify: _____ |
| 5 <input type="checkbox"/> Knowledge transfer on sustainable business and CSR | 12 <input type="checkbox"/> No support needed/ Not promoting sustainable development |
| 6 <input type="checkbox"/> Skills-based training and experience sharing (e.g. mentoring and coaching) | |
| 7 <input type="checkbox"/> Networking and business matching platform to explore potential collaboration opportunities across supply chain partners | |

E2. Who do you feel would be best able to provide this support? Please select all that are applicable.

- | | |
|---|--|
| 1 <input type="checkbox"/> Public listed company | 7 <input type="checkbox"/> Business association |
| 2 <input type="checkbox"/> Large business or organisation | 8 <input type="checkbox"/> SMEs in the same industry |
| 3 <input type="checkbox"/> Bank/ financial institution | 9 <input type="checkbox"/> Professional organisation |
| 4 <input type="checkbox"/> University/ tertiary institution | 10 <input type="checkbox"/> Others, please specify: _____ |
| 5 <input type="checkbox"/> NGOs | 11 <input type="checkbox"/> No support needed/ Not promoting sustainable development |
| 6 <input type="checkbox"/> Government | |

E3. Are you, or have you been, engaged in any of the following? With:

		No engagement			Currently Engaged	
		No interest	Interested	Planning on joining	Engaged less than a year	Engaged more than a year
		(1)	(2)	(3)	(4)	(5)
1	Member of a business association/ industry association or similar organisation?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	Any government-led sustainability-orientated initiatives/ schemes/ programmes (e.g. reward schemes, certifications, eco-labelling, awards etc.)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	Any voluntary sustainability orientated initiatives/ schemes/ programmes organised and run by other organisations (e.g. NGOs, charities, academic institutions, large corporations)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4	Development of industry standards/ code of conduct/ regulations?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5	Sustainability-orientated initiatives/ schemes/ programmes organised and run by your industry?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6	Participated as a mentee in a mentoring scheme?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7	Collaborating and building networks with actors such as other SMEs, large corporations, NGOs etc.?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8	Participate in a voluntary environmental/ social programme?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9	Is your firm a member of an environmental/ social group?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		If all of the previous question answered no, please go to <u>E4</u>			If you answered yes to any of the previous question, please go to <u>E5</u>	

Please answer the following question(s) if you **haven't engaged** all of the previous activities.

Please go to **Part VI** when you finish.

E4. (Non- Participant) If you have not engaged in any association/ initiative/ programme, what are the main reasons?

Please select all that are applicable.

- | | |
|---|--|
| 1 <input type="checkbox"/> Do not know about any initiatives/ schemes/ programmes | 6 <input type="checkbox"/> No benefit to business |
| 2 <input type="checkbox"/> Does not align with business values or goals | 7 <input type="checkbox"/> Will negatively impact business profits |
| 3 <input type="checkbox"/> Will negatively impact business operations | 8 <input type="checkbox"/> Not our responsibility |
| 4 <input type="checkbox"/> Too time consuming | 9 <input type="checkbox"/> Government regulation is already sufficient |
| 5 <input type="checkbox"/> Too resource consuming | 10 <input type="checkbox"/> Others, please specify: _____ |

Please answer the following question(s) if you **have engaged** at least one of the previous activities.

Please go to **Part VI** when you finish.

E5. (Participant) What were the main motivations for joining the initiative/ association/ programme?

Please select all that are applicable.

- | | |
|--|---|
| 1 <input type="checkbox"/> Industry peer involves | 6 <input type="checkbox"/> Supply chain requires |
| 2 <input type="checkbox"/> Membership requirement of trade association or similar organisation | 7 <input type="checkbox"/> Prestige/ reputation |
| 3 <input type="checkbox"/> In line with my company's internal values and goals | 8 <input type="checkbox"/> Access to resources (knowledge, technical know-how etc.) |
| 4 <input type="checkbox"/> Customer requires | 9 <input type="checkbox"/> Lack of government regulations |
| 5 <input type="checkbox"/> Shareholder requires | 10 <input type="checkbox"/> Others, please specify: _____ |

E6. How would you rate your overall experience?

- | | |
|---------------------------------------|-------------------------------------|
| 1 <input type="checkbox"/> Positive | 3 <input type="checkbox"/> Negative |
| 2 <input type="checkbox"/> No opinion | |

E7. Do you think your involvement has improved the sustainability performance of your business?

- 1 ☐ Yes, positively impacted
- 2 ☐ No change
- 3 ☐ Yes, negatively impacted

Part VI Conjoint Analysis

In the last part of our survey, we would like to know more about your opinion on how the government should devise different policies to promote sustainability among SMEs. You would be shown six pairs of policy bundles in each of the three dimensions. Please indicate your preference in each of the comparison by ticking the boxes below (A/B).

Please be assured that there is absolutely no model/desirable answer to each of the following questions. Please pick the option (A/B) that appears to be more acceptable to you by considering its impacts on your businesses.

F1. If the government is to devise a set of programmes for the business sector to address <u>climate change</u> (e.g. <i>conducting climate risk assessment and setting carbon emission goals</i>), which of the following policy bundle would you prefer?		
	Option A	Option B
Regulatory provisions on climate change-related issues will target at...		
The government will subsidise the businesses in adopting relevant measures in the form of...		
The government will offer relevant training that is...		

F2. If the government is to devise a set of programmes for the business sector to manage the <u>employment practices</u> (e.g. <i>providing the employees with more training opportunities, creating diverse and inclusive workplace</i>), which of the following policy bundle would you prefer?		
	Option A	Option B
Regulatory provisions on employment practices-related requirements will target at...		
The government will subsidise the businesses in adopting relevant measures in the form of...		
The government will offer relevant training that is...		

F3. If the government is to devise a set of programmes for the business sector to shape their <u>corporate governance</u> in a way that is <u>more conducive to sustainable development</u> (e.g. <i>establishing corporate governance structure and mechanism for sustainable development, disclosing measures on sustainability and their effectiveness, understanding the concerns of other stakeholders such as investors, customers and suppliers on sustainability-related issues</i>), which of the following policy bundle would you prefer?		
	Option A	Option B
Regulatory provisions on sustainable corporate governance will target at...		
The government will subsidise the businesses in adopting relevant measures in the form of...		
The government will offer relevant training that is...		

		A	B
F1	1	<input type="radio"/>	<input type="radio"/>
	2	<input type="radio"/>	<input type="radio"/>
	3	<input type="radio"/>	<input type="radio"/>
	4	<input type="radio"/>	<input type="radio"/>
	5	<input type="radio"/>	<input type="radio"/>
	6	<input type="radio"/>	<input type="radio"/>

		A	B
F2	1	<input type="radio"/>	<input type="radio"/>
	2	<input type="radio"/>	<input type="radio"/>
	3	<input type="radio"/>	<input type="radio"/>
	4	<input type="radio"/>	<input type="radio"/>
	5	<input type="radio"/>	<input type="radio"/>
	6	<input type="radio"/>	<input type="radio"/>

		A	B
F3	1	<input type="radio"/>	<input type="radio"/>
	2	<input type="radio"/>	<input type="radio"/>
	3	<input type="radio"/>	<input type="radio"/>
	4	<input type="radio"/>	<input type="radio"/>
	5	<input type="radio"/>	<input type="radio"/>
	6	<input type="radio"/>	<input type="radio"/>

End of Questionnaire