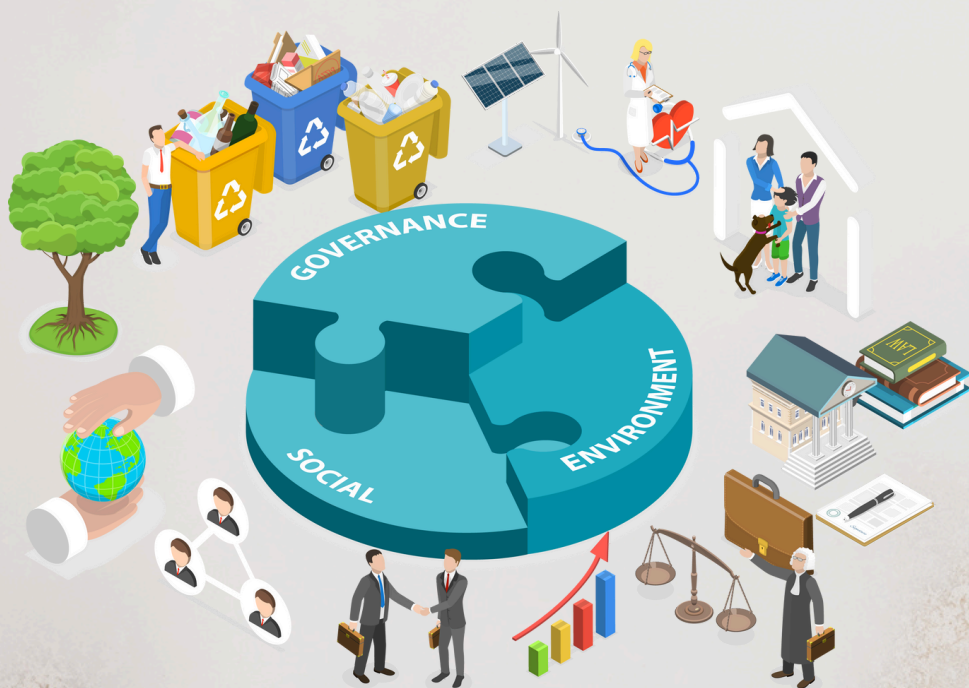


Survey Report





Purpose of the survey

The survey was carried out within the framework of the Green Path to ESG 2022-2-PL01-KA210-VET-000097264 project. The survey was aimed at investigating competence gaps in green areas in the SME sector.

The target group was entities within the definition of SMEs. The survey was a proper survey and was the second stage of market research. The first stage was secondary research in the form of conducting a desk research analysis of the issues of interest. The survey tested knowledge of the issues covered by the European Union's intensification. These issues include: ESG, corporate social responsibility, sustainable development, closed loop economy, green transformation. The survey addressed both the factual aspect relating to actions taken or taken in the past by companies. In addition, companies were asked about their planned approach to the possibility of offering training. The survey was conducted using digital tools, with methods offered by the google platform. As part of the survey, responses were received from 30 entrepreneurs.

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Answers

The answers to the questions will be presented below, along with a discussion of them:

To question 1: "Czy słyszeli Państwo o ESG? Have you heard of ESG?", answers: "Tak/Yes" was given by 18 entrepreneurs, and the answer "Nie/No" was given by 12 entities. This shows that the term "ESG" is already breaking through in the SME sector; in the survey conducted, the majority of entities indicated that they had ever encountered this type of idea.

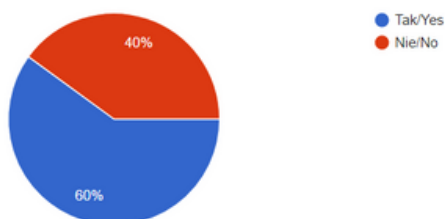
To question 2: "Jak oceniają Państwo swoją znajomość w zakresie regulacji prawnych obejmujących tematykę prowadzenia biznesu zgodnie z zasadami zrównoważonego rozwoju i gospodarki o obiegu zamkniętym? How would you rate your familiarity with regulations covering the topic of doing business in accordance with the principles of sustainable development and a closed-loop economy?", the questioners were allowed to answer on a linear scale from 1 to 5. Answer 1 meant znikomy poziom wiedzy/negligible knowledge, and the answer 5 meant bardzo duży poziom wiedzy/very high level of knowledge. All answers on a linear scale, will have the same designation. The answers to this question are as follows:

1 - 5 answers, 2 - 16 answers, 3 - 8 answers, 4 - 1 answers, 5 - 0 answers.

This indicates that companies do not have adequate knowledge of the changes introduced by regulations.

Czy słyszeli Państwo o ESG?
Have you heard of ESG?

30 odpowiedzi

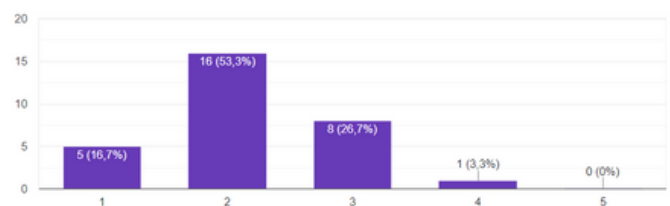


Jak oceniają Państwo swoją znajomość w zakresie regulacji prawnych obejmujących tematykę prowadzenia biznesu zgodnie z zasadami zrównoważonego rozwoju i gospodarki o obiegu zamkniętym?

[Kopuj](#)

How would you rate your familiarity with regulations covering the topic of doing business in accordance with the principles of sustainable development and a closed-loop economy?

30 odpowiedzi





Answers

To question 3: "Czy posiadają Państwo wiedzę z zakresu dokonywania oceny obecnych praktyk i identyfikacji obszarów, w których można wprowadzić ulepszenia mające na celu realizację celów i zadań związanych ze zrównoważonym rozwojem? Do you have expertise in assessing current practices and identifying areas where improvements can be made to meet sustainability goals and objectives?", answers: "Tak/Yes" was given by 7 entrepreneurs, and the answers: "Nie/No" was given by 23 entrepreneurs.

Companies are still struggling to assess current practices and look for areas of improvement.

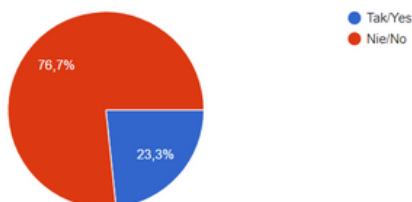
To question 4: "Jak oceniają Państwo swoją wiedzę w zakresie zarządzania w sposób zgodny z ideami zrównoważonego rozwoju i gospodarki o obiegu zamkniętym? How do you assess your knowledge of managing in a way that is compatible with the ideas of sustainability and a circular economy?", answers to this question are as follows:

1 - 7 answers, 2 - 16 answers, 3 - 6 answers, 4 - 1 answers, 5 - 0 answers.

As a rule, companies do not have adequate knowledge of management in line with sustainable development ideas. As many as 23 responses indicated a below-average response on the scale.

Czy posiadają Państwo wiedzę z zakresu dokonywania oceny obecnych praktyk i identyfikacji obszarów, w których można wprowadzić ulepszenia mające na celu realizację celów i zadań związanych ze zrównoważonym rozwojem?
Do you have expertise in assessing current practices and identifying areas where improvements can be made to meet sustainability goals and objectives?

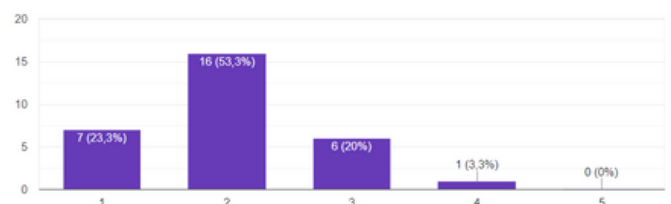
30 odpowiedzi



Jak oceniają Państwo swoją wiedzę w zakresie zarządzania w sposób zgodny z ideami zrównoważonego rozwoju i gospodarki o obiegu zamkniętym?

How do you assess your knowledge of managing in a way that is compatible with the ideas of sustainability and a circular economy?

30 odpowiedzi





Answers

To question 5: "Czy znają Państwo sposoby efektywnego wykorzystywania zasobów? Do you know of ways to use resources efficiently?", answers: "Tak/Yes" was given by 9 respondents, and the answer "Nie/No" was given by 21 respondents.

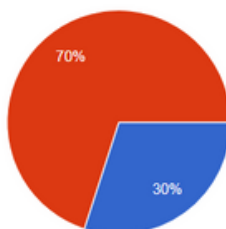
Enterprises have a problem with efficient use of resources, this is indicated by the scale, according to which 2/3 of the answers to the above question, were negative. Given the limited amount of resources, this is a big problem that may affect the development of enterprises in the long term.

To question 6: "Czy posiadają Państwo wiedzę z zakresu skutecznego wdrożenia działań mających na celu zminimalizowanie wpływu działalności na środowisko? (np., oszczędzania energii, recyklingu) Do you have knowledge of how to effectively implement measures to minimise the environmental impact of your activities? (e.g., energy conservation, recycling)", answers: "Tak/Yes" was given by 12 respondents, and the answer "Nie/No" was given by 18 respondents.

There is familiarity among some entrepreneurs with issues related to leveling the impact of their operations on the environment, but still the majority of responses were negative, indicating the need for educational activities in this area.

Czy znają Państwo sposoby efektywnego wykorzystywania zasobów?
Do you know of ways to use resources efficiently?

30 odpowiedzi

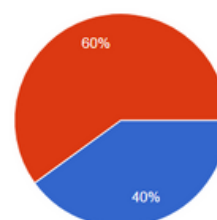


● Tak/Yes
● Nie/No

Czy posiadają Państwo wiedzę z zakresu skutecznego wdrożenia działań mających na celu zminimalizowanie wpływu działalności na środowisko? (np., oszczędzania energii, recyklingu)

Do you have knowledge of how to effectively implement measures to minimise the environmental impact of your activities? (e.g., energy conservation, recycling)

30 odpowiedzi



● Tak/Yes
● Nie/No



Answers

To question 7: "Jak oceniają Państwo swoją wiedzę w zakresie zarządzania energią i efektywnego gospodarowania zasobami? How would you rate your knowledge of energy management and resource efficiency?", answers were given on a linear scale.

The responses are as follows:

1 - 7 answers, 2 - 11 answers, 3 - 9 answers, 4 - 3 answers, 5 - 0 answers.

Responses indicate poor knowledge of management methods and resource efficiency, however, a higher number of companies declaring average knowledge of the issues indicated is evident.

To question 8: "Jak oceniają Państwo wiedzę z zakresu powiązania działalności biznesowej z praktykami etycznymi i społeczną odpowiedzialnością biznesu? How would you rate your knowledge of the link between business operations and ethical practices and corporate social responsibility?", answers were given on a linear scale.

The responses are as follows:

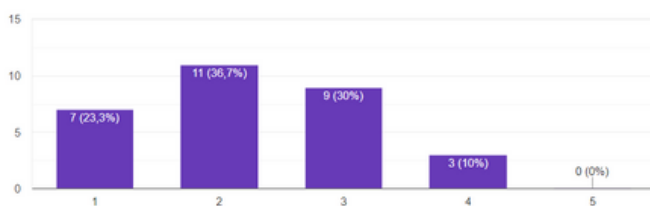
1 - 7 answers, 2 - 12 answers, 3 - 10 answers, 4 - 1 answers, 5 - 0 answers.

The survey indicates insufficient knowledge of the connection between business and ethical issues and CSR. What is evident, however, is that 1/3 of entrepreneurs declared an average knowledge of the indicated issues.

Jak oceniają Państwo swoją wiedzę w zakresie zarządzania energią i efektywnego gospodarowania zasobami?
How would you rate your knowledge of energy management and resource efficiency?

Kopiuj

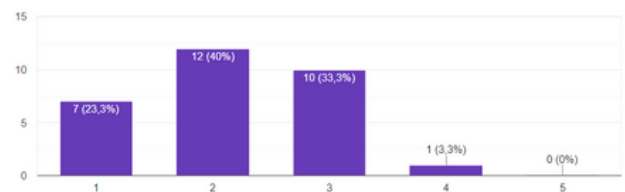
30 odpowiedzi



Jak oceniają Państwo wiedzę z zakresu powiązania działalności biznesowej z praktykami etycznymi i społeczną odpowiedzialnością biznesu?
How would you rate your knowledge of the link between business operations and ethical practices and corporate social responsibility?

Kopiuj

30 odpowiedzi



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Answers

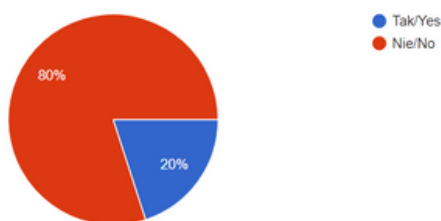
To question 9: "Czy mają Państwo wiedzę w zakresie stosowania wskaźników w celu mierzenia wyników w zakresie zrównoważonego rozwoju? Do you have expertise in using indicators to measure sustainability performance?", The answers: "Tak/Yes" was given by 6 respondents, while answers: "Nie/No" was given by 24 respondents.

Companies suffer from a lack of knowledge of indicators to measure the effects of their activities. Without knowledge of the tools to verify the results, it is impossible for a company to develop towards sustainability.

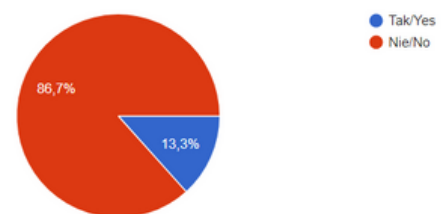
To question 10: "Czy posiadają Państwo wiedzę z zakresu planowania strategicznego na rzecz zrównoważonego rozwoju? Do you have knowledge of strategic planning for sustainable development?", answers: "Tak/Yes" was given by 4 entrepreneurs, while answers: "Nie/No" was given by 26 entrepreneurs.

The responses indicate a lack of competence in strategic planning for sustainability among most entrepreneurs. Planning is the basis for the long-term operation of an enterprise.

Czy mają Państwo wiedzę w zakresie stosowania wskaźników w celu mierzenia wyników w zakresie zrównoważonego rozwoju?
Do you have expertise in using indicators to measure sustainability performance?
30 odpowiedzi



Czy posiadają Państwo wiedzę z zakresu planowania strategicznego na rzecz zrównoważonego rozwoju?
Do you have knowledge of strategic planning for sustainable development?
30 odpowiedzi





Answers

To question 11: "Czy posiadają Państwo wiedzę z obszaru zielonego zarządzania łańcuchem dostaw, obejmującego zaopatrzenie i logistykę? Do you have knowledge in the area of green supply chain management, including procurement and logistics", answers: "Tak/Yes" was given by 7 respondents, answer: "Nie/No" was given by 23 respondents.

Deficiencies in management competence with a green supply chain, result in unsustainable practices in running the company.

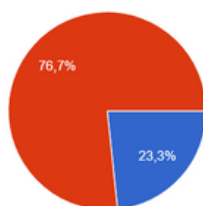
To question 12: "Czy posiadają Państwo wiedzę w zakresie skutecznego zaangażowanie interesariuszy i komunikowania wysiłków i wyników firmy w zakresie zrównoważonego rozwoju? Do you have expertise in effective stakeholder engagement and communication of the company's sustainability efforts and performance?", answer: "Tak/Yes" was given by 6 respondents, while answers: "Nie/No" was given by 24 respondents.

Businesses mostly lack knowledge in communicating their efforts and engaging stakeholders in their ESG activities. This gives rise to a problem in the form of the possibility of misunderstanding the actions taken or a lack of transparent information to stakeholders. It is necessary to improve competence in this area.

Czy posiadają Państwo wiedzę z obszaru zielonego zarządzania łańcuchem dostaw, obejmującego zaopatrzenie i logistykę?

Do you have knowledge in the area of green supply chain management, including procurement and logistics?

30 odpowiedzi

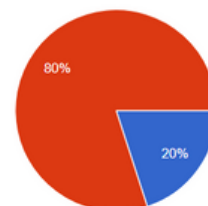


● Tak/Yes
● Nie/No

Czy posiadają Państwo wiedzę w zakresie skutecznego zaangażowania interesariuszy i komunikowania wysiłków i wyników firmy w zakresie zrównoważonego rozwoju?

Do you have expertise in effective stakeholder engagement and communication of the company's sustainability efforts and performance?

30 odpowiedzi



● Tak/Yes
● Nie/No



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Answers

To question 13: "Czy znasz skuteczne metody zarządzania zgodne z ideami zrównoważonej strategii biznesowej i przywództwa? Are you familiar with effective management methods in line with the ideas of sustainable business strategy and leadership?", answers: "Tak/Yes" was given by 5 respondents, answers: "Nie/No" was given by 25 respondents.

Unfamiliarity with effective management methods in line with the ideas of sustainable business strategy and leadership, can result in reduced motivation to implement change and a number of problems at the beginning of the implementation of green solutions.

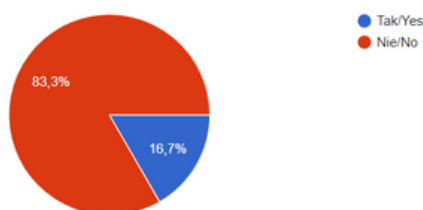
To question 14: "Czy znają Państwo tematykę dotyczącą uzasadnienia biznesowego na rzecz zrównoważonego rozwoju? Are you familiar with the business case for sustainability?", answers: "Tak/Yes" was given by 10 respondents, while answers: "Nie/No" by 20 respondents.

Only 1/3 of entrepreneurs felt they knew the business case for sustainability measures. The vast majority of respondents do not know the economic benefits of making green changes.

Czy znasz skuteczne metody zarządzania zgodne z ideami zrównoważonej strategii biznesowej i przywództwa?

Are you familiar with effective management methods in line with the ideas of sustainable business strategy and leadership?

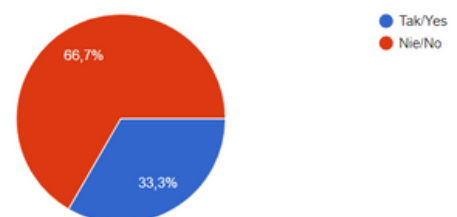
30 odpowiedzi



Czy znają Państwo tematykę dotyczącą uzasadnienia biznesowego na rzecz zrównoważonego rozwoju?

Are you familiar with the business case for sustainability?

30 odpowiedzi



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Answers

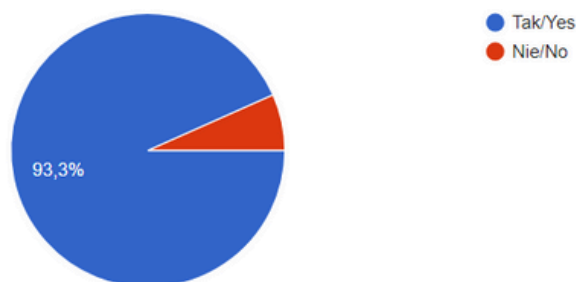
To question 15: "Czy chcieliby Państwo wziąć udział w szkoleniach wspomagających umiejętności zarządcze obejmujących tematyką ESG, zrównoważony rozwój, gospodarkę o obiegu zamkniętym i innych tematów zawartych w pytaniach ankiety? Would you like to participate in management skills training courses covering ESG, sustainability, the circular economy and other topics included in the survey questions?", answers: "Tak/Yes" was given by 28 entrepreneurs, while answers: "Nie/No" was given by 2 entrepreneurs.

The vast majority of entrepreneurs are open to taking part in training to support management skills related to ESG and sustainability. Entrepreneurs recognize gaps in their management practices, and are ready to take part in training to support their green transformation efforts.

Czy chcieliby Państwo wziąć udział w szkoleniach wspomagających umiejętności zarządcze obejmujących tematyką ESG, zrównoważony rozwój, gospodarkę o obiegu zamkniętym i innych tematów zawartych w pytaniach ankiety?

Would you like to participate in management skills training courses covering ESG, sustainability, the circular economy and other topics included in the survey questions?

30 odpowiedzi



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Conclusions

Survey responses point to some very important conclusions. Entrepreneurs are mostly familiar with the term ESG, the term has managed to break through in business nomenclature. At the same time, a small number of entities show familiarity with practical management measures to implement sustainability.

Low awareness of the benefits, combined with a lack of adequate knowledge regarding the introduction of specific practices, may be the reason for the still low implementation of green solutions in the SME sector.

At the same time, it is worth emphasizing that entrepreneurs show willingness to participate in training courses to develop their green competence and fully understand the assumptions of green transformation based on sustainable development principles.

In connection with the survey, combined with the experience of other surveys conducted and activities with experts, relevant issues will be prepared in the form of tips, advice, good practices, a report, a training program and a handbook so that businesses can supplement their ESG and sustainability knowledge. It is hoped that through this, the green transformation, will proceed at a pace in line with the European Commission's objectives.



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