

Appendix

Dear Madam/Sir,

Hello! Thank you for taking the time to participate in this survey. We are the Quality Management Research Group from Tianjin University and Tiangong University. To conduct research on employee green behavior from the perspective of corporate social responsibility, we are now conducting a questionnaire survey at your organization. This survey is supported by the National Natural Science Foundation of China as a key project (Grant Nos. NSEC72231005 & 72261147706).

The questionnaire takes about 5 minutes. We attach great importance to and respect your privacy and personal information security. Hereby, we solemnly promise that all information you provide will be used solely for academic research purposes. We will strictly comply with the Personal Information Protection Law of the People's Republic of China and the Statistics Law of the People's Republic of China, and maintain strict confidentiality. Thank you for your great support!

Tianjin University
Tiangong University

Part I—Corporate Social Responsibility

Please select the option that best reflects your actual situation according to the following scale: 1-Strongly disagree, 2-Disagree, 3-Neutral, 4-Agree, 5-Strongly agree.

	1	2	3	4	5
Strictly implement environmental standards (e.g., ISO 14001) during raw material procurement and production processes	☐	☐	☐	☐	☐
Provide technical training to local suppliers and participate in community environmental governance	☐	☐	☐	☐	☐
Maintain stable environmental protection investment for three consecutive years with no major safety or environmental accidents	☐	☐	☐	☐	☐
Proactively disclose product carbon footprint data and establish a 72-hour executive hotline for complaints	☐	☐	☐	☐	☐

Part II – Green Organizational Culture

	1	2	3	4	5
Use clean energy and degradable packaging, practice green development concept	☐	☐	☐	☐	☐
Strictly abide by the Environmental Protection Law and industry environmental standards, implement pollution prevention and control	☐	☐	☐	☐	☐

Restructure the supply chain system based on environmental goals, achieving significant reduction in transportation carbon emissions	☐	☐	☐	☐	☐
Establish a 2030 carbon peak action program and support green technology innovation	☐	☐	☐	☐	☐

Part III – Moral Identity

	1	2	3	4	5
Strict inspection of incoming raw materials makes me deeply feel professional value	☐	☐	☐	☐	☐
Integrate the concept of “quality is the lifeline” into every process	☐	☐	☐	☐	☐
When customers express gratitude, I feel the responsibility of a manufacturer	☐	☐	☐	☐	☐
Participate in completing energy- saving transformation of production lines	☐	☐	☐	☐	☐

Part IV – Employee Green Behavior

	1	2	3	4	5
Strictly follow environmental operation specifications to ensure zero- pollution discharge in processes	☐	☐	☐	☐	☐
Give priority to suppliers with environmental certification and verify carbon footprint data	☐	☐	☐	☐	☐
When I find discarded recyclable packaging (e.g., cardboard boxes/plastic film), I sort it	☐	☐	☐	☐	☐

Part V – Quality Performance

	1	2	3	4	5
For short trips within three floors, I choose walking or taking stairs instead of the elevator	☐	☐	☐	☐	☐
When I find discarded recyclable packaging (e.g., cardboard boxes/plastic film), I sort it	☐	☐	☐	☐	☐
Implement Six Sigma quality improvement projects, significantly reducing quality costs	☐	☐	☐	☐	☐