



Integrating **EMAS, CRM, ESG & IED**
for Sustainable Growth

November 7th, 2025, Warsaw



**Environmental performance
of selected EU organizations –
research results**

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Environmental performance of selected EU organizations – research results



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„*Environmental effectiveness of the organization and its determinants.*”



Goal: Identify key factors shaping environmental performance in organisations

Research Methodology

Method: CAWI survey

Respondents:

- 847 organisations from 14 European countries

Four categories:

- economic
- legal
- social
- organisational

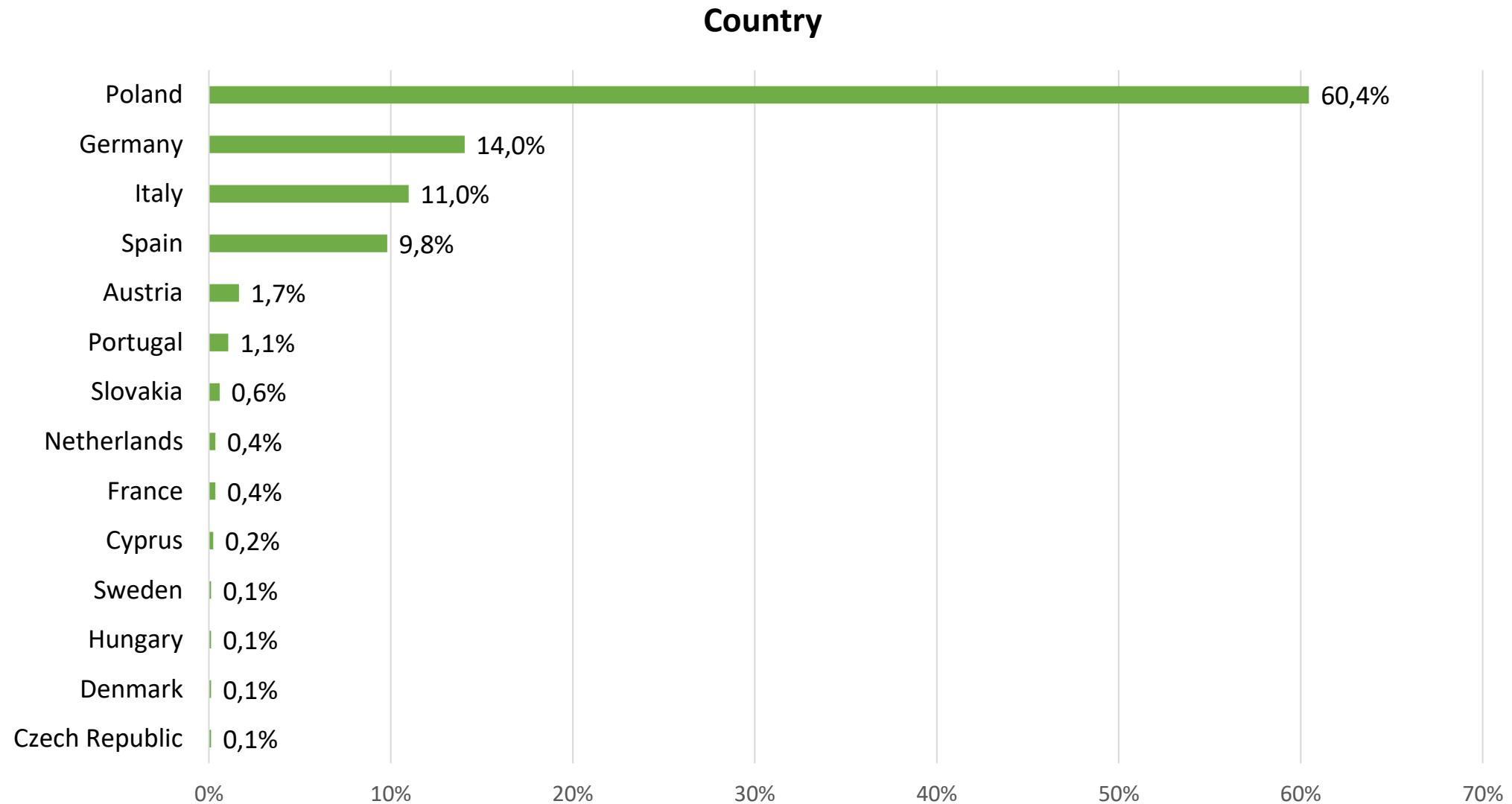
Scale: 5-point Likert

(1 = definitely inhibits, 2 = rather inhibits, 3 = neither inhibits nor stimulates, 4 = rather stimulates, 5 = definitely stimulates).

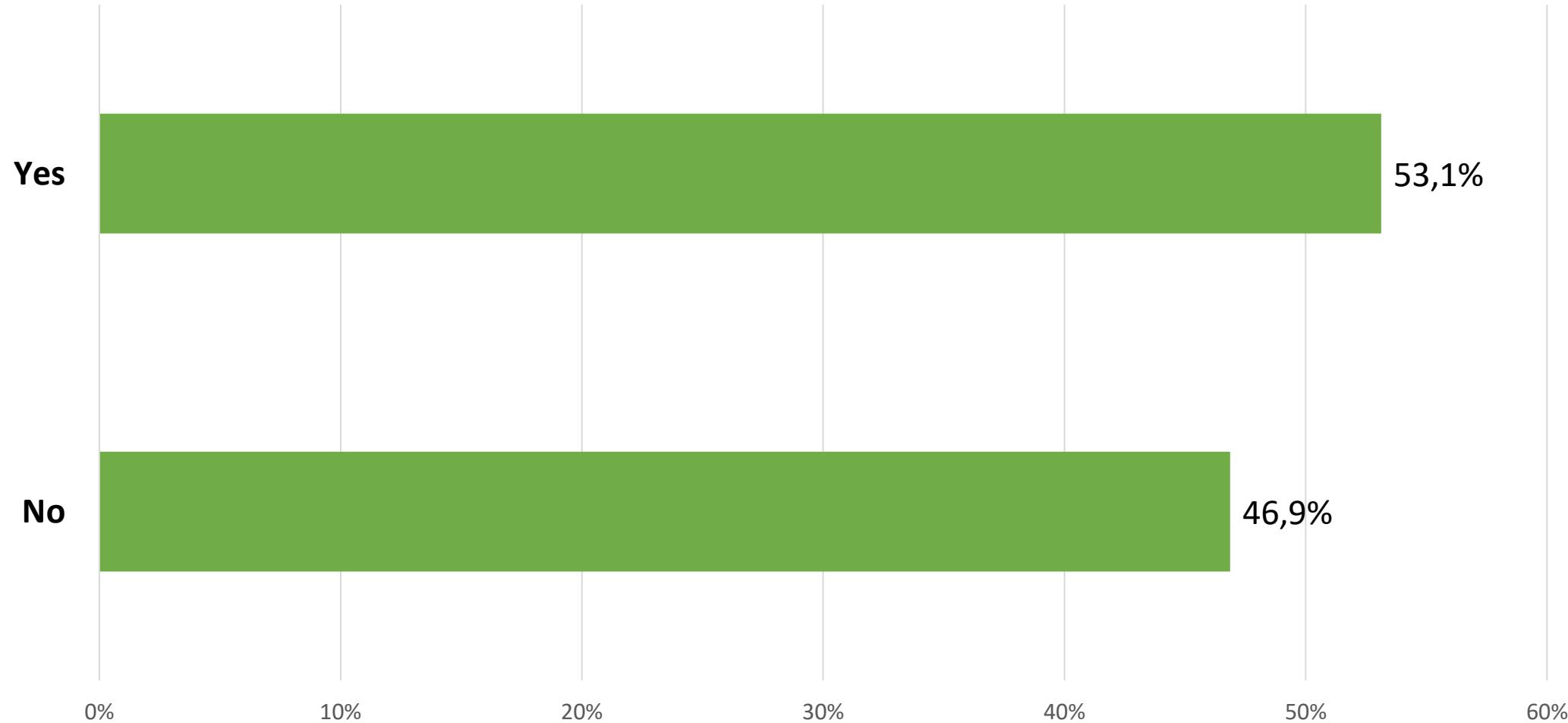
Research sample characteristics



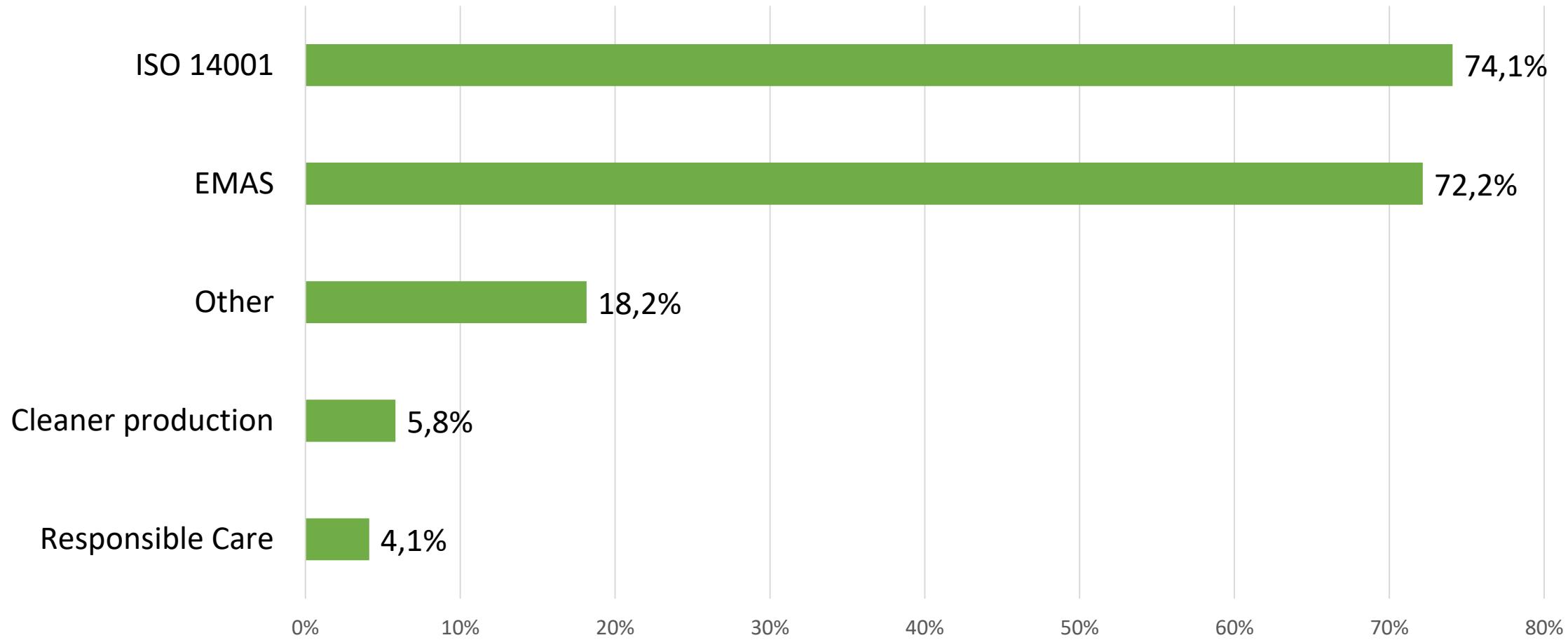
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Do you have a certified environmental management system (EMS)?

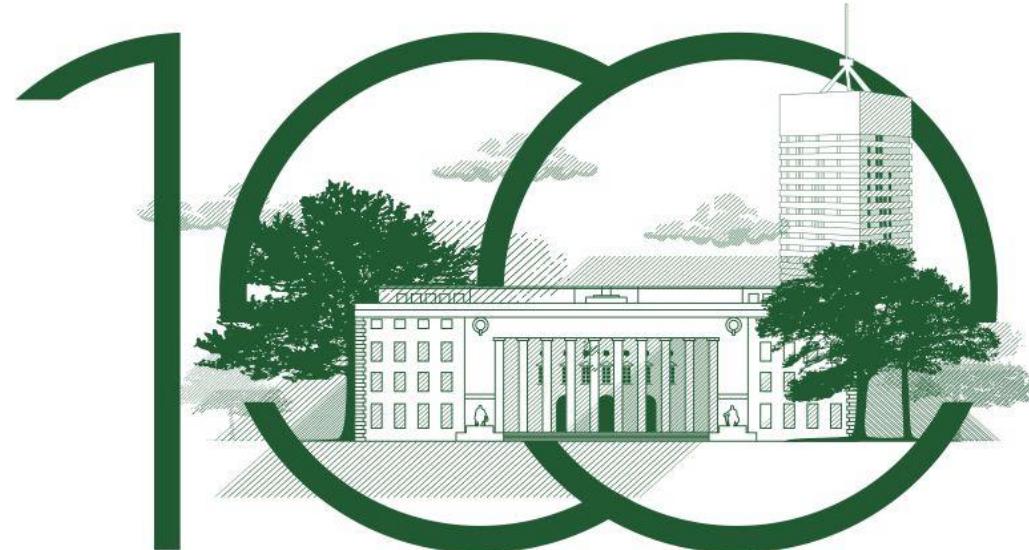


What EMS do you have?

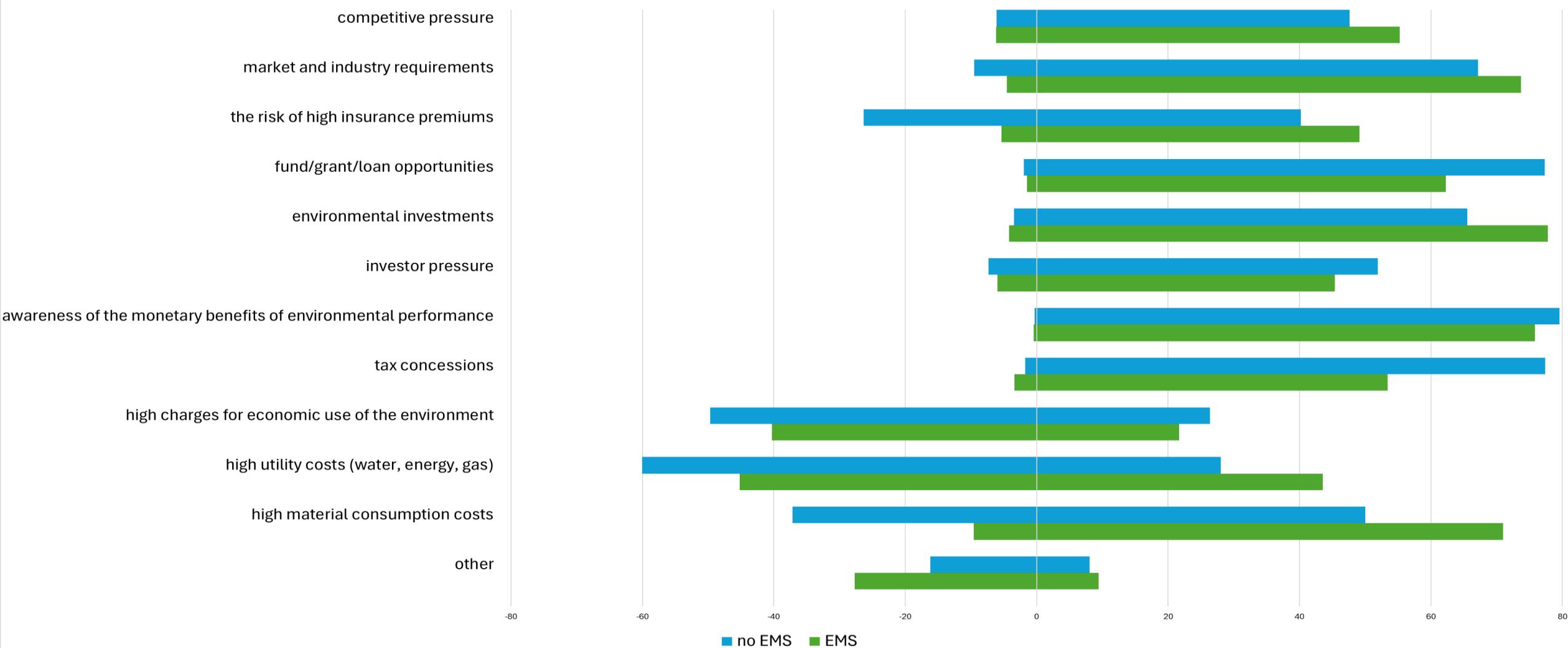


RESEARCH RESULTS

Factors influencing environmental performance of organisations with and without EMS



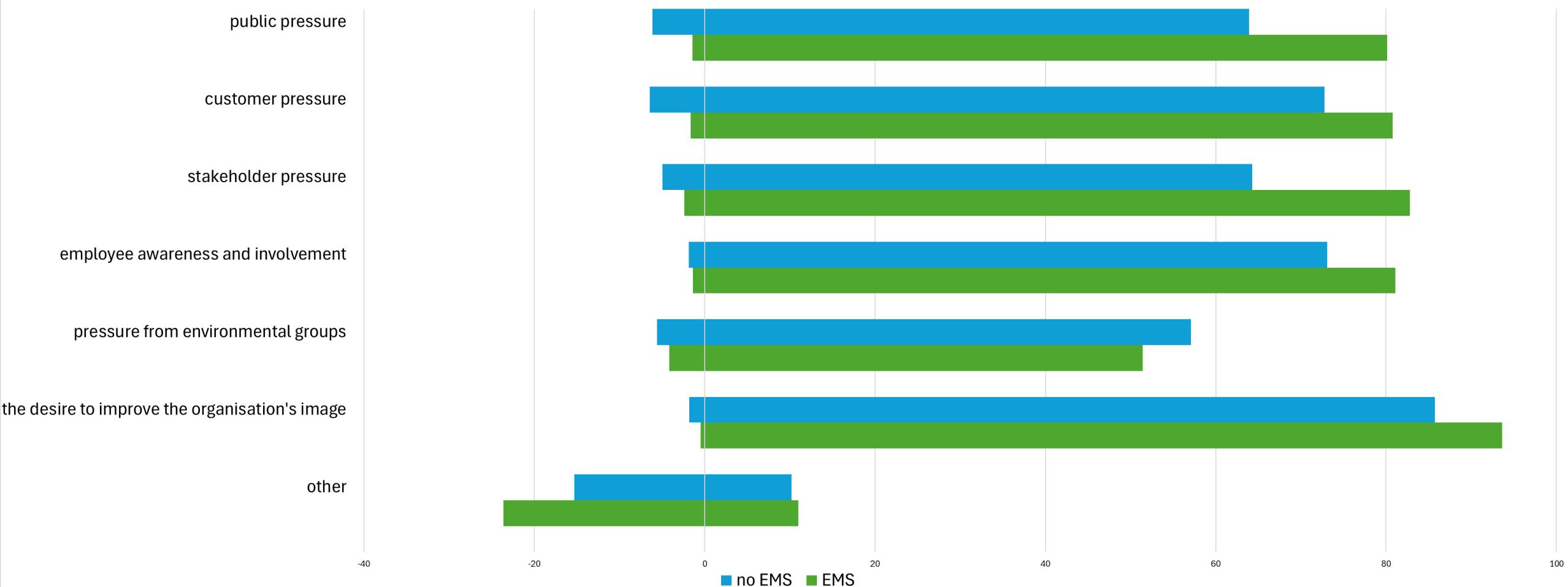
Influence of economic factors on organisation's environmental performance [%]



1 = definitely inhibits, 2 = rather inhibits, 3 = neither inhibits nor stimulates, 4 = rather stimulates, 5 = definitely stimulates

Organizations with an EMS are better able to leverage the economic opportunities associated with environmental protection, whereas organizations without an EMS tend to focus more on the costs

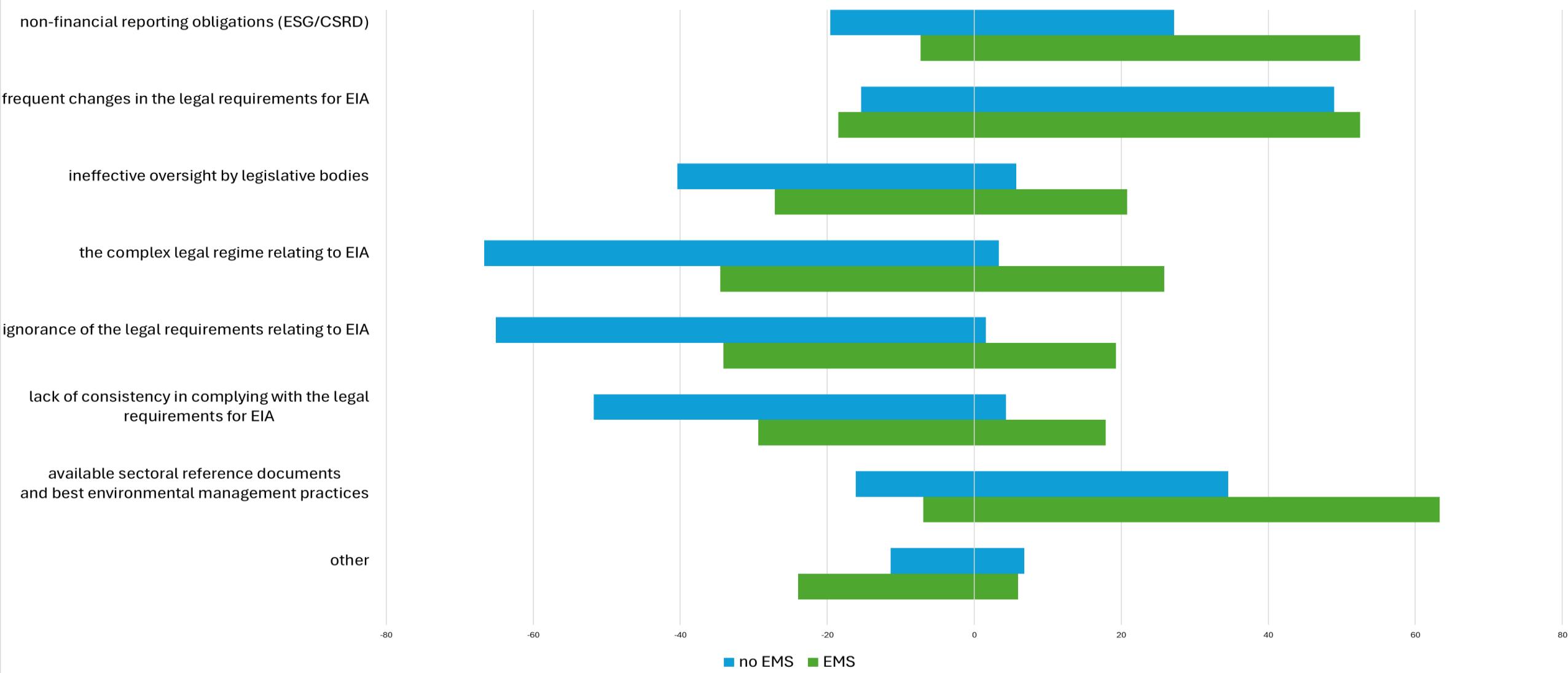
Influence of social factors on organisation's environmental performance [%]



1 = definitely inhibits, 2 = rather inhibits, 3 = neither inhibits nor stimulates, 4 = rather stimulates, 5 = definitely stimulates

Social factors are perceived as strongly supportive of environmental performance in both groups.
But organizations with an EMS feel this influence even more intensively — especially for improving corporate image

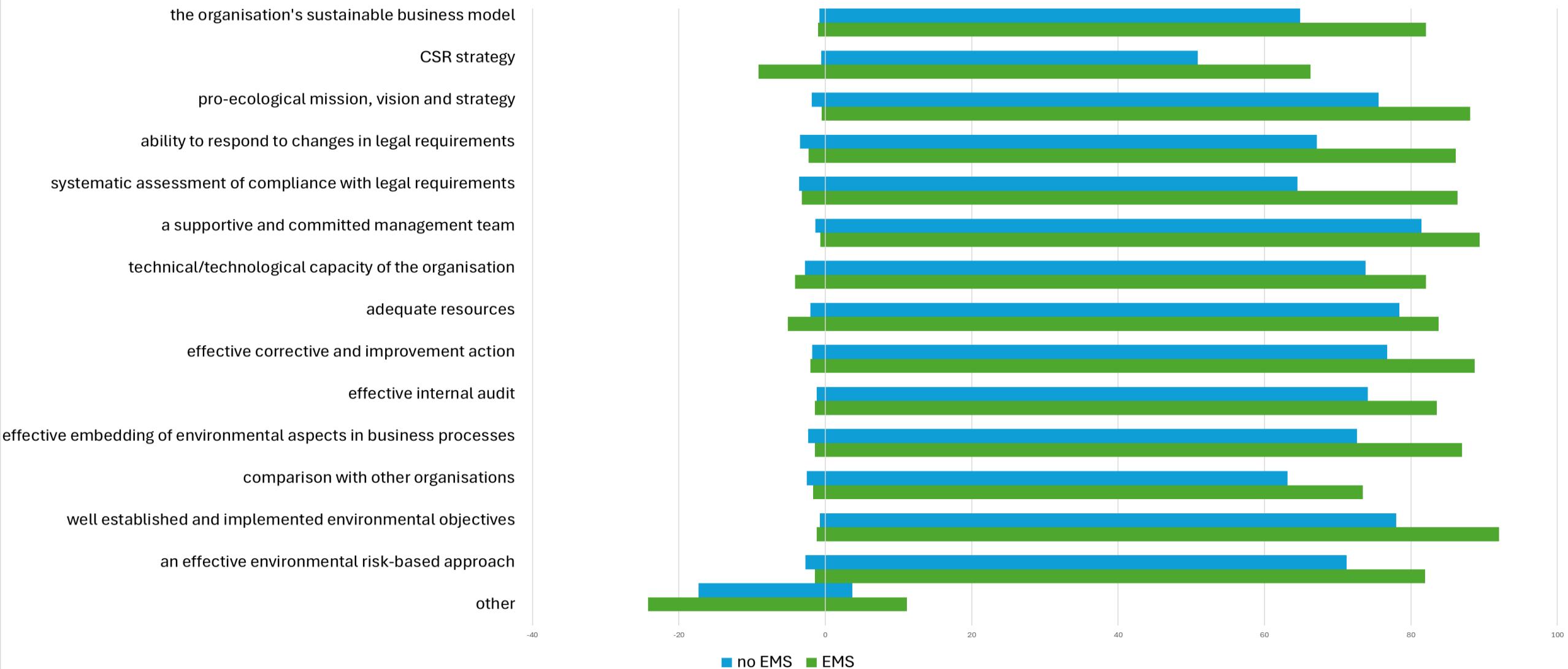
Influence of legal factors on organisation's environmental performance [%]



1 = definitely inhibits, 2 = rather inhibits, 3 = neither inhibits nor stimulates, 4 = rather stimulates, 5 = definitely stimulates

Organizations with an EMS perceive the legal environment much more positively than organizations without an EMS. Legal requirements, reporting obligations, and regulatory guidance support environmental improvements for EMS organizations, while for non-EMS organizations they remain mainly barriers.

Influence of organisational factors on organisation's environmental performance [%]



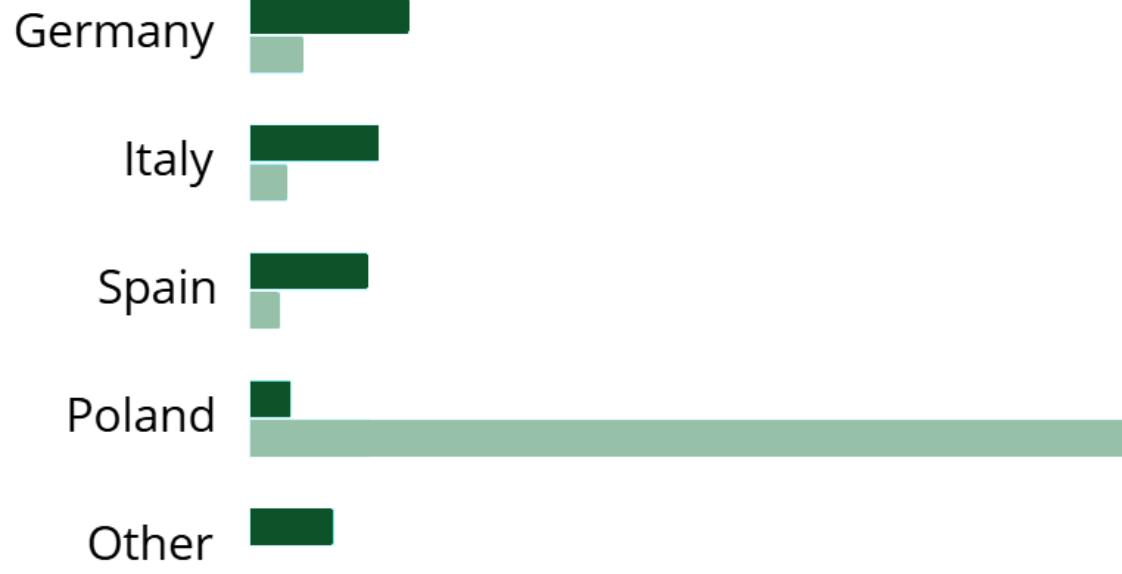
1 = definitely inhibits, 2 = rather inhibits, 3 = neither inhibits nor stimulates, 4 = rather stimulates, 5 = definitely stimulates

EMS significantly enhances organisations' internal capabilities to improve environmental performance by strengthening systems, resources, and strategic integration.

Environmental Performance Indicators in EMAS-registered and non-EMAS-registered

Goal: To identify key environmental performance indicators monitored by organizations

Total n=847 EMAS n=297 non-EMAS n=550



Performance,
Credibility,
Transparency

Research Methodology

Goal: To identify key environmental performance indicators monitored by organizations.

Method: Exploratory factor analysis (Varimax rotation).

Research procedure:

- 1) Bartlett's test of sphericity to evaluate the significance of the correlation matrix.
- 2) Kaiser-Meyer-Olkin (KMO) coefficient to assess adequacy of the correlation matrix.
- 3) Determine the number of components using the scree plot criterion (Cattell) and the half criterion.
- 4) Identify factors included in each component and their loadings (Varimax rotation)

Tab. 1. Bartlett's Test of Sphericity and the Kaiser-Meyer-Olkin (KMO) Coefficient

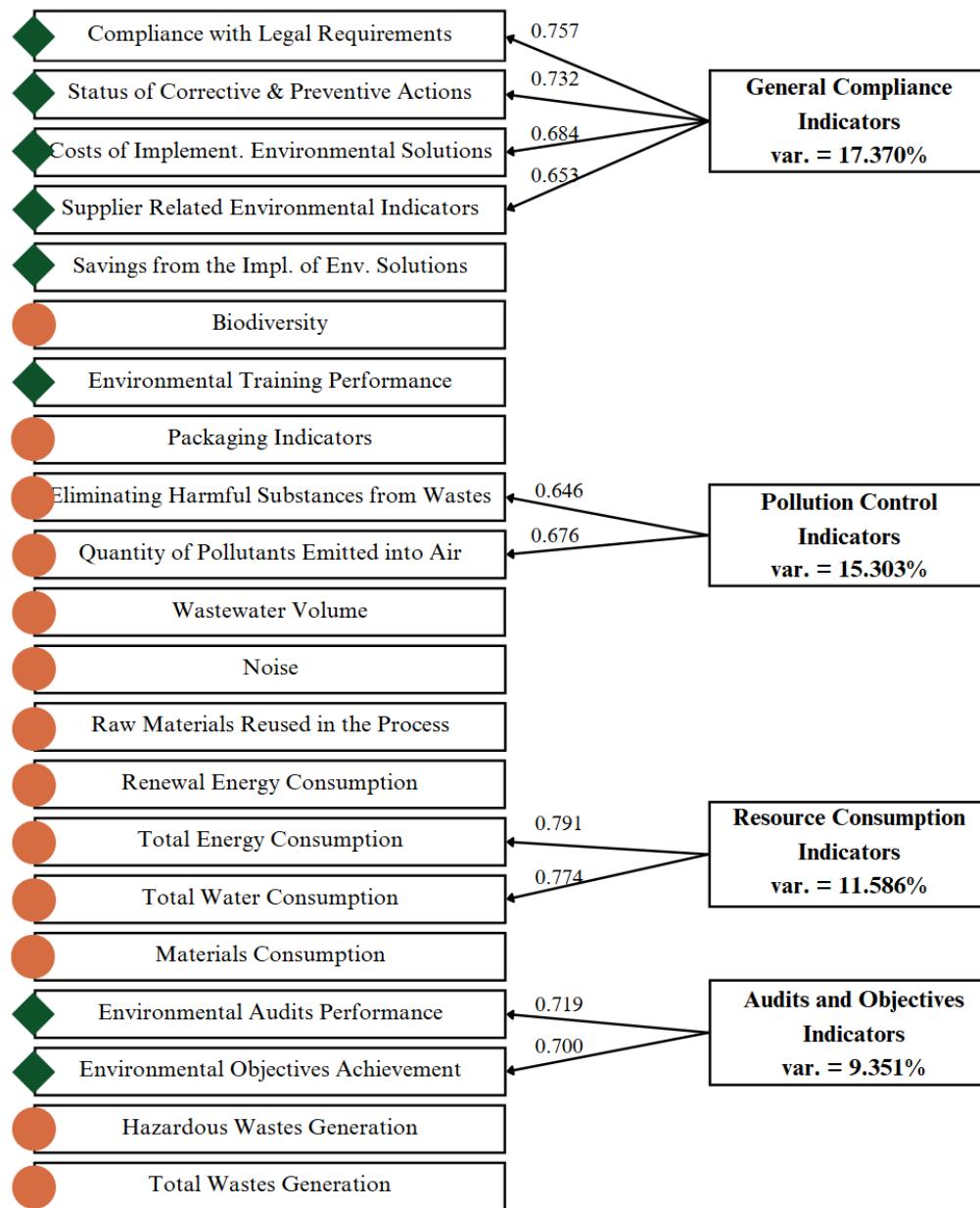
Parameter	Total	EMAS	non- EMAS
Kaiser-Meyer-Olkin measure of adequacy	0,964	0,830	0,962
Chi-square (Bartlett's test of sphericity)	14798,233	2422,157	10046,024
Df (degrees of freedom)	210	210	210
p-value	<0,001	<0,001	<0,001

Tab. 2. Key components

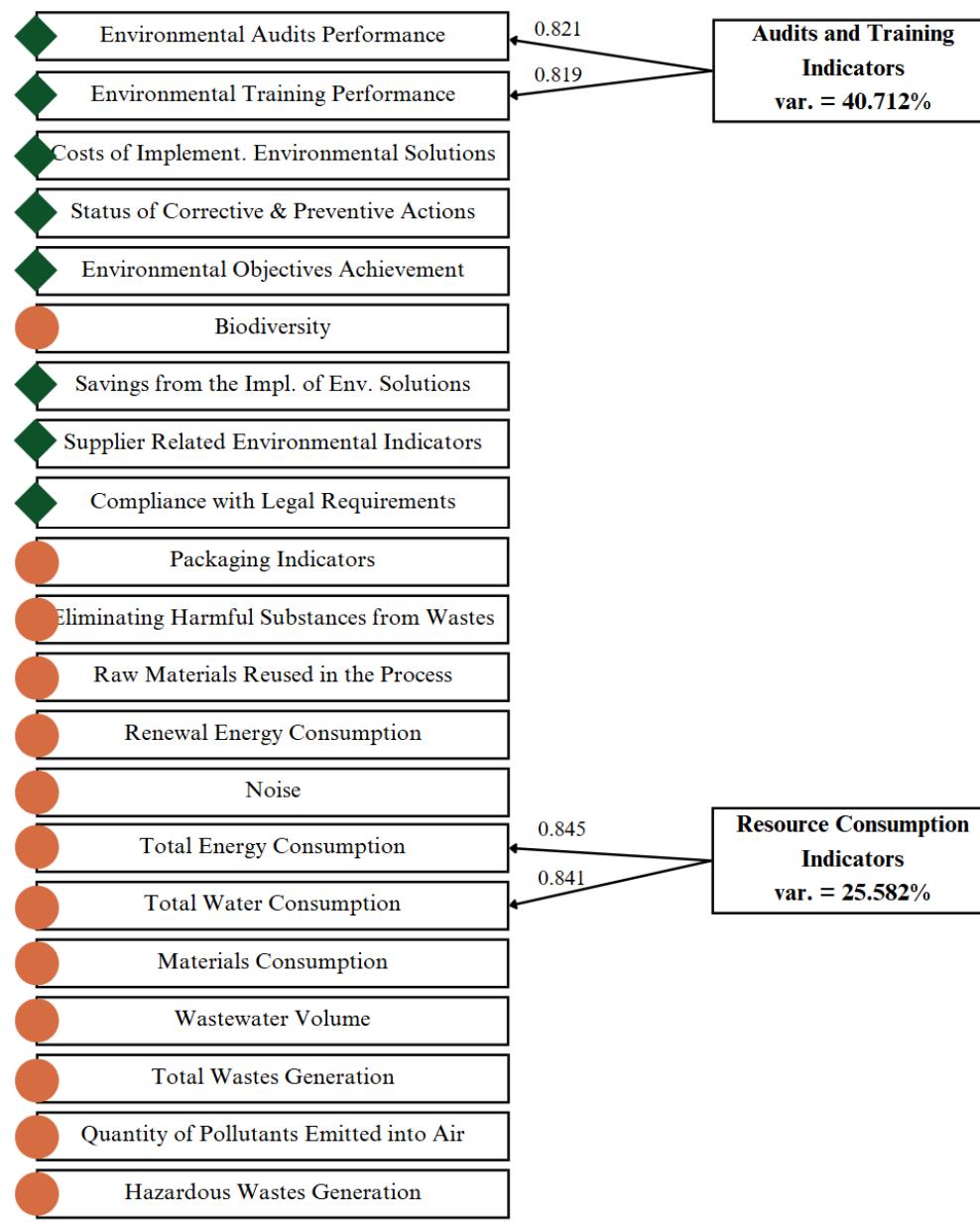
Component	Total		EMAS		non-EMAS	
	% variance	% cum.	% variance	% cum.	% variance	% cum.
1	39,515	39,515	17,370	17,370	40,712	40,712
2	25,437	64,952	15,303	32,673	25,582	66,294
3			11,586	44,259		
4			9,351	53,610		

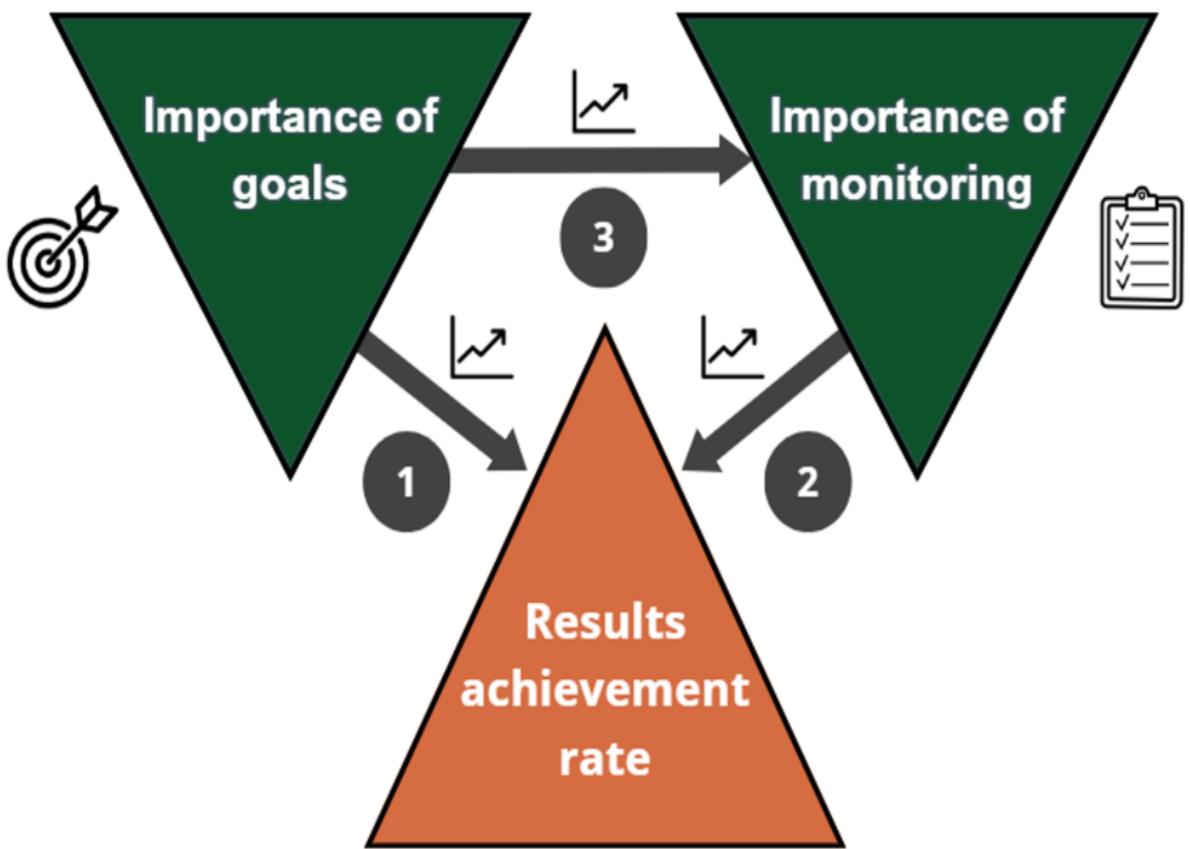
Research Results

EMAS n=297



non-EMAS n=550





Among **EMAS-registered** organizations, four main components were identified.

Among **non-EMAS** organizations two components were identified.

Non-EMAS organizations focus on the indicators related to **management activity** (effectiveness of an EMS).

EMAS-registered organizations Focus on regulatory compliance and prioritize more indicators related to **operational activity** (actual environmental performance).

- 1 The emphasis placed on environmental goals is positively correlated with the outcomes achieved.
- 2 Organizations that prioritize monitoring achieve better results.
- 3 Organisations that prioritize environmental goals also place a strong emphasis on monitoring.



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Thank you ☺

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