



“Gheorghe Asachi” Technical University of Iasi, Romania



ARE COMPANIES ENVIRONMENTAL SCORES AFFECTED BY DIVERSITY OF POLICIES AND WOMEN’S PRESENCE? AN OVERVIEW OF ENVIRONMENTAL CONDITIONANTS

**María-del-Val Segarra-Oña¹, Ángel Peiró-Signes², Juan Antonio Mondéjar-Jiménez³,
Guillermo Ceballos-Santamaría^{4*}**

¹*Universitat Politècnica de València, Management Department, 7D building, Camino de Vera, s/n 46022, Valencia, Spain*

²*Universitat Politècnica de València, School of Business Administration, Management Department,
7D building, Camino de Vera, s/n 46022, Valencia, Spain*

³*University of Castilla-La Mancha, Antonio Saura building, Santa Teresa Jornet, s/n, 16.071 Cuenca, Spain*

⁴*University of Castilla-La Mancha, Faculty of Social Sciences, Business Department, Edificio Cardenal Gil de Albornoz,
44 Avda. de los Alfares, 16.071 Cuenca, Spain*

Abstract

This paper examines the impact of diversity policies and women’s participation in the workplace on the environmental scores of companies. Using data from 3895 firms present in the ASSET4 database during 2006–2010, we report on the impact of diversity policies, women’s presence, and the major market location of companies on their environmental scores. The results show that environmental scores increase with the presence of diversity policies and the location of the company outside Asia. Furthermore, we found that the percentage of women employees decreases environmental scores while the percentage of women managers does not have a significant impact. The paper concludes with a discussion of the implications of these findings for future environmental promotion within companies.

Key words: diversity policies, environmental promotion, environmental scores, women, social enhancement, ESG

Received: May, 2014; *Revised final:* October, 2014; *Accepted:* October, 2014

* Author to whom all correspondence should be addressed: e-mail: maseo@omp.upv.es