

# 1     **SUSTAINABILITY REPORTING ON HAZARDOUS TOXIC MATERIALS WASTE**

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## 8                                     **Abstract**

9     This paper discusses the importance of environmental sustainability report disclosure related to  
10    hazardous and toxic waste (LB3) in Indonesia. As a country with a large population and rapidly growing  
11    industrialization rate, LB3 management is a crucial issue in maintaining environmental sustainability.  
12    This study analyzes the extent to which companies in Indonesia disclose information related to LB3  
13    management in their sustainability reports, as well as the challenges faced in the disclosure process. The  
14    findings show that although regulations related to LB3 management have been in place, the  
15    implementation of disclosure is still limited and inconsistent among companies. Several factors that  
16    influence disclosure include a lack of understanding of reporting obligations, low awareness of the  
17    importance of transparency, and limitations in existing reporting capacity.

18         Sustainability report disclosure regarding LB3 waste in Indonesia needs to be improved to  
19    support corporate transparency and accountability in managing hazardous waste. Further steps are  
20    needed to strengthen regulations, increase awareness, and provide training for companies so that they  
21    can better manage and report LB3 waste. This increased disclosure will contribute to environmental  
22    conservation and sustainability efforts in Indonesia.

23    **Keywords:** disclosure, environmental sustainability, hazardous waste, toxic waste, transparency.

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## 27 **A. Introduction**

28 Waste management that is not in accordance with procedures will damage the environment  
29 (Supraptini, 2012). According to Law No. 11 of 2020 concerning Environmental Protection and  
30 Management, waste is defined as the remains of a business or activity. Waste produced by companies  
31 can be non-B3 waste (Hazardous and Toxic Materials) and B3 Waste. According to Government  
32 Regulation No. 22 of 2021, LB3 is a substance, energy, other components that have properties,  
33 concentrations, and quantities that can directly or indirectly pollute, damage, endanger the environment,  
34 health, human survival, and other living things.

35 Industrial activities are one of the important elements in supporting development to improve the  
36 standard of living of the Indonesian people. The positive impact of industrial activities is producing  
37 goods and services, opening up employment opportunities, and improving people's standard of living.  
38 The negative impact is producing industrial waste that pollutes the environment, causing damage to  
39 natural resources, and decreasing the quality of life because the environment is polluted, for this reason  
40 industry is required to carry out waste management properly (Supraptini, 2012).

41 Based on Law No. 32 of 2009 concerning environmental protection and management, waste is  
42 defined as the process of entry of living things or substances and energy or other components into the  
43 environment by human activities so that the quality of the environment decreases to a certain level that  
44 causes the environment to not function according to its function. Waste produced by companies can be  
45 non-B3 (Hazardous and Toxic Materials) and LB3 waste. According to PP No. 101 of 2014, hazardous  
46 and toxic waste, hereinafter abbreviated as B3, is a substance, energy, and/or other component that due  
47 to its nature, concentration, and/or quantity, either directly or indirectly, can pollute and/or damage the  
48 environment, and/or endanger the environment, health, and survival of humans and other living things.

49 Environmental pollution and damage not only have an impact on human survival now, but also  
50 threaten human survival in the future, so that serious and consistent environmental protection and

51 management are needed by all stakeholders. The following are cases of environmental damage that have  
52 occurred in various parts of the world due to industry.

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**Table 1.1**

55

**Environmental damage that occurs in various parts of the world due to industry**

56

Country	Tragedy
Japan	Japan has a Minamata tragedy. This tragedy happened because the industry threw away the waste metal weight/mercury into the sea and caused 60,000 people to be affected by the disease minamata (disorder system nerves center) (Liputan6.com, 2020).
India	India has a Bhopal tragedy. It happens due to industry pesticides experiencing toxic gas leaks causing 15,000 people to die (Kompas.com, 2023).
The Soviet Union	The Soviet Union has the Chernobyl tragedy which was an accident reactor nuclear and caused 210 people to die (Tirto.id, 2020).
Nigeria	Nigeria has a Shell tragedy. This tragedy happened when there was a spill of oil from Royal Dutch Shell oil company because cargo collided and caused dead fish in the Bodo Waters area of Southern Nigeria (Wartaekonomi.com, 2020)
Indonesia	Indonesia has Lapindo mudflow caused by Banjar Panji I well drilling by Lapindo Brantas company which caused 11 villages in 3 sub-districts in Sidoarjo to be drowned (Mongabay.com, 2013).

Source: Processed data (2024)

57

**Table 1.2**

58

**Environmental Damage Caused by LB3 Companies in Indonesia**

<b>Company</b>	<b>Cases</b>
NTS Bekasi Inc.	NTS Bekasi Inc. is engaged in the field of processing services waste.  The case that involves this company is about dumping LB3 in a place without permission. The consequence is the soil that contaminated with oil sludge, bottom ash, and metal heavy (hexavalent, chromium, mercury, arsenic, barium, copper, lead, nickel, and zinc) causes soil nutrients lost, disturbing the land ecosystem, and the groundwater cannot be utilized, if happen evaporation, this can produce dangerous gases (Gakkum.com, 2020).
Green Environmental Mojokerto Inc.	This company is engaged in the field of processing services waste.  This company disposes of liquid and solid LB3 into rivers without prior processing. The consequences are strong scent, polluting the banks of the Marmoyo River, Kembangan Hamlet, Mojojajar Village, Kemlagi District, Mojokerto Regency, and dangerous for humans and the surrounding ecosystem (Mongabay.co.id, 2020)
Daya Pratama Lestari	This company is a textile company. The company was involved in a liquid LB3 disposal case in a place without permission. This action pollutes the Citarum River. The LB3 content is absorbed by soil and water, resulting in rivers becoming cloudy, smelling bad, and the surrounding ecosystem being disturbed (Redaksi, 2020).
Combifar Inc.	This is a pharmaceutical company. This company is involved in dumping the liquid LB3 in the Citarum tributary without processing

Company	Cases
	<p>earlier. This action caused a damaging environmental ecosystem.</p> <p>Water waste with a temperature of above 50 degrees Celsius is thrown away, river biota dies, and people around the location complain of skin disease when they have contact with the river (Ayobandung.com, 2020).</p>
Novapharin Gresik Inc.	<p>This is a pharmaceutical company which taken action in the disposal of liquid LB3 in the gutter which flows in settlement inhabitants.</p> <p>This action causes a strong odor, air pollution, and shortness of breath for local residents, and if it comes into contact with the skin, it causes irritation (Wartapos.id, 2017).</p>
Inka (Persero) Inc.	<p>This is a railway manufacturing company. This company found that the LB3 management does not fulfill the standard/criteria. Therefore, workers experience complaints of health problems such as headaches (4 workers), skin irritation (3 workers), shortness of breath (1 worker), and nausea (2 workers) (Ichtiakhiri &amp; Sudarmaji, 2015)</p>
Source: Processed data (2024)	

59

60 This increasingly severe and dangerous damage requires the business world and companies to  
61 make improvements and maintain their sustainability in the future. The Indonesian government  
62 regulates by making the following regulations:

- 63 1. Law No. 40 of 2007 concerning Limited Liability Companies which regulates the obligation  
64 of companies to carry out corporate social responsibility or better known as Corporate Social  
65 Responsibility (CSR).

66        2. Government Regulation (PP) No. 47 of 2012 concerning social and environmental  
67        responsibility for Limited Liability Companies.

68        The many cases of environmental pollution, especially LB3, cause environmental damage,  
69        therefore LB3 producing companies are required to carry out environmental responsibilities. There are  
70        two ways for companies to be responsible for environmental problems. First, directly through products  
71        that can be recycled, reused, reduced sources of hazardous materials, and can be renewed. Second,  
72        indirectly through the disclosure of environmental information that can increase environmental  
73        awareness and have an impact on reducing environmental problems (Nurleli & Faisal, 2017).  
74        Companies need to fulfill stakeholder demands by carrying out indirect responsibilities, namely by  
75        making environmental disclosures (Branco & Rodrigues, 2008).

76        A survey conducted by the Indonesian Environmental Forum (WALHI) in 2014 stated that  
77        environmental problems are caused by the lack of disclosure of social and environmental  
78        responsibilities. Cases of environmental crises and the taking of people's lands for investment purposes  
79        have the potential to cause LB3 pollution because industries are spread out and not centralized (WALHI,  
80        2015). Corporate social responsibility (CSR) emphasizes that companies must develop ethical and  
81        sustainable business practices economically, socially and environmentally. The Global Compact  
82        Initiative (2002) calls this understanding 3P (profit, people, planet), namely the purpose of business is  
83        not only to seek profit, but also to improve the welfare of people, and ensure the sustainability of the  
84        life of the earth (planet).

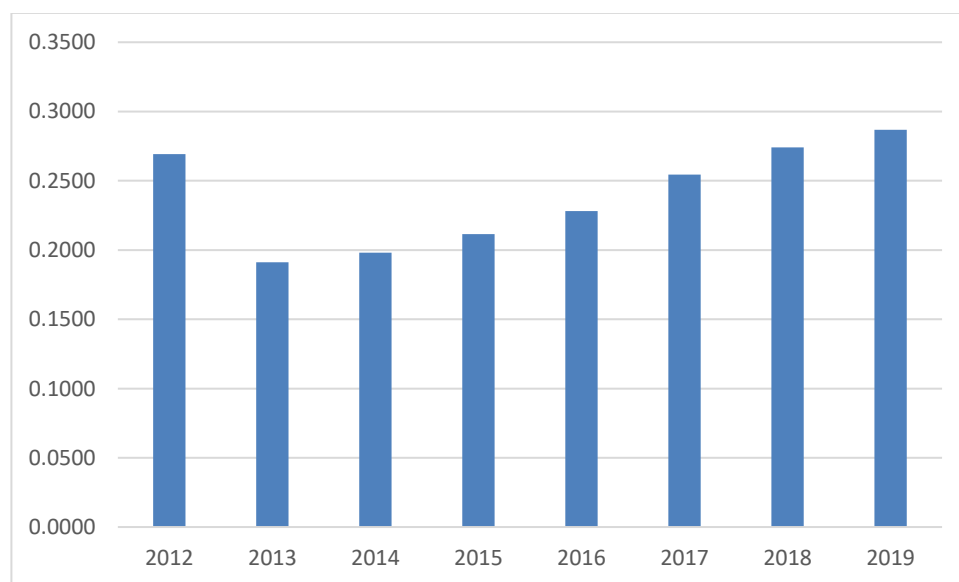
85        Companies are required to make improvements and maintain sustainability in the future. The  
86        Indonesian government issued Law No. 40 of 2007 concerning Limited Liability Companies (2007)  
87        which among other things regulates the obligations of companies to carry out economic, social, and  
88        environmental responsibilities of the company or better known as Corporate Social Responsibility  
89        (CSR). The implementation of CSR is regulated in Government Regulation No. 47 of 2012 concerning  
90        Social and Environmental Responsibility for Limited Liability Companies (2012).

91           There are two ways companies carry out environmental responsibilities. First, directly through  
92   the products produced. Examples are products produced that can be recycled, reused, reduce sources of  
93   hazardous materials, and increase the use of renewable materials. Second, indirectly through disclosure  
94   of environmental information that can increase environmental awareness and have an impact on  
95   reducing environmental problems (Nurleli & Faisal, 2017). In addition to direct environmental  
96   responsibility, companies need to realize stakeholder demands by carrying out indirect responsibilities,  
97   namely by conducting environmental disclosures (Branco & Rodrigues, 2008). Environmental  
98   disclosures include disclosure of LB3 management.

99

## 100    **B. Results of LB3 Disclosure of Companies in Indonesia Are Still Low**

101           Based on the pre-survey results in Figure 1.1, it shows a graph of LB3 disclosure in  
102   manufacturing, mineral and coal companies, and hospitals listed on the IDX in annual reports from 2012  
103   to 2019. The graph shows that LB3 disclosure is still low and fluctuating. In 2012, the average LB3  
104   disclosure was 26.98%, then in 2013 it fell to 19.11%, rising slightly in 2014 to 19.81%. In 2015, LB3  
105   disclosure was 21.15%, then in 2016 it became 22.82%, rising to 25.44%, in 2018 and 2019 it became  
106   27.42% and 28.67%.



107

Source: Processed data (2024)

**Figure 1.1: Diagram of Disclosure Results of LB3 Manufacturing, Mineral and Coal Companies, and Hospitals on the IDX 2012-2019**

LB3 disclosure in Indonesia is still relatively low. Even so, there are many benefits obtained from this reporting. These benefits include creating a good impression, supporting company continuity, increasing company legitimacy, minimizing risk (Edwin et al., 2007). The low LB3 disclosure is caused by various existing factors. The causal factors need to be known so that companies can improve these factors to increase LB3 disclosure.

**C. LB3 Disclosure for Stakeholders**

The many cases of environmental damage due to improper management of LB3 will damage the environment, the cause is the low concern of companies towards the environment and the low information provided about the LB3 management environment. Stakeholders are parties who have interests and influence over organizations or businesses that need to understand the condition of the company and the environment in which the company operates. Normative Stakeholder Theory states that companies need to establish good relationships with normative stakeholders by caring about LB3 management to gain a reputation for business sustainability. Normative Stakeholder Theory can solve the problem of low LB3 Disclosure in Indonesia. Normative Stakeholder Theory needs to be tested to solve the problem of factors that influence LB3 Disclosure in Indonesia.

Normative stakeholder theory (Phillips, 2003). is Suppliers are proxied by inventory turnover, Customers are proxied by total sales, Local Community is proxied by environmental cost ratio, Shareholders are proxied by majority shareholders, Employees are proxied by employee productivity.

**D. LB3 Disclosure Standards**

As for sustainability reports in the LB3 sector, there are currently various national and international standards, including

1. Global Reporting Initiative (GRI)



132 The Global Reporting Initiative is an independent international organization that helps companies,  
133 governments, and other organizations understand and communicate their environmental, social, and  
134 economic impacts. Founded in 1997, with the first guidelines released in 2000. The GRI reporting  
135 framework and supporting materials have been continuously adjusted and updated for over the past  
136 20 years. GRI has become the gold standard for sustainability reporting and is used by organizations  
137 in over 100 countries.

138 Historically, adjustments and updates to the standards have continued to be carried out by  
139 GRI so that the GRI standards have undergone several changes (Daromes et al., 2023). In 2000, GRI  
140 first launched guidelines called the GRI G1 Guidelines. Two years later, in 2002, the GRI G1  
141 Guidelines were adjusted so that GRI launched the GRI G2 Guidelines. As demand for reporting  
142 and use of GRI guidelines from organizations continues to increase, GRI has expanded and  
143 improved the guidelines that have been prepared so that GRI launched the GRI G3 Guidelines in  
144 2006 and the GRI G4 Guidelines in 2013 (Global Reporting Initiative, 2022), and the latest revision  
145 is the GRI Standards published in 2016.

146 2. The Sustainability Accounting Standards Board (SASB) which was formed in 2015. This standard  
147 provides a framework for assessing financial risks on ESG commitments for investors to know.  
148 Currently, SASB is in the process of being incorporated into a new standard developed by several  
149 Western countries, namely the International Sustainable Standards Board (ISSB).

150 3. Taskforce on Climate-Related Financial Disclosure (TCFD). Formed in 2015, the framework  
151 provided by this standard is used for ESG and climate risk reporting in the financial services and  
152 banking sectors. Reporting through this standard is primarily accessed by investors.

153 4. Carbon Disclosure Project (CDP). The standard, created in 2000, can be used by companies to assess  
154 their efforts in the areas of climate change, forestry, water security and supply chains. The target of  
155 this report is investors and the supply chain sector in general.

156 In this paper, the LB3 Disclosure Items are compiled based on several environmental  
157 responsibility disclosure guidelines, including LB3 Disclosure. These disclosure guidelines include the

158 Global Reporting Initiative (GRI). GRI contains 9 (nine) aspects of the company's impact on the  
 159 environment, one of which is LB3. There are also guidelines made by researchers such as Clarkson et  
 160 al., (2008); Setiadi (2016); Suhardjanto et al., (2007); Suhardjanto & Choiriyah (2010); Wiseman  
 161 (1982). This study combines LB3 disclosure items based on previous research. Each item is developed  
 162 based on the Regulation of the Minister of Environment and Forestry No. 55 of 2015 concerning the  
 163 LB3 Characteristics Test, (2015); Regulation of the Minister of Environment and Forestry No. 63 of  
 164 2016 concerning the LB3 Stockpiling Test (2016); Government Regulation No. 22 of 2021 concerning  
 165 the Implementation, Protection, and Management of the Environment (2021). The results of the FGD  
 166 are the following composition of LB3 disclosure items:

**Table 1.3**

**Disclosure Items LB3**

No	Disclosure Items	Researcher
1	LB3 type/code	Suhardjanto, et al (2007), Permen LHK Nomor 55 tahun 2015 Uji karakteristik LB3, PP 101 tahun 2014
2	Total LB3 weight by type	Setiabudi (2016), GRI 4
3	Efforts to reduce LB3	Crakson, et al (2008), PP 101 tahun 2014
4	LB3 Storage	PP 101 tahun 2014
5	LB3 collection	PP 101 tahun 2014
6	Transport information LB3	Wiseman (1982), PP 101 tahun 2014
7	Utilization of LB3	PP 101 tahun 2015
8	LB3 recycling	Crakson, et al (2008), Clarkson, et al (2013)
9	LB3 processing	Clarkson, et al (2013), PP 101 tahun 2014
10	LB3 Hoarding	PP 101 tahun 2014, Permen LHK Nomor 63 tahun 2016 Uji Penimbunan LB3
11	LB3 disposal method	Wiseman (1982), Crakson, et al (2008), Clarkson, et al (2013)

12	Total weight LB3 by disposal	GRI4
13	method	PP 101 tahun 2014
14	Financing	GRI4
15	LB3 percentage transported for international shipping	PP 101 tahun 2014
16	Prevention of Environmental	PP 101 tahun 2014
17	Pollution due to LB3	PP 101 tahun 2014
18	Emergency Response System in	PP 101 tahun 2014
19	LB3 Management	GRI4, Clarkson, et al (2013), Setiabudi (2016)
20	coaching	Clarkson, et al (2013)
21	Supervision	Crakson, et al (2008)

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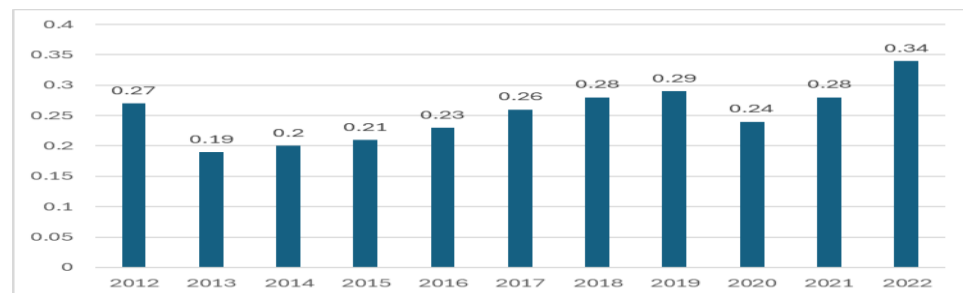
Source: Processed data (2024)

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## 170 E. Results of LB3 Disclosure of Companies in Indonesia

171 Figure 1.2 illustrates the LB3 disclosure in the annual reports of manufacturing, mineral and coal

172 companies and hospitals on the IDX per year from 2012-2022 as follows.:



173

Source: Processed data (2024)

174 **Figure 1.2: Histogram Diagram of Average Disclosure of LB3 Manufacturing, Mineral**  
175 **and Coal Companies, and Hospitals in 2012-2022**

176 Figure 1.2 shows a graph of LB3 disclosure in mineral and coal manufacturing companies, and

177 hospitals listed on the IDX in the 2012 to 2022 annual reports. The graph shows that LB3 disclosure is  
178 still low, an average of 24% for 8 years. In 2012, the average LB3 disclosure was 25%, then in 2013 it  
179 fell to 19%, rising slightly in 2014 to 20%. In 2015, LB3 disclosure was 21%, then in 2016 it became  
180 23%, rising to 26% in 2017. In 2018 and 2019 it became 28% and 29% respectively. In 2020, 2021,  
181 2022 it was 24%, 28%, and 34%. Based on the category calculation, LB3 disclosure in 2012-2022 has  
182 a very low status.

183         The largest LB3 disclosure was presented by PT Mayora Indah Tbk (MYOR) and PT Nippon  
184 Indosari Corporindo, Tbk (ROTI). PT Mayora Indah Tbk (MYOR) focuses on waste management and  
185 has won the 2005 energy globe award for its waste management scheme so that its LB3 disclosure has  
186 the highest value of 0.9100 from the 2012-2022 research year.

## 187 **F. Suppliers Influence on LB3 Disclosure**

188         Normative stakeholder theory explains the concept that companies must maintain good  
189 relationships with supplier stakeholders to gain a reputation by conducting LB3 Disclosure (Phillips,  
190 2003). Suppliers are stakeholders who have and provide the needs for the survival of the company.  
191 Suppliers play an important role in the supply chain for the company, therefore the company maintains  
192 supplier relationships and trust by providing continuous LB3 management information and updating  
193 environmental strategies (LB3) (Huang & Kung, 2010).

194         A good supplier is a supplier who supplies goods to the company, the goods rotate  
195 quickly. This fast turnover is because the goods distributed from the supplier to the company are  
196 of good quality so that many consumers buy them. Good suppliers will get more attention from  
197 the company (Kasmir, 2015).

198         LB3 management information for suppliers is used to ensure that the company is  
199 responsible for the environment. LB3 management information also shows that the company is  
200 reliable and able to be responsible for suppliers, minimizes risks, and has no hidden obligations.  
201 Responsible company activities related to the supply chain can build supplier trust and ensure  
202 smooth supply for the company.

203 Suppliers need more LB3 environmental information to provide an overview of the  
204 company's environmental responsibility. Suppliers are partners for the company's future that must  
205 be considered, especially suppliers who have good quality. It can be concluded that suppliers have  
206 the power to encourage companies to make LB3 environmental disclosures (Chandra, 2009).

## 207 **G. Consumers Influence LB3 Disclosure**

208 Normative stakeholder theory explains the concept that companies must maintain good  
209 relationships with consumer stakeholders to gain reputation through LB3 Disclosure (Phillips, 2003).  
210 Companies and consumers are in a state of interdependence. Consumers are key stakeholders that  
211 companies must pay attention to in order to build reputation and competitive advantage (Magnan &  
212 Farrell, 2004). Consumers consider the existence of environmental disclosure information (LB3  
213 management) in the annual report (Huang & Kung, 2010).

214 Consumers provide a source of funds to spend on company products. If it is suitable for  
215 the product being sold, then consumers are loyal to the company's products. In response to this,  
216 companies must maintain product quality and reputation related to corporate morals and  
217 responsibilities (Magnan & Farrell, 2004). A good relationship between consumers and companies  
218 is a shared hope that is built on the basis of trust, good faith, and fairness in interacting (Mishra &  
219 Suar, 2010).

220 Consumers are measured by the number of sales, the higher the number of sales, it can be  
221 said that the more consumers are loyal to the company. Loyal consumers need a sense of security  
222 and a high level of trust in the company and its products. Companies feel they have a responsibility  
223 to retain consumers and gain new consumers by providing information on LB3 environmental  
224 concerns. The amount of LB3 Disclosure information can be driven by consumers, because  
225 consumers have the power to do so (Mishra & Suar, 2010).

## 226 **H. Community Influence on LB3 Disclosure**

227 Normative stakeholder theory explains the concept that companies must maintain good  
228 relationships with community stakeholders to gain a reputation through LB3 Disclosure (Phillips, 2003).  
229 Community stakeholders are defined as having an interest in the company because they are directly  
230 affected by the creation of jobs, economic development, health, and safety (Certo, 2006). LB3  
231 Disclosure Information is a way to provide a sense of security and comfort to the community around  
232 the company.

233 A good community is a community that does not demonstrate, this will be achieved if the  
234 company provides sufficient environmental funds for activities related to the environment. (KPMG,  
235 2011). Companies need to foster harmonious relationships with local communities, concrete responses  
236 and responses are needed from both parties until an agreement is reached that benefits both parties.  
237 Unclear reciprocal responses can actually cause conflicts that can disrupt the company's performance  
238 and reputation. Based on this, local communities need sufficient LB3 environmental information for  
239 them, even good local communities have the power to encourage companies to make LB3  
240 environmental disclosures.

## 241 **I. Shareholder Influence on LB3 Disclosure**

242 Normative stakeholder theory explains the concept that companies must maintain good  
243 relations with shareholder stakeholders to gain reputation through LB3 Disclosure (Phillips, 2003). LB3  
244 disclosure is made based on the realization of LB3 management that has been carried out by the  
245 company.

246 Internal stakeholder groups, (Keim, 1978) showed that a more dispersed ownership structure  
247 makes it wider, more diverse and transparent in terms of company activities, especially related to  
248 environmental activities carried out by the company. Companies with dispersed shareholdings receive  
249 a lot of monitoring and make the company disclose more environmental information. Distributed  
250 shareholders make companies more concerned with environmental activities (Eng & Mak, 2003;  
251 Ullmann, 1985). Companies are encouraged to show more environmental responsibility, then tend to  
252 disclose more information to reduce information imbalance. Companies with a more concentrated

ownership structure, the less information is disclosed, the more it saves the cost of disclosing information (Huang & Kung, 2010). This happens because companies with many majority shareholders can directly request LB3 environmental information, so companies do not need to make many disclosures through annual reports, while these dispersed shareholders can encourage companies to make more LB3 environmental disclosures (Chiu & Wang, 2015).

## **J. Employees Influence on LB3 Disclosure**

Normative stakeholder theory explains the concept that companies must maintain good relations with employee stakeholders to gain legitimacy through LB3 Disclosure (Phillips, 2003). Employees are the main stakeholders of the company both have a reciprocal relationship. Environmentally conscious employees begin to pay attention to the company's behavior towards LB3 Management. Passive companies result in poor environmental performance, sanctions, tarnish the company's reputation, and ultimately undermine the rights and interests of employees. Employee rights and interests are closely related to the company's prospects.

Companies with a larger number of employees are usually better organized and can use trade unions or some special corporate bodies (e.g., a special sector responsible for dealing with environmental issues) to ensure that voice reaches the managerial level within the company. Companies under employee pressure actively implement environmental strategies, which has an impact on LB3 management policies (Cormier & Magnan, 2007).

Employees demand a higher level of transparency about environmental information to avoid sacrificing their rights and interests. Huang & Kuang (2010) argue that employees are an integral part of a company's environmental policy. Disclosure of environmental information can convince and increase employee confidence that the company can appreciate, respect their rights and interests, so as to reduce the risk of business uncertainty (Cormier & Magnan, 2007)

Employee productivity such as research conducted by Adiputri & Sinarasri (2013); Kaplan & Norton (1996); Sony et al. (2002) as a proxy for employees. Satisfactory wages, security and protection in work, appreciation of the purpose and meaning of work, good work environment or atmosphere,

279 promotion and self-development in line with company development, feeling involved in organizational  
 280 activities, understanding and sympathy for personal problems, loyalty of leaders, increasing employee  
 281 productivity. Employees who have high productivity make the company have increased performance.  
 282 This situation makes the company give different awards, one of which is to improve employee comfort.

283 Companies carry out processes or operations in producing products. Companies that use  
 284 the process of making a product that is marketed must choose the process carefully so as not to  
 285 pollute the environment. Companies must process the LB3 produced so that it can be processed,  
 286 producing non-hazardous final waste (Machmud, 2015). Employees need to know the company's  
 287 LB3 management information to consider the company's prospects. Disclosure of environmental  
 288 information can convince and increase employee confidence that the company can appreciate,  
 289 respect their rights and interests, so as to reduce the risk of business uncertainty (Cormier &  
 290 Magnan, 2007).

291 Employees with high productivity help companies carry out their moral responsibilities  
 292 towards the environment so that the company's disclosures in environmental reports are greater.  
 293 Employees with high productivity have the power to encourage companies to make LB3 environmental  
 294 disclosures (Cormier & Magnan, 2007).

## 295 **K. Weighted Index Results**

296 The most important LB3 Disclosure items based on the greatest weight are as follows:

**Table 1.4: Order of Most Important Weighted Index of LB3 Disclosure**

No	Disclosure Code	Disclosure	Total	Rating	Weighted Index
1	P7	Utilization of LB3	220	5,0170	1,0540
2	P8	LB3 recycling	220	5,0170	1,0540
3	P9	LB3 processing	220	5,0170	1,0540



4	P15	Prevention of Environmental Pollution due to	220	5,0170	1,0540
5	P3	LB3	219	4,9940	1,0490
6	P16	Efforts to reduce LB3	215	4,9030	1,0300
7	P20	Emergency Response System in LB3	214	4,8800	1,0250
8	P18	Management	211	4,8120	1,0100
9	P19	Causes of LB3	211	4,8120	1,0100
10	P21	Supervision	210	4,7890	1,0060
11	P13	Total spill volume LB3	209	4,7660	1,0010
12	P4	LB3 treatment	208	4,7430	0,9960
13	P5	Financing	208	4,7430	0,9960
14	P1	LB3 Storage	207	4,7210	0,9910
15	P2	LB3 collection	206	4,6980	0,9870
16	P17	LB3 type/code	204	4,6520	0,9770
17	P11	Total LB3 weight by type	200	4,5610	0,9580
18	P10	coaching	197	4,4930	0,9430
19	P12	LB3 disposal	197	4,4930	0,9430
20	P6	LB3 Hoarding	196	4,4700	0,9390
21	P14	Total weight LB3 by disposal method	194	4,4240	0,9290
			4.386	100	
			208,8570	4,7630	

297 Source: Processed data (2024)

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