The Influence of Corporate Social Responsibility Disclosure towards Share Price Before and After Tax Amnesty

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Abstract

Purpose - *With a purpose to provide a deeper explanation regarding the presence of socially and environmentally responsible cultures among Indonesian natural resources industry, this paper highlights the empirical confirmation on the correlation of corporate social responsibility (CSR) disclosure towards share price with the controlling firm size and leverage. Additional evidence is obtained by observing the impact of tax amnesty on the correlation CSR disclosure and share price.*
Design/methodology/approach - *Kinder, Lydenberg, and Domini's (KLD) measurement approach is used as a basis to assess CSR disclosure as it gives more social rating transparency. This analysis is constructed using market value of equity approach; (Ohlson Model). Panel data analysis and paired sample T test is carried out on 83 Indonesian listed firms in natural resources sector, with observation years from 2014 until 2017.*
Findings - *It is revealed that CSR disclosure positively affects Share Price when pooled OLS model is being utilized and there is a significant difference by the effect of tax amnesty. In contrast, when individual effect is included, by using fixed or random effect, there is no significance correlation of CSR disclosure on share price.*
Research implications - *The empirical result suggests that CSR disclosure serves as a tool in assisting investor to value share price. Further, tax amnesty evidently intensifies the correlation and increases both CSR disclosure as well as share price that generate economic growth for Indonesia.*
Practical implications – *Companies rarely observe how impactful CSR disclosure on companies' valuation. Based on the result, companies should incorporate sufficient CSR disclosure performance to manage a strong relationship with stakeholders in order to drive future performance. On the other hand, CSR implementation has wide effect on society as it can assist government to improve welfare. As tax amnesty might influence companies' decision and investors reaction, regulators should acknowledge that the enactment of any programs or regulations could impact on various aspects in the economy.*
Originality/value - *This report broadens prior research and contributes to CSR and financial management literature by discovering the true nature of CSR disclosure performance effects on companies' share price. This is the first study, which observes and proves that tax amnesty 2016 plays a significant in Indonesian natural resources industry CSR and share price.*
Keywords *Corporate Social Responsibility, KLD, Share Price, Natural Resources Industry, Tax amnesty*
JEL Classification: M4, Q5, G3

1. Introduction

Recent years, social and environmental issues become significant concerns for community. Due to significance of such issues, companies are bound to fulfill society's expectation. Accordingly, it is necessary for companies to set suitable management strategies to fulfill those expectations in order to maintain reputation that further influence firm's financial performance. One of the strategies to answer community's expectation is by implementing Corporate Social Responsibility (CSR) (Vargas, 2016). CSR is the way to assure that company's act within the norms of the society where it operates (Lanis & Richardson, 2013). The importance of how Corporate Social Responsibility (CSR) can affect firm's long-term survival makes CSR develops continuously over the decades (Moura-Leite & Padgett, 2011).

Together with CSR development, CSR concept raises pro contra for many years. Nevertheless, it has widely adopted across countries in the world with different implementation across countries due to the different conditions and necessities of each country. CSR disclosure is the information provided by company to shows their social accountability. Social disclosure is considered as a part of the social contract dialogue as seen by legitimacy theory. When the firm fulfills the contract, the organization is legitimized, resulting in strengthened corporate reputation and competitive advantage (Usman and Amran, 2015). Currently, there are two types of CSR disclosure practice, mandatory and voluntary. Many developed countries such as United Kingdom, Denmark, India and China are already mandated to disclose their CSR practice. While CSR disclosure in developing countries such as India, Indonesia, Malaysia, and South Africa had the highest CSR reporting in 2016 driven by the trend of mandatory and voluntary reporting requirements (Islam & Kokubu , 2013).

Indonesia has been practicing CSR disclosure in a voluntary basis for many years. Until July 2007, Indonesia announced mandatory regulation regarding CSR disclosure in accordance with the enactment of Limited Company Liability Act No 40/ 2007. Since then, there are two types of CSR disclosure practice in Indonesia, voluntary and mandatory. Mandatory CSR practice is just intended for natural resources based companies. Natural resource companies refer to the companies that operate in direct natural exploration and companies whose operation may affect the natural resource ability as regulated in government regulation number 47 the year 2012 (Government Regulation, 2012).

As mentioned earlier, CSR disclosure aims fulfill society expectation that further affect companies' reputation firm's performance. However, other than meeting societal expectation, researches shown that there is another factor that trigger companies' courageous to practice and disclose CSR. Previous researches found that CSR disclosure associated by taxation avoidance (Lanis & Richardson, 2013). Another perspective stated that socially responsible companies tend to use their resources to CSR activities rather than paying higher tax to achieve their social responsibility goals. Under this point of view, fewer taxes yield greater social benefit (Davis et al., 2016)

On the other side, taxation is the biggest revenue contributor for Indonesia, which it relies on the tax revenue as the source of income. In 2018, revenue amounted 1,618.1 quadrillion rupiah is contributed by tax revenue, it is 5.88 times higher than the others non taxation revenue, which is 275.4 trillions rupiah (Ministry of Finance, 2018). As taxation is substitution of CSR as mentioned earlier, after introducing mandatory CSR for natural resource based companies in 2007, Indonesia Government revised the content in Law No.36/2008 Income Tax. The revised Law No 36/2008 consist new attributes that CSR expenses could act as tax-deductible expense (Law of the Republic of Indonesia, 2008). The aim is to encourage compliance on CSR as well as taxation. Realizing the correlation of taxation and CSR, this paper attempt to include taxation aspect when analyzing CSR-related topic and decided to use tax amnesty period as a cut off of the observation. Tax amnesty is chosen because it becomes the highlight of Indonesia economics because of its success. Moreover, it has purpose to increase compliance by reducing tax avoidance, which is related to CSR when referring to prior studies.

The purpose of this study is to test legitimacy theory empirically by comparing the CSR disclosure before and after Tax Amnesty 2016. Furthermore, exploring the CSR disclosure impact on Share Price for the natural based companies that are mandated to disclose CSR. This paper is the first attempt to observe the association of CSR towards share price with contributing new evidence on how is the significance of tax amnesty program affecting CSR disclosure.. The insight to include taxation comes from the background that taxation plays significant role in Indonesia. Besides, the success of Tax Amnesty 2016 among other countries and its significance on Indonesia economy become the reasons why tax amnesty period is chosen. Moreover, this research aims to contribute evidence on how the success of tax amnesty brings significance on CSR disclosure towards share price and provide more insightful result that represents the most current condition in Indonesia as well.

2. Literature review and hypothesis

2.1 Corporate social responsibility Disclosure

CSR disclosure has been attractive for accounting research over the last two decades. Prior research found that CSR disclosure varied across regions, therefore it assumed to have the same variability across countries (Cho, Michelon, Patten, & Roberts, 2015). Looking forward for the definition, CSR disclosure is the information provided by company to shows their social accountability. CSR disclosure is the intermediaries to communicate companies' responsibility towards society's expectation (Dyduch and Krasodomska, 2017). From the definition of the CSR disclosure, some theories have been used to explain the reasons of the disclosure, such as legitimacy and stakeholder theories.

According to legitimacy theory, a company's permission to exist appears when there is congruence between company's value and social value where the company operates. Therefore, if there is disparity between those values, the existence of a company will be threatened (Lanis & Richardson, 2013). Accordingly, to show that there is harmony between company's action and society's expectation, a specific disclosure is needed as a communication intermediary that company has meet society's expectation. Based on legitimacy theory companies can influence the perception about the companies by implementing a good CSR practice. It implies, with a good level of CSR disclosure, companies can earn legitimacy required to maximize the financial performance. While Under stakeholder theory, in order to succeed over times, companies must create values towards stakeholders. Stakeholder theory states that the more important the stakeholder towards the organization, the more essential for a company to put effort to manage and maintain the relationship to those particular stakeholder. Thus, based on the stakeholder theory context, CSR disclosure is the way that can increase the trustworthiness for a company and strengthen the relationship towards significant stakeholder (Ching and Gerab, 2017)

While prior literatures have tendency of explaining that CSR disclosures used to enhance company image and act as legitimation tool, the new perspective view CSR disclosure as the way to informing investors so that company has more transparent accountability (Cho, Michelon, Patten, & Roberts, 2015). According to the previous research, there are many ways to measure CSR disclosure such as Kynder, Lydenberg, and Domini (KLD) database (Price and Sun, 2012; Garcia-Castro, Ariño and Canela, 2009) and GRI (Klerk, Villiers, & Staden, 2015). This paper is using KLD as the measurement of CSR disclosure. KLD method is chosen as a basic proxy of CSR level as it has been widely used in previous leading management journals (Nguyen and Nguyen, 2015; Alikaj, Nguyen, and Medina). Also currently known as environmental, social, and governance (ESG), this approach portrays multi-dimensional measure of CSR by capturing both strengths and concerns of social issues. Due to publicly available data, this social rating method enables researchers to access it easily and compare results with different kinds of literature.

2.2 Corporate Social Responsibility and share price

Plenty studies have been conducted worldwide to examine meanings of CSR disclosure, including towards corporate financial performance (CFP). Corporate performance is a specific measurement used to assess the success of a company in managing and allocating resources in order to generate gains or profits. Companies, investors, and academics have one prime question regarding whether it pays off to engage in social responsibility disclosure. Angelia and Suryaningsih (2015) found that CSR disclosure concurrently affects the company's profitability that is measured using ROE as the ratio measurement, yet it was also found there is no impact of CSR disclosure on profitability measured using ROA. The reason is company's net income is derived after deducting sales revenue with the cost of goods sold (COGS), expenses, and taxes. However, in other perspective, CSR disclosure would be due to new information about future credibilities, going concerns and also profits of the company. Therefore CSR disclosure will enhance the company image and ultimately will attract more customers to experience their products or services. It mean that CSR dislocure should be viewed as an investment not an expense for the company (Devie et al, 2019; Htay et al, 2012; Kim & Li, 2014; Sadou et al, 2017). As companies with better environmental performance acquire a good response such as from shareholders and consumers, it can bear a fine revenue in the long run.

Share price reflects firm expected future cash flow. As a result, it obtains more objective result on companies' financial performance (Sarumpaet, Nelwan , & Dewi , 2017). Previous research (Sarumpaet, Nelwan, & Dewi, 2017; Klerk, Villiers, & Staden, 2015), associate the CSR disclosure towards share price and found a positive correlation. As explained earlier, CSR disclosure is the company's effort to maintain the relationship towards stakeholders according to stakeholder theory. While investor is one of the important stakeholders to company, CSR disclosure may assist them to assess companies' share price. Moreover, prior studies that found the positive association of CSR on share price stated three potential explanations why CSR could signal the share price (Verbeeten, Gamerschlag and Möller, 2016; Kim & Li, 2014). First CSR disclosure might present a signal of human capital that drives future financial performance. In addition, CSR disclosure might be a part of risk management strategy that could alleviate economic drawback. Lastly, companies might disclose CSR because it is expected to trigger positive economic returns capable to strengthen the future financial performance (Verbeeten, Gamerschlag and Möller, 2016; Kim & Li, 2014). The explanation implies that CSR disclosure in what extent might become the indicator of future performance. Another perspective stated that CSR disclosure might help to diminish the information asymmetry between company's management and stakeholders (Cormier, Ledoux, & Margan, 2011). Accordingly, it implies that investors will react to companies' initiatives or disclosures. Therefore, to what extent companies disclose the CSR might affect on how the stock market participants value companies' financial prospect. The explanations imply that CSR disclosure possibly becomes the indicator of securities' attractiveness. Thus, to analyze the impact of CSR disclosure towards share price in Indonesia companies, the following hypothesis is constructed:

H1. CSR disclosure has positive impact on share price

2.3 Corporate Social Responsibilities and Tax Amnesty

Corporate Social Responsibility (CSR) is implied to offset the tax payment. Prior literature mentioned that taxation and CSR has substitute correlation rather than complementary (Davis, Guenther, Krull, & Williams , 2016). Due to the nature of taxation and CSR as companies' expenditure, environmentally responsible company will choose CSR to build good society perception over paying higher tax. Under this view, companies believe CSR can yield greater social benefit rather than paying higher tax. The explanations from prior literatures indicate that CSR disclosure is affected by taxation. Therefore higher disclosure apparently means that the tax avoidance will increase (Lanis & Richardson, 2013). Narrowing the scope to Indonesia, to encourage compliance on both mandatory CSR and taxation. After the enactment of mandatory CSR for natural resources based companies in 2007 (Law of the Republic of Indonesia, 2007), the regulators revised Law 36/2008 about income tax. The revision consist the additional attributes that allow tax-deductible expense for CSR particular specific activities. It gives a hint that Indonesia government is aware that CSR and taxation are substitutive. Research from Indonesia obtain additional evidence that CSR disclosure increases when there is enactment of tax deductible for CSR practice as stated in Law 36/ 2008 about Income tax. This implies that any regulation related to taxation will slightly or significantly on how company disclosure the CSR. On the other hand, tax amnesty 2016 is the most successful taxation program that ever been implemented. In 2016, taxpayer compliance to submit tax return increased to 63.15%, continuously in 2017, it became 72.6%, which achieved 96.8% of the 75% target (Noor, 2018). The finance minister, Sri Mulyani also proved that Tax Amnesty 2016 became the most successful tax amnesty among the world (Ariyanti, 2017). Additionally, according to the finance minister in 2016, public listed companies that join tax amnesty are 171 out of 537 go public companies joined Tax Amnesty 2016 (Ariyanti, 2017). The numbers indicates that tax amnesty 2016 successfully increased taxation compliance as tax evasion reduced. As previously explained that tax evasion is the substitute of CSR disclosure, the success implementation of Tax Amnesty 2016 bring the difference of CSR disclosures among companies as taxpayers. Subsequently, Due to the significance of taxation towards CSR disclosure, this research attempt to analyze if they're any difference of CSR disclosure considering taxation effect, which is tax amnesty.

H2. There is a difference of CSR disclosure before and after the implementation of Tax Amnesty 2016

2.3 Share Price and Tax Amnesty

Tax Amnesty policy in 2016 slightly shows the impact on Indonesia economics, shown by the increase of Jakarta Composite Index (JCI) that reached 5,400, which is the highest number for the past 10 years. It indicates that public listed companies are positively impacted by tax amnesty (Investments, 2018). Moreover, as tax amnesty creates compliance on companies, it gave a hint towards investors that companies are increasing their transparency and accountability regarding the disclosures made. Accordingly, it provides good signaling effect towards investor (Agustina, Gunawan & Chandra, 2018). As a result, investors' valuation towards companies escalated as evidenced on higher JCI after tax amnesty. Higher Jakarta Composite index might also implies share investment attractiveness in Indonesia, which might influence Indonesia economic as a whole, such as the decrease of bank interest rate and cost of capital for investment. Those are the supportive facts that tax amnesty might affect other areas beyond taxation areas, such as share valuation that further drives the Indonesia economic. However, another research that analyzed the impact of tax amnesty towards an Indonesia firm's value found that the corporate value decreased by 3.9% as measured by Tobin's Q. Moreover, using Price to book value measurement, it also provided evidence that firm's value decreased by 3.7% (Manik, Sondakh, & Rondonuwu, 2017). Moreover, research conducted to analyze the influence of first period of tax amnesty towards share price in the property sector as measured by abnormal return has not shown a significant reaction from investor (Manik, Sondakh, & Rondonuwu, 2017). Other researchers analyzed the different of abnormal returns 10 days before and 10 days after the event on companies registered in

LQ-54, it provided evidence that there is significant abnormal return differences in period II and III (Cahyono & Fitradiansyah, 2017). Other reseearch stated that, as tax amnesty creates compliance on companies, it gave a good signaling effect towards investor (Agustina, Gunawan & Chandra, 2018). Due to the variability of the result due to the different companies, measurement and period being analyzed, this research analyze the difference of share price two years before and two years after the implementation of tax amnesty 2016. Hence, they hypotheses is:

H3. There is a difference of share price before and after the implementation of Tax Amnesty 2016

Previous hypotheses have analyzed the relation of CSR and share price separately by effect of tax Amnesty 2016. Thus, the last hypotheses experiment to contribute additional evidence, by the attempt to analyze the difference of the overall significance on CSR disclosure towards share price. This research would like test is there is different investors reaction on companies disclosure to assess the decision-making, whether the investors become more or less reactive towards CSR disclosure after tax amnesty. Prior studies has observed the reaction of capital market investors on the implementation of tax amnesty (Wibowo and Darmanto, 2017), while this research attempt to analyze investors reaction on CSR disclosure by the effect of tax amnesty with the following hypothesis:

H4. There is a difference on the influence of CSR disclosure performance towards share price before and after the implementation of Tax Amnesty 2016

3. Research methodology

3.1 Sample

The sample companies involve listed entities in Indonesia Stock Exchange from 2014 until 2017. The companies are classified in the natural resources industry sector, which are mining, agriculture, and basic industries. This research utilizes all secondary data sufficiently provided by annual reports, sustainability reports, Bloomberg, and other reliable sources.

Table I Summary of the sample observed

Sampling Criteria	*No. of Companies*
Number of companies listed in IDX between 2014-2017	607
Number of companies that does not included in natural resource based companies based on government Regulation 27 year 2012	(453)
Number of companies which financial and CSR information are not publicly available within 2014-2017	(73)
Total companies used in this research	83
Total years of observation	4
Total sample of observation (in reports)	332

Eventually, as seen in Table I, total sample observed that meets the criteria in this research is 83 companies for 4 years, resulting 332 firm year observations

3.2 Measures

Dependent variable.

Share price as dependent variable reflects firm expected future cash flow. As a result, it obtains more objective result on companies' financial performance (Sarumpaet, Nelwan , & Dewi , 2017). This research uses market value of equity approach introduced by Ohlson, which is consistent with previous research (Sarumpaet, Nelwan , & Dewi , 2017; Klerk, Villiers, & Staden, 2015). Ohlson model defines that market value is the equation of book value, accounting earnings and non-accounting information. The complete formula as follows:

$$MVE_t = \propto_0 \ BVE_t + \propto_1 EARNS_t \quad (1)$$

Market value itself is the equation of market price of company's share multiplied by number of share outstanding:

$$MVE = SP \times Number\ of\ Share\ outstanding \quad (2)$$

$$SP = \frac{MVE}{Number\ of\ Share\ Outstanding}$$

(3)

Thus, to obtain the share price from equation (1), market value, book value and earnings are scaled by total share outstanding. The formula as follows:

$$SP_{i,t} = \beta_0 + \beta_1 BV_{i,t} + \beta_2 EARNS_{i,t} + \varepsilon_{i,t}$$

(4)

SP_t = Share Price on company i at time t

β_0 = Intercept

BVE_t = Book Value of Equity Per share on company i at time t

$EARNS_t$ = *Earning Per Share on company i at time t*

ε = Regression Error

Moreover, the equation is added by non-accounting information the research want to measure. The inclusion of non accounting information in the formula makes Ohlson model become the most appropriate to measure the influence of Corporate Social Responsibility (CSR) disclosure towards share price. In this research, the model was extended to include other financial information from control variables. The formula from Ohlson model used in this research as follows:

$$SP_{i,t} = \beta_0 + \beta_1 BV_{i,t} + \beta_2 EARNS_{i,t} + \beta_3 CSR_{i,t} + \varepsilon_{i,t}$$

(5)

$SP_{i,t}$, is the price at the last day of the month, three months after the end of the financial year for 2014-2015 annual report (31 March 2015& 2016) and 4 months after the end of financial year for 2016-2017 annual report (30 April 2017& 2018). Three and four months after the financial year are used to allow time for publication and analysis. The different date of measurement between annual reports published before 2016 and after 2016 occurs due to revised regulation of annual report deadline submission disclosed in No.4/POJK.4/2016, which previously stated in KEP-346/BL/2011. Starting for annual report published in 2017, the deadline of the submission is four months after the financial year (30 April), which previously the deadline is three months (31 March).

$BV_{i,t}$ is the book value of equity derived from the difference between total assets and total liabilities scaled by total share issue. Book value is measured by the end of the financial year, while the number share issued is based on the last day three months after the end of financial year. Book value is essential because, as the product of balance sheet, it provides information that affects value of equity (Sarumpaet, Nelwan , & Dewi , 2017).

$EARNS_{i,t}$ is the net earnings after interest and tax for company i, after interest and tax measured by the annual earnings, divided by number of share issue at the last day of the month, three months after the end on financial year., Earning is the outcome of income statements that has significance on determining market value. (Hussainey, Oscar Mgbame and ChijokeMgbame, 2011) Moreover, PSAK 70 (PWC, 2018) explains that redemption payment of tax amnesty is recognized in the profit or loss statement, included in the calculation of income tax and resulted on the net earnings. $CSR_{i,t}$ is the Corporate Social Responsibility disclosure of the companies as the independent variable in this research

Independent variables. CSR disclosures score is obtained based on the KLD data source. There are 7 key stakeholder attributes; they are community, corporate governance, diversity, employee relations, environment, human rights, and products. From each of the aspects, companies are identified with strength and concern score. If company has any strength or concern regarding each category, they are scored 1. However, if they do not have any, they receive 0. The final score for CSR disclosure is the total strengths and weaknesses, for all the seven aspects (Price and Sun, 2017, Sun, 2012). Following prior studies, this work employs 5 areas of CSR issues relevant to Indonesia, including community, diversity, employee relations, environment, and products. Any activities conducted by the firm in correspondence to the issue areas are given score 1, otherwise, 0 is given when the firm does not meet the criteria stated. Next, the score of total strengths is deducted by total concerns in order to get Net CSR, as used by former KLD indices (Lin, Wang, and Wu, 2017; Sun, 2012). The detailed explanation of each strength and concerns in KLD issue areas could be seen in the Appendix, while the computation of KLD score as follow (Sun, 2012):

$$\begin{aligned} KLD = {} & (total\ strenght\ of\ the\ community - total\ concerns\ of\ community) \\ & + (total\ strenght\ of\ diversity - total\ concern\ of\ diversity) \\ & + (t(total\ \ strenght\ of\ employee\ relation -\ total\ concern\ of\ employee\ relation) \\ & + (total\ strenght\ of\ environment - total\ concern\ of\ environment) \\ & + (total\ strength\ of\ product - total\ concern\ of\ product) \end{aligned} \tag{6}$$

Control variables. Control variables are important variables that act as predictor and response variables. They are necessary because improper use of control variables may trigger false results, and it is able to produce effective replications (Atinc, Simmering & Kroll, 2011). This research is done by controlling some variables that might be affecting the dependent variables, incorporating firm's size and leverage (Omar & Zallom , 2016; Klerk, Villiers, & Staden, 2015). Size is calculated using the natural logarithm of total asset. The bigger the asset implies higher capital invested, which is related to the share price. Asset is the source controlled by firms as the result of past events and expected to brings positive economic benefit in the future (International Accounting Standard, 2018). Therefore, asset are managed to produce maximum revenue that can satisfy shareholders. According to the explanation, this research uses total asset as the measurement of firm size, that also most used in the previous research (Klerk, Villiers, & Staden, 2015). Additionally, leverage is obtained from total debt scaled by total asset. Leverage can be use as indicator of company's risk. The debt borrowed is functioned to finance the company's asset. High leverage shows that company's risk is higher (Omar & Zallom , 2016). Due to its function to assess company's risk, leverage can be used for investors to make evaluation of company's risk and make investment decision according to the risk analysis. Thus, company's leverage concluded to have relation with shareholder's investment decision that can affect the share price. In conclusion, those variables are selected because of their significant influence on Share Price as also evidenced from previous research. Table 2 presents all variable definitions and data source used.

Table II Variable definitions and data source

Variable(s)	*Definitions*	*Data Source*
Share Price	Price at the last day, three months or four months after the financial year	Bloomberg
Book Value of Equity	Total asset deducted by total liabilities	Annual Report and Bloomberg
Earnings	Net income of the year	Annual Report and Bloomberg
Number of Share Outstanding	Number of share outstanding three months after the financial year	Bloomberg
Net CSR	Total strengths deducted by total weaknesses of KLD score	Annual Report, Sustainability Report, and Reliable Sources
Firm Size	Natural logarithm of total asset	Bloomberg
Leverage	Total debt scaled by total asset	Bloomberg

3.3 Model

This study would like to show whether CSR influence companies in a positive or negative way. Panel data analysis is An additional analysis will also be done to examine the direct and moderating effect of control variables, such as firm size, leverage, and assets' age in strengthening the relationship of CSR towards Share price or not.

$$SP_{i,t} = \beta_0 + \beta_1 BV_{i,t} + \beta_2 EARNS_{i,t} + \beta_3 CSR_{i,t} + \beta_4 SIZE + \beta_5 LEV + \varepsilon_{i,t}$$

The model above is constructed with panel data analysis using the comparing methods of pooled OLS, fixed, and random effect (Garcia-Castro, Ariño and Canela, 2010; Han, Kim, and Yu 2016). To compare CSR, Share Price, and the model before and after tax amnesty, the test being conducted is paired sample T test..

4. Research results and analysis

4.1Descriptive statistics

Table III provides the descriptive statistics of each variable, comprising the mean, median, standard deviation, minimum, and maximum values. It reports the values for 83 firms with 4 years time period.

Table III Descriptive Statistics

Variable	Mean	Median	S.D.	Min	Max
CSR	7.05	7.00	2.64	0.00	13.00
SP	2295.00	715.00	4623.00	50.00	34100.00
BV	1600.00	660.50	3058.00	-533.3	25646.00
EARNS	136.90	31.16	372.90	-492.5	3082.00
SIZE	29.05	29.08	1.53	25.62	32.21
LEV	0.30	0.30	0.18	0.0003	0.81

From the table III, the average CSR score is 7. While the maximum score is 13, it represents that natural resource companies being observed has disclosed its CSR with maximum score 13 out of 17. On contrary, the minimum score 0 implies that there might be companies that not sufficiently disclose its CSR practice according to KLD, or the concerns might diminished the strengths score. The dependent variable, share price for natural resource companies has the average 2295 throughout the four years period. It has maximum value 34100 and the minimum value 50.

Table IV Pooled Ordinary Least Square (OLS) Model

Variables	*Coefficient*	*Std. Error*	*t-ratio*	*p-value*		*Variance Inflation Factors (VIF)*
const	−0.777891	0.535247	−1.453	0.1471		-
CSR	0.00782325	0.0105131	0.7441	0.4573		1.318
BV	5.29E-05	1.19E-05	4.427	<0.0001	***	2.278
EARNS	0.00054602	9.60E-05	5.685	<0.0001	***	2.192
SIZE	0.121062	0.0197724	6.123	<0.0001	***	1.557
LEV	−0.269956	0.147171	−1.834	0.0675	*	1.137

Asymptotic test statistic: z = 7.53233, with p-value = 4.98423e-014

Table IV presents the Pooled OLS model. The test result clarifies that model has no collinearity, since the VIF value of each variable is less than 10.0. However, the model has heteroskedasticity since the p-vaue of asymptotic test statistic is less than 0.05. The heteroskedasticity problem in the model can be solved by examining the model in the Pooled OLS Heterokedasticity Corrected. In addition, the panel diagnostic test should be done to identify the panel effects, whether the model has fixed effect or random effect.

Table V Panel Diagnostic

Fixed effects estimator

Joint significance of differing group means:

F(82, 245) = 8.69586 with p-value 4.14407e-040

Random effects estimator

Breusch-Pagan test statistic:

LM = 89.0297 with p-value = prob(chi-square(1) > 89.0297) = 3.88937e-021

Hausman test statistic:

H = 103.626 with p-value = prob(chi-square(4) > 103.626) = 1.66225e-021

Table IV shows the result of panel effect test. The p-value of fixed effect estimator implies that the model contains fixed effect. While, the random effects estimator shows that the model also contain random effect. The Hausman test statistic decides that the strongest panel effect model is fixed effect. In order to give the comprehensive view among the panel effect models and OLS, Table V is presenting the results from each potential model.

4.2 Panel Comparison

Table VI Panel Comparison (Regression 1)

	Pooled OLS- Hetero Corrected				Fixed Effect				Random Effect			
	Coefficient	std. error	t-ratio	p-value	coefficient	std. error	t-ratio	p-value	Coefficient	std. error	z	p-value
Constanta	-4270.1	865.073	-4.936	0.00***	-5990.11	14620.134	-0.410	0.682	-13407.29	4453.295	-3.011	0.003***
CSR	42.335	20.403	2.075	0.039**	25.439	77.018	0.330	0.741	46.526	66.731	0.697	0.486
BV	0.665	0.082	8.120	0.00***	-0.607	0.153	-3.967	9.57E-05***	0.359	0.085	4.251	2.13e-05***
EARNS	2.256	0.446	5.060	0.00***	5.346	0.492	10.877	1.00E-22***	5.284	0.486	10.871	1.58e-27***
SIZE	152.388	33.267	4.581	0.00***	266.756	508.186	0.525	0.600	492.564	160.625	3.067	0.002***
LEV	220.307	267.605	0.823	0.411	2017.734	1253.618	1.610	0.109	-787.543	995.450	-0.791	0.429
P Value	3.52e-38				1.77e-107				3.72e-77			
RSquared	0.424				0.335				0.752			

* Significant at rate 10%, ** significant at rate 5%, ***significant at rate 1%

Table VI depicts the comparison among pooled OLS-heteroskedasticity corrected, fixed effect, and random effect. According to the table, the independent variables that consistently has significance towards the dependent variables are BV and EARNS with significant rate 1%. It implies that share price reacts directly on the book value and earnings. Both book value and earnings is the component of profitability. Thus, investors' decision-making is strongly influenced by companies profitability. Using Random effect models, it shows additional significant independent variables, which are the SIZE with significant rate 1%. Simultaneously, when the pooled OLS is being carried out, the observed independent variable, which is CSR disclosure, become significant at rate 5%. Therefore, it can be concluded that the main observation, CSR, is showing significance when the individual effect is ignored, which means pooled OLS is being utilized. The significance of CSR only on particular model might indicate that CSR generally affect share price, however it is not directly and strongly correlated. Thus, if the individual effect is included in the model as shown on fixed and random effect, those effects might be too big that diminish the significance of CSR.

This is consistent with prior studies about CSR that fixed effect may eliminate the firm's attribute that is actually important. This reason might become the background why previous research used pooled OLS for the CSR-related research, instead of fixed or random effect (Sarumpaet, Nelwan, and Dewi, 2017; Li. Li, and Minor, 2016). Nevertheless, the three models show that LEV as the control variable consistently reported insignificance correlation towards the dependent variable. It implies that investors are not looking at the debt proportion for share decision making. Regardless of the individual significance, the three models have p-value lower than 5%, which indicate that the three models are adequate. From the R square, the dependent variable can be explained by independent variables as much as 75.2%. While using pooled OLS, the independent variables can be explained by dependent variables as much as 42.4%, which is higher than the fixed effect 33.5%. For the comparison purpose, the models constructed separately before and after tax amnesty using panel data analyzing with pooled OLS to obtain the standard error (regression 2 & 3) as shown on the Table VI and VII. Further, the standard error obtained further compared using sample paired T Test. Pooled OLS is used because the purpose of regression 2 and 3 is to compare the significance of CSR before and after tax amnesty. Thus the condition that must be fulfilled is that CSR must have significance relation with the share price. The purpose of regression 2 and 3 is to compare the significance of CSR before and after tax amnesty, and only pooled OLS from regression 1 that shows the significance of CSR. Therefore, the two other comparing models are not used to observe the significance of CSR towards share price before and after tax amnesty.

Table VII Pooled OLS-heterocorrected Before tax amnesty (Regression 2)

	Coefficient	std. error	t-ratio	p-value
const	-3516.528	970.946	-3.622	0.000***
BV	0.634	0.025	25.776	7.67E-59***
EARNS	4.016	0.612	6.567	6.85E-10***
CSR	14.913	16.011	0.931	0.353
SIZE	127.156	36.557	3.478	0.001***
LEV	143.413	284.888	0.503	0.615
Adjusted R-squared			0.837	
P-value (F)			2.89E-62	

Table VIII Pooled OLS-heterocorrected after tax amnesty (Regression 3)

	coefficient	std. error	t-ratio	p-value
const	-4654.935	985.581	-4.723	5.05E-06***
BV	0.537	0.083	6.456	1.22E-09***
EARNS	3.018	0.536	5.630	7.89E-08***
CSR	61.736	26.925	2.293	0.023**
SIZE	163.254	37.847	4.314	2.80E-05***
LEV	266.957	372.190	0.717	0.474
Adjusted R-squared			0.587	
P-value (F)			4.01E-30	

* Significant at rate 10%, ** significant at rate 5%, ***significant at rate 1%

Referring to Table VI and VII, the significance on each independent variable and the control variables are constant before and after tax amnesty except the CSR disclosure. Before tax amnesty, CSR is not significant towards share price, while it shows its significance after tax amnesty. To observe the significance of the differences before and after tax amnesty, paired sample T test is conducted as further in the next section.

4.3 Paired Sample T-Test

Based on Table VI, the mean of CSR disclosure before and after tax amnesty is increased from 6.8 to 7.31 it implies that, there is increases of CSR disclosures by companies after tax amnesty. Looking further to the share price, the mean before tax amnesty is 2,055, while it escalate to 2,535 after tax amnesty. Accordingly, tax amnesty has proven to increased companies share price. Subsequently, Pair 3 represents the standard error of the regression before and after tax amnesty. The mean of the error is decreased from 231.19 to 202.34, shows that the model becomes more significant towards the dependent variables after tax amnesty. This might indicate that tax amnesty strengthening the correlation of CSR disclosure and the other independent variables, including the control variables.

Table IX Paired Samples Statistics

		Mean	N	Std. Deviation	Std. Error Mean
Pair 1	CSRbefore	6.80	166	2.693	.209
	CSRafter	7.31	166	2.570	.199
Pair 2	SPbefore	2055.0465	166	4302.85954	333.9667
	SPafter	2535.7472	166	4924.37645	382.2057
Pair 3	ERRORBefore	231.1972	166	186.94390	14.50966
	ERRORAfter	202.3451	166	232.45585	18.04207

Table X Paired Samples Test

					95% Confidence Interval of the Difference				
		Mean	Std. Deviation	Std. Error Mean	Lower	Upper	t	Df	Sig. (2 tailed)
Pair 1	CSRbefore - CSRafter	-.518	1.650	.128	-.771	-.265	-4.044	165	.000
Pair 2	SPbefore -SPafter	-480.700	2643.867	205.204	-885.865	-74.534	-2.343	165	.020
Pair 3	ERRORBefore - ERRORAfter	28.85212	203.76867	15.81552	-2.37476	60.07900	1.824	165	.070

Paired sample T test result as depicted on Table IX shows the significant of tax amnesty period on each of CSR, Share Price, and the regression model. Looking at the significant value of CSR, it shows value 0.00, which implies that tax amnesty period significantly bring the differences on CSR disclosure with rate 1%.As depicted on Table IX, the differences has the increasing trend of CSR after tax amnesty. Further on share price, the significant value 0.02 indicate that tax amnesty also significantly affect share price with significant rate 5%, which also has escalating progression from the period before to the period after tax amnesty. Moreover, looking at the error of the regression model, the significant rate is 0.07 which implies that tax amnesty strongly influence the regression model with rate 10%, indicating that there is a significant difference of investors reaction of CSR disclosure on share price before and after tax amnesty. To sum up, tax amnesty period has caused significant difference on how companies disclose the CSR, capital market valuation, as well as the reaction of investors on CSR disclosure.

4.3 Discussion and analysis

CSR disclosure towards share price

According to the regression result using pooled OLS, CSR disclosure has positive significant effect towards share price. Therefore, using pooled OLS, hypotheses 1 is accepted. This method of using OLS is consistent with Indonesia research (Deswanto and Siregar, 2018; Sarumpaet, Nelwan, and Dewi, 2017), and another international research by Li, Li, and Minor, 2016. The positive significant result is consistent with the research done by Klerk, Viliers, and Staden (2017). Sarumpaet, Nelwan and Dewi (2017) also provide result that CSR is positively associated with share price for companies that are considered as good performer according to PROPER ratings. Moreover Deswanto and Siregar, 2018 found positive relationship of CSR on firm value. The positive significant correlation of Book value, Earnings, and Size, and the insignificant correlation of Leverage are consistent with prior research (Deswanto and Siregar, 2018; Klerk, Viliers, and Staden, 2017; Sarumpaet, Nelwan and Dewi, 2017).

This positive significant result indicates that investors can find additional information attached in CSR disclosure to assist them in assessing the value of share. Thus, companies can take benefit by this knowledge by enhancing the CSR disclosure to potentially capture the advantages of the better share price (Klerk, Villiers, & Staden, 2015). Moreover, positive relationship may due to companies' capability to build relationship with its primary stakholders, such as customers, communities, employees, and suppliers. By establishing good relation with CSR, more value related to competitive advangate is created. As a result, shareholder's wealth increased (Sarumpaet, Nelwan & Dewi, 2017). Under this view, CSR has is inline with the stakeholder theory. Stakeholder theory states that the more important the stakeholders towards company, the more effort is required to maintain the relationship towards that particular stakeholders. In CSR and share price related topic, the main stakeholder involved are community,investors and government. Therefore, any disclosure made regarding to the importance of stakeholders is concisdered to be strategic reason (Chelli, Durocher and Richard, 2014). Moreover, CSR is the way that can enhance the trustowethiness of investors towards company (Agnete Alsos, Hytti and Ljunggren, 2011). In this research, it is proven that CSR disclosure in natural resource based companies matters for investor in assessing the share price. In contrast, apparently if the company failed to dislcose CSR sufficiently, companies value might be deteriorated. While if it happens frequently, it is possible that company's permission to exist will be threaten under the view of legitimacy theory. Legitimacy theory states that specific dislcosure is needed as communiation intermediary that company has met society's expectation (Lanis & Richardosn, 2013). Moreover, CSR is legitimation tool to communicate that companies has met society's expectation and it can enhance financial performance (Chelli, Durocher and Richard, 2014). This research is consistent with legitimacy theory, that CSR can communicate the accountability and responsibility of a company towards society that can lead to the increase of share price. In other words, CSR dislcosure that demonstrate companies compliance could be use to declare companies legitimacy. It is necessary because legitimacy helps to create competitive advantages (Yu, Kuo, and Kao, 2017).

Further, the result using fixed and random effect shows insignificance of CSR disclosure towards share price. Therefore, the first hypothesis is rejected when fixed or random effect is used. The insignificant result indicates that CSR is not associated with how shareholders value the company. This is consistent with previous research, when the poor CSR performer companies are included (Sarumpaet, Nelwan, & Dewi, 2017). it apparently implies that investors are less appreciating CSR disclosure, instead, the decision making are more influenced by accounting information, as the BV and EARNS are consistently have significant correlation towards share price regardless of the model used. This condition might be caused by the individual effect that obscure the overall significant of CSR towards share price by eliminating important firm attributes that are actually constant. The possible factors that could obscure the significance of CSR are; the individual effect of particular companies is too great that it might outweigh the significance of CSR. Thus, when there is individual effect is carried out using fixed or random effect, it seems that CSR is not associated with share price. It can be concluded that by eliminating the individual effect, generally the respondents from prior studies agree that CSR disclosure would influence the investment decision (Krasodomska and Cho, 2017). Secondly, when the comparing model is not carried out, the possible explanation of the insignificant result is that not all Indonesia companies are mandatory to disclose the CSR (based on Limited liability company Act 40/20017), and there are still unclear regulations on how companies should practice the CSR. Therefore, Indonesia investors might feel it is unfair to assess companies with CSR performance since companies that are mandated to disclose will make better disclosure compare to companies that has voluntary disclosure. Moreover, investor might think that CSR activities can be an indicator of corporate strategy to avoid future environmental cost. (Sarumpaet, Nelwan, & Dewi, 2017).

The insignificant result is also consistent with the previous research when they used fixed and random effect in analyzing CSR to financial performance (Garcia-Castro, Ariño and Canela, 2009). Prior studies acknowledged that individual effect could eliminate the constant firm attributes that are actually important towards companies. Especially, when the companies are relatively constant in the industry, fixed effect can obscure those firm attributes. Due to the failure of fixed and random effect in capturing those firm attributes, insignificance result are more likely to come out when measuring environmental performance using fixed or random effect. Thus, some research as mentioned earlier use pooled OLS in observing the CSR related performance.

Looking further to the book value and earnings, it reported a positive significant value for the pooled and random effect. It implies that those variables as the part of profitability indicator play direct significant role in assisting investors' decision-making. Firm size also has significant correlation, indicates that the larger the firms, the share volatility will be less (Hussainey, Oscar Mgbame and ChijokeMgbame, 2011). Thus the risk will be reduced and it becomes more attractive on investor's perspective. While on the other hand, leverage has no significant on the dependent variables. The possible explanation is, investors is less likely to look at the debt proportion when they intend to invest in share, which consider to be short term rather than big decision such as merger or acquisition.

CSR disclosure before and after tax amnesty

According to the result; there is a significant difference of CSR disclosure by the effect of tax amnesty. The average of CSR increased and implies that companies disclose more CSR after tax amnesty. Thus, the second hypothesis is accepted. This evidence may be supported by previous studies that correlate CSR and taxation. They mentioned, the more companies disclose the CSR, the more it become aggressive towards tax avoidance (Lanis & Richardson, 2013). In this research, the taxation aspect being observed is tax amnesty. Thus, the possible explanation are; within tax amnesty the period, companies declared the asset, and the differences of asset or liabilities are reported in additional paid up capital, while any differences occur is further charged at tax amnesty rate and included in companies income tax. It illustrate that tax amnesty drives companies to pay higher income tax within the period and in the future since all assets have been declared transparently. Supported also by the fact that there is tax-deductible expense for particular CSR activities (according to revised Law No 36/2008 about Income Tax), it is possible that companies might increasing their CSR as the way to mitigate the leap of tax payment from the tax amnesty.

The incremental of CSR disclosure actually pinpoint that tax amnesty has further increased companies' compliance beyond taxation. This is advantageous towards companies, society, as well as government. For the companies, CSR disclosure will enhance companies' reputation by communicating that companies have provided positive contribution towards society as the stakeholders. When those disclosures become matters for suppliers, customers or investors, this condition might upsurge future financial performance, including share price. For the society, the increase of CSR by companies can improve their welfare, by the provision or more assistance on education, public infrastructure, and health volunteer programs. For the government the increase of CSR generally fulfilled government expectation. The enactment of mandatory CSR regulation in 2007 implies that Government expects companies to perform more CSR activities. The possible benefit for the government is companies assist Government's responsibility to create welfare and meeting social needs. Thus government responsibility or expenditure could be alleviated.

Share price before and after tax amnesty

There is significant difference of share price before and after tax amnesty. With the increased of average share price after tax amnesty, implies that the investors value the company more after tax amnesty. In point of fact, the purpose of tax amnesty is to reduce tax avoidance by increasing taxation compliance (Investments, 2017). Accordingly, tax amnesty success contribute good signal towards investors. It provided a hint that companies' compliance apparently increase company the accountability and transparency, which increase the trustworthiness of investors and further accelerate the market value of the companies (Agustina, Gunawan & Chandra, 2018).

The rises of share price also could be explained by other possible rationale. First, tax amnesty encourages the companies to declare the unrevealed assets. As a consequence, the asset on the financial statement will be higher. Thus, book value as the equation of total asset less total liabilities, which has positive significant relationship in assisting investor-making decision, might also increase.

This evidence consistent with the fact that Jakarta Composite Index (JCI) increased to 5,400 in 2016 and 5,914 in 2017, which is the highest for the past 10 years (Investments, 2018). This indicates Indonesia economics are positively responding to tax amnesty. Further, increasing share price have implication on Indonesia macroeconomic, such as Indonesia central bank interest rate. As the JCI rose, Indonesia central bank rate decreased from 5.5% in 2016 to 4.25% in 2017. This is followed by the reduction of bank interest rate so that investor will switch their investment to other instrument such as share and real sector. Therefore, the increases of share price trigger more share investment and growth in real sector due to the lower cost of capital on bank loan that can encourage investors to invest their money and accelerate economic growth. (Mahrofi, 2016) These facts give a hint from the share price perspective, that tax amnesty period encourages investment on share and real sector that will accelerate economic growth. To conclude, third hypothesis is accepted.

CSR disclosure towards share price before and after tax amnesty

There is a significant difference on the influence of CSR disclosure towards share price before and after tax amnesty. Thus, fourth hypothesis is accepted. From the model, it provides evidence that the correlation of CSR to share price become stronger after tax amnesty. The correlation implies that investor more reactive on companies' financial performance and CSR disclosure to assess share price. This fact may cause by the following situation; Companies' compliance on taxation by the effect of tax amnesty might indicate that company has greater accountability and transparency towards on stakeholder perspective in terms of financial and non-financial disclosures. Thus, it creates a good signal for investors to have confidence in trusting companies' disclosures, including financial and non-financial information. As a result, investor's reaction is on assessing share price from CSR, BV and EARNS is strengthened. From this solid correlation, management could capture the advantage by improving their CSR activities followed by sufficient disclosures, as well as maintaining the financial performance.

5. Conclusion, Limitation, and Research Contribution

5.1 Conclusion

This research subject is natural resource Company that listed in Indonesia Stock Exchange within 2014-2017. According to Indonesia government regulation (PP 47/2012), the companies that are classified as natural resource based are those, which are included in agriculture, mining, basic & chemicals sectors. The regression result shows that book value and earnings, which are the part of profitability, are highly significant on share price. Therefore, it implies that they have direct impact on assisting investors in making decision. As a consequence, the management should pay attention in managing the profitability and set management strategies that could enhance the financial performance in order to accelerate the share price. For the control variables, the significant result is only own by firm size, while this research does not found any significant relationship for firm's leverage. This condition implies that investors tend to have a glance on companies' size before making investment decision because company size indicates the volatility or risk of the companies. Nevertheless, they are not impacted with companies' debt proportion.

Looking at the CSR, it has significant result when pooled OLS is used, it implies that generally CSR has influence on share price, and the correlation is higher after tax amnesty. It shows that CSR disclosures achieve its purpose as the communication intermediary to communicate that companies are meeting stakeholder's expectation, which is referred to investors in this research. While tax amnesty also deliver a good signaling effect towards investors, showed by the increase of share price and the significance CSR on share price after tax amnesty. This indicate that tax compliance cause by tax amnesty enhance the trustworthiness of investors that they are willing to value the market more compare to the period before tax amnesty. Moreover, investors apparently trusting more on companies' CSR disclosure as one aspect that could assist them in making decision. However, when the fixed or random effect as the comparison models being carried out, CSR become insignificant. This might be cause by the individual effect of natural resource companies that enormous and could eliminate the firm attributes that are actually important, thus subsequently outweigh the significance of CSR.

The increases of CSR and share price are actually beneficial for many parties as explained earlier. The incremental of CSR is advantageous and seen clearly on smaller perspective, such as the improved society welfare, escalation of companies reputation, as well as assisting government in creating welfare that further alleviate Government obligation and spending. While the favorable result from increase of share price could be seen wider perspective, which is the Indonesia economic, as it escalate Jakarta Composite Index (JCI), that attracted investors to invest in share. Moreover, incremental share price also reduces BI rate, which indicate lower cost of capital for investors to invest the money in real sector that will upsurge economic growth. Therefore. Due to the great impact of tax amnesty, it is suggested also for government to be careful in launching new programs and regulations, since it can be impacted in many areas beyond the main purpose of taxation compliance.

5.2 Limitation

This research covers only limited time period. Because it is conducted in 2018, it is only capable to cover the 2 years after tax amnesty that is implemented in 2016. Thus, it suggests that future research might be attracted to conduct the research with the longer time span, so that it can capture more long-term effect of tax amnesty. Moreover, this study only observes natural resource based companies that are already mandated to disclose CSR. Therefore, it could not generalize whether CSR disclosure for all sectors companies in Indonesia have significant impact on share price. Accordingly, further research might attempt to observe the impact of CSR disclosure on share price in different industry to contribute comprehensive evidence for the readers. Lastly; the measurement of CSR disclosure is in this research is the total score of CSR disclosure by KLD. As a consequence, it could not specify in detail which areas of CSR are actually has significant correlation towards share price, and which are not. Thus, it can be an insight for future research to breakdown the CSR measurement into its categories and analyze the impact separately towards share price to provide more specific result that might be more insightful for the readers and useful for the management in assessing, which area of CSR are actually expected by the stakeholders.

5.3 Research Contribution

Our contribution in this research has been to provide that higher CSR is associated with share price when individual effect is ignored as proposed in *H1*. It implies that generally CSR has medium impact on share price. On the other words, investors slightly consider companies CSR disclosure in assisting them on decision making. Moreover, this research contributes additional evidence, that there are significant differences on CSR and share price by the effect of tax amnesty as expressed in *H2* and *H3* respectively. The reaction of how investors use CSR information to assist them in terms of share decision is also different, with an increasing trend from the period before and after tax amnesty as depicted on *H4*.. Therefore, this study contributes to the literature by being the first to examine the issue of CSR disclosure and share price in developing countries, especially Indonesia. Furthermore, the paper provides empirical evidence in support of legitimacy theory as an explanation for how CSR disclosure influence share price in the context of tax amnesty 2016. Additionally, authors use a tax amnesty time frame with increased legislation and increased corporate awareness of CSR disclosure. As tax amnesty has broad influence, regulators need to be aware about the wide effect before enacting a program or regulation.

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Appendix

Table AI KLD Strengths and Concerns

Issue Areas	*Strengths*	*Concerns*
Community	Charitable Giving	Negative Economic Impact
	Innovative Giving	Tax Disputes
	Volunteer Programs	Investment Controversies
	Support for Housing	
	Support for Education	
Diversity	CEO	Non - Representativeness
	Board of Directors	Major Controversies
	Work/life Benefits	
Employee Relations	Strong Union Relations	Poor Union Relations
	Retirement Benefits Strengths	Retirement Benefits Concerns
	Health and Safety Strengths	Health and Safety Concerns
	Employee Involvement	
Environment	Beneficial Products and Services	Hazardous Waste
	Pollution Prevention	Substantial Emissions
	Recycling	Regulatory Problems
		Ozone Depleting Chemical
		Agricultural Chemical
		Climate Change
Products	Quality	Product Safety
	RandD/ Innovation	Marketing/Contracting Concerns
		Antitrust Problem

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