**Appendix 1. Questionnaire items**

**GBI measures**

Hospital owns specific and detailed budget and procedures for:

1. separating
2. reducing
3. storing
4. internal transporting
5. external transporting
6. disposing

the medical waste.

**LOEC measures**

Belief control:

1. Our mission statements clearly communicate environmental values to employees.
2. Top managers communicate environmental values to employees.
3. Our employees have knowledge and understanding about environmental values.
4. Our mission statements inspire employees about environmental values.

Boundary control:

1. Our organization relies on a code of conduct to define appropriate environmental behaviors for our employees.
2. Our code of conduct informs our employees about environmental behaviors that are off-limits.
3. Our firm has a system that communicates to our employees the environmental risks that should be avoided.
4. Our employees are aware of the organization’s environmental code of conduct.

Diagnostic control:

Managers rely on environmental performance indicators for:

1. Aligning performance measures with organization’s goals.
2. Comparing environmental outcomes to expectation.
3. Enabling the organization to focus on common issues.
4. Enabling the organization to focus on critical success factors.
5. Monitoring environmental results.
6. Reviewing key environmental measures.

Interactive control:

1. Managers pay day-to-day attention to the environmental performance indicators.
2. Managers interprets information from environmental performance indicators.
3. Managers are frequently involved with environmental performance indicators.
4. Managers use management accounting system for challenging new ideas and ways for doing tasks.
5. Managers use management accounting system for debating data assumptions and actions plans.

**Green behavior measures**

Hospital always:

1. separates
2. reduces
3. stores
4. transports
5. disposes of

the medical waste based on predetermined budget and procedures.