

## REFERENCE

on the Thesis prepared by 4<sup>th</sup> year student of  
St. Petersburg University Graduate School of Management

Student: Kharitonova Anastasiia

Topic: Environmental CSR disclosure in the context of institutional change: The case of  
Severstal

38.03.02 «Management» area of studies, International Management Bachelor program

Student manifestation of autonomy and initiative when working on the Thesis:	<ul style="list-style-type: none"><li>• <b><u>The student has shown initiative in the formulation of the managerial problem, goal and objectives of the Thesis</u></b></li><li><input type="checkbox"/> In total, the Thesis was performed by the student independently, with active consultation with the supervisor</li><li><input type="checkbox"/> The student did not provide the initiative while working on the Thesis</li></ul>
The intensity of interaction with the supervisor:	<ul style="list-style-type: none"><li>• <b><u>Continuous interaction</u></b></li><li><input type="checkbox"/> Irregular interaction</li><li><input type="checkbox"/> Interaction was close to absent</li><li><input type="checkbox"/> Other:</li></ul>
Respecting the schedule of the Thesis workflow:	<input type="checkbox"/> Fully compliant <ul style="list-style-type: none"><li>• <b><u>Partially compliant</u></b></li><li><input type="checkbox"/> Does not match</li></ul>
Timeliness of the final submission of the Thesis to the supervisor:	<input type="checkbox"/> On the eve of the Thesis defense <ul style="list-style-type: none"><li>• <b><u>On the day of the deadline for the Thesis submission</u></b></li><li><input type="checkbox"/> One day before the deadline for the Thesis submission</li><li><input type="checkbox"/> Two days before the deadline for the Thesis submission</li><li><input type="checkbox"/> Three days or more before the deadline for the Thesis submission</li></ul>
The degree of achievement of the Thesis goal:	<ul style="list-style-type: none"><li>• <b><u>Fully achieved</u></b></li><li><input type="checkbox"/> Partially achieved</li><li><input type="checkbox"/> Not achieved</li></ul>
Compliance of the Thesis content with the requirements:	<ul style="list-style-type: none"><li>• <b><u>Fully compliant</u></b></li><li><input type="checkbox"/> Partially compliant</li><li><input type="checkbox"/> Does not match</li></ul>
Compliance of the Thesis layout with the requirements:	<ul style="list-style-type: none"><li>• <b><u>Fully compliant</u></b></li><li><input type="checkbox"/> Partially compliant</li><li><input type="checkbox"/> Does not match</li></ul>

**Special Comments:** Anastasiia has shown independent researcher capabilities and very good analytical skills during her bachelor thesis research project. The research goals are fully accomplished.

**General Conclusion:** The work by student *Kharitonova Anastasiia* meets the requirements for Bachelor diploma thesis in the area of studies 38.03.02 “Management”, program International Management.

Scientific Advisor: PhD, Asc. prof. Olga L. Garanina



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