The **??** is the matrix correlation.

According to Miroschynenko blabla :

> *The authors observe statistically significant correlations between green practices' measures suggesting that multicollinearity might be a problem. The variance inflation factors (VIF) of all the independent and control variables were calculated to test the effects of multicollinearity in the regression analysis. The mean VIF values in all the models (with a minimum of 2.76 and maximum of 2.82) indicate the absence of the multicollinearity (O'Brien, 2007).*

Let's calculate the VIF of my models. For this process I need to use the pool model to caclculate the VIF of each variable. The Table 1 summarizes the VIF of my models. We can observe that the mean VIF values of my models are ... meaning the absence of multicollinearity [@Obrien2007]

Table 1: The Variance Inflation Factors - Measure of Multicollinearity

	Roa	Roe	Tobin's Q
SustainabilityPayLink	1.553	1.474	1.553
SustainableThemedCommitment	1.548	1.511	1.548
AuditScore	1.521	1.507	1.521
CarbonProductivity	1.862	1.860	1.862
WaterProductivity	2.412	2.401	2.412
WasteProductivity	1.989	2.024	1.989
Leverage	1.005	1.004	1.005
NetMargin	1.017	1.016	1.017
FirmSize	1.150	1.122	1.150
Industry	1.021	1.016	1.021

Table 2: Matrix of correlation

	1	2	3	4	5	6	7	8	9	10
1. ROA										
2. ROE	0.37***									
3. TobinsQ	0.41***	0.19***								
4. CarbonProductivity	0.04	0.05*	-0.04							
5. WaterProductivity	0.06**	0.08***	-0.02	0.66***						
6. WasteProductivity	0.03	0.09***	-0.03	0.56***	0.68***					
7. SustainabilityPayLink	-0.05*	0.07**	-0.08**	0.07**	0.14***	0.16***				
8. SustainableThemedCommitment	-0.05*	0.09***	-0.12***	0.24***	0.29***	0.26***	0.49***			
9. FirmSize	-0.33***	-0.10***	-0.57***	0.07**	0.08***	0.07**	0.29***	0.29***		
10. Leverage	-0.06**	-0.13***	-0.02	-0.01	0.00	0.00	0.00	0.00	0.03	
11. NetMargin	0.39***	0.07**	-0.02	0.02	0.00	0.00	0.03	-0.05*	0.08**	0.02

Note: *p<0.1; **p<0.05; ***p<0.01