

**THE IMPACT OF SUSTAINABLE WASTE MANAGEMENT PRACTICES ON
SUPPLIER SELECTION CRITERIA: A CASE OF RILEY PACKAGING UGANDA
LIMITED, MUKONO**

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**A DISSERTATION SUBMITTED TO THE SCHOOL OF BUSINESS IN PARTIAL FULFILLMENT
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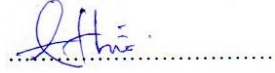
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DECLARATION

I, Kansiime Reagan Murekyezi, hereby certify that this research paper was created entirely on my own initiative under the supervision of my supervisor and has never been submitted for an award to any other organization.

Signature:



Date.....24../...04...../...2026...

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S21B12/046

APPROVAL

I have overseen and approved this study paper, thus it is prepared for submission to Uganda Christian University's School of Business.

A handwritten signature in black ink, appearing to read 'Pamela Nagawa', is written over a light blue rectangular background.

Signature...

Date.....24...../.....04...../.....2026.....

MADAM NAGAWA PAMELA

(Supervisor)

DEDICATION

I would especially like to dedicate my work to my parents, who have always encouraged me to pursue my education. May you be abundantly blessed by the All-Powerful God.

ACKNOWLEDGEMENT

I want to express my gratitude to the Almighty God for giving me life and for guiding me along my academic journey. Although it hasn't been simple, it has been possible. I want to express my sincere gratitude to Madam Nagawa Pamela, my supervisor, for all of his hard work and knowledge.

I also thank Riley Packaging Uganda Limited's (RPUL) staff and management for giving me the information I needed to do my research.

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ABSTRACT

The study examined the impact of sustainable waste management practices on supplier selection criteria; a case of Riley Packaging Uganda Limited (RPUL), Mukono. It specifically focused on; examining the relationship between sustainable waste management practices and supplier selection criteria, examining the relationship between waste reduction and supplier selection criteria, examining the relationship between material recycling and supplier selection criteria, and examining the relationship between safe disposal and supplier selection criteria in Riley Packaging Uganda Ltd.

A cross-sectional survey research design was utilized for the study, and both quantitative and qualitative research methods were applied. Both basic random and selective sampling techniques were employed during the data gathering process, which involved questionnaires and interviews. The survey also employed a sample size of 80 respondents who work for RPUL and are part of the company's top management.

The study findings revealed that waste reduction, material recycling, and safe disposal are widely practiced at Riley Packaging Uganda Ltd and all have significant positive relationships with supplier selection criteria, as evidenced by Pearson's correlation results: waste reduction ($r = .728^{**}$, $p < .05$), material recycling ($r = .791^{**}$, $p < .05$), and safe disposal ($r = .783^{**}$, $p < .05$), indicating that strengthening these sustainable waste management practices enhances operational efficiency, supply chain effectiveness, environmental responsibility, and the likelihood of selecting resource-efficient and compliant suppliers.

Ultimately, the survey encouraged that Riley Packaging Uganda Ltd. reinforce waste reduction, recycling, and secure disposal practices, integrate sustainability requirements into supplier reviews, and promote environmental recognition amongst employees and providers to decorate sustainable procurement, enhance supply chain efficiency, and ensure environmentally accountable dealer choice.

CHAPTER ONE

INTRODUCTION

1.0 Introduction

This chapter provides the history of the observe, statement of the problem, studies objectives, studies questions, scope of the take a look at, significances of the look at and the conceptual framework.

1.1 Background of the Study

Supplier selection standards consult with the set of standards and elements used by agencies to assess and pick providers primarily based on economic, environmental, and social overall performance concerns (Amiri et al., 2021). Traditionally, supplier choice changed into in the main based on cost, best, and how nicely they could get things to you on time. but now, deliver chains are starting to consist of such things as how well a organization treats the environment, how modern they are with inexperienced thoughts, and the way ethically they do business (Barbanti et al., 2022). Deciding on sustainable suppliers has grown to be a key procurement activity supporting round economic system dreams and improving deliver chain robustness and competitiveness (Kusi-Sarpong et al., 2023). To enhance procurement results and sustainability performance, multi-standards selection-making systems had been notably used to assess providers in keeping with environmental, social, and monetary dimensions (Nguyen et al., 2022).

Latest studies spotlight that groups are expanding supplier assessment criteria to consist of waste reduction abilities, environmental control systems, and sustainable production practices to fulfill regulatory and stakeholder expectancies (Cinnirella et al., 2022). Thru accelerated openness, hazard discount, and compliance with environmental regulations, sustainable dealer selection is also related to stepped forward company performance and supply chain nice control (Sharma & Joshi, 2023). Moreover, inclusive of sustainability standards in supplier choice helps to promote sustainable supply chain growth and hyperlinks procurement alternatives with wider environmental management and company social duty goals (Yassine & Singh, 2021).

1.1.1 Historical background

Traditionally, dealer choice criteria developed from traditional procurement practices that emphasized cost, high-quality, and transport reliability as the primary selection-making factors in supply chain management (Holmes et al., 2025). The early improvement of dealer evaluation frameworks focused on operational performance and economic overall performance, with constrained attention for environmental or social factors in procurement decisions (Pamucar et al., 2023). Through the years, the growing popularity of environmental risks and sustainability challenges led corporations to include environmental performance indicators and hazard control issues into supplier choice tactics to decorate supply chain resilience. The integration of sustainability into supplier selection criteria marked a shift from purely transactional procurement to strategic and value-driven supply chain management (Sithi et al., 2025).

Globally, from the early 2000s to the 2020s, supplier selection standards included environmental and sustainability factors as part of strategic procurement decision-making (Abubakar et al., 2022). Rising stakeholder pressure and environmental laws drove companies by the middle of the 2010s to judge suppliers not only on cost and quality but also on sustainability performance and adherence to environmental standards (Awewomom et al., 2024). Emerging nations' 2018 to 2023 studies showed that supplier environmental performance had grown to be a major factor in procurement decisions given the increased environmental risks and accountability expectations. As a result, supplier evaluation systems developed to include sustainability criteria together with conventional financial metrics in order to improve long-term supply chain performance (Tushar et al., 2023).

In the African and Ugandan context especially from 2010 onwards, supplier selection standards more and more mirrored environmental sustainability concerns in the public and private sectors (Rugasira et al., 2022). From 2015 to 2024, procurement frameworks were officially included sustainability criteria into supplier evaluation process by means of environmental compliance requirements and policy changes (Edodi, 2023). In Uganda, between 2020 and 2024, benchmarking programs and changes to regulations further motivated businesses to match their supplier selection choices with regional and worldwide sustainability standards (Maswanku & Yolcu, 2024). According to empirical research done in Uganda between 2022 and 2024, environmental performance and sustainability compliance are becoming increasingly important

factors in supplier selection choices as businesses aim for competitiveness and regulatory compliance (Alinda et al., 2024).

1.1.2 Theoretical background

This survey was grounded in Stakeholder theory, initially advanced by means of Freeman (1984), and is the reason how organizations should take into account the interests and expectations of a couple of stakeholders whilst making strategic selections, including procurement and dealer choice (Freeman, 2023). According to the concept, agencies are accountable now not simply to shareholders but additionally to clients, authorities, groups, and providers whose expectations consist of environmental obligation and sustainable practices (Mahajan et al., 2023). Stakeholder idea offers a framework for seeing why agencies include waste control and sustainability standards into dealer selection alternatives within the area of supply chain management. It emphasizes how stakeholders stress for environmental compliance, risk reduction, and moral sourcing requirements shapes dealer selection standards (Barney & Harrison, 2020).

In step with the theory, groups run amongst a group of stakeholders whose needs form organizational guidelines and operational selections, which include procurement plans. It supposes that businesses who react sensibly to stakeholder needs on waste control and environmental sustainability are more likely to achieve legitimacy, trust, and lengthy-term overall performance advantages (Freeman et al., 2020). Furthermore hypothesizing that including environmental elements into supplier selection requirements lowers reputational dangers and improves the organizational sustainability performance, Stakeholder concept addresses them. In step with sustainable deliver chain management thoughts; this viewpoint fits with the concept that providers are judged relying on how properly they could satisfy environmental, social, and financial standards (Bridoux & Stoelhorst, 2022).

Stakeholder theory has a splendid advantage in that it may assist us apprehend why companies cross beyond the standard criteria of price and excellent to include environmental and waste control concerns in their supplier assessment (Valentinov et al., 2019). The theory offers a theoretical basis for greedy how elements which include environmental guidelines, purchaser expectancies, and community problems encourage groups to use environmentally pleasant supplier choice strategies (Freeman, 2023). It also promotes the adoption of multi-criteria selection systems in supplier

assessment procedures that include sustainability criteria and environmental danger signs. As a result, the idea affords a strong justification of the way sustainability worries get integrated into procurement and provider selection tactics (Mahajan et al., 2023).

Stakeholder idea offers a useful theoretical framework in the framework of this studies to examine how sustainable waste control techniques affect criteria for dealer preference. in keeping with the principle, agencies implement waste-associated dealer standards to meet stakeholder expectancies for environmental protection, felony compliance, and company social obligation (Barney & Harrison, 2020). It similarly clarifies in groups aiming for sustainable supply chain consequences how stakeholder expectations affect strategic sourcing choices, procurement guidelines, and supplier evaluation standards. Stakeholder theory became for that reason a terrific way to have a look at how supplier desire standards interact with sustainable waste control guidelines in current supply chains (Bridoux & Stoelhorst, 2022).

1.1.3 Conceptual background

This observe changed into anchored on sustainable waste control practices as the unbiased variable and dealer choice criteria because the based variable. Sustainable waste control processes are organizational plans and moves supposed to reduce, reuse, recycle, and properly take away waste, so reducing fitness and environmental consequences and advancing sustainability in production and deliver chain sports (Abubakar et al., 2022). Waste reduction initiatives, recycling and recuperation structures, environmental compliance, and round economy ideas influencing how corporations construct shopping and supply chain activities all mirror those thoughts (Chisholm et al., 2021). Studies based on evidence display that such as environmental management methods into supply chain sports improves sustainability overall performance and pushes organizations to work with suppliers who are environmentally conscious (Alzoubi et al., 2024). Sustainable waste control has taken on a coverage and organizational priority in Uganda and different developing international locations because of environmental damage and socioeconomic results, consequently influencing deliver chain and procurement selections (Edodi, 2023).

Supplier selection criteria seek advice from the set of economic, environmental, and social standards utilized by companies to assess and select suppliers to make sure efficiency, compliance, and sustainability in supply chains (Sithi et al., 2025). To enhance supply chain sustainability

outcomes, modern supplier evaluation systems include environmental risk, sustainability performance, and waste management capacity together with conventional cost, quality, and delivery standards. Emphasizing environmental compliance and sustainable production techniques as main selection criteria, green supply chain management systems have been proven to affect supplier evaluation (Holmes et al., 2025). Both internationally and in Ugandan settings, environmental developments and green manufacturing methods have affected procurement choices, forcing companies to give preference to providers with great sustainability credentials (Rugasira et al., 2022). Understanding sustainable procurement and supply chain decision-making in modern companies requires therefore looking at how sustainable waste management policies affect supplier choice standards (Abubakar et al., 2022).

1.1.4 Contextual background

Riley Packaging Company Limited is a manufacturing firm located in Mukono District, Uganda, operating within the packaging and manufacturing sector where waste generation and environmental sustainability are critical operational concerns (Alinda et al., 2024). While Uganda's manufacturing sector is quite important for economic growth, it also adds to environmental pollution and solid waste generation, therefore companies and their supply chains must implement sustainable waste management policies (Rugasira et al., 2022). Uganda's national environmental policies and sustainability plans stress that companies should have efficient waste management systems in place to help with the goals of sustainable development and environmental protection (Maswanku & Yolcu, 2024). Research also shows that Uganda's bad waste management methods have a big effect on the environment and the economy. This has led companies to include sustainability issues into their procurement and operational choices (Castellani et al., 2022). As a end result, manufacturers like Riley Packaging agency limited are increasingly more predicted to work with environmentally conscious providers to meet legal and sustainability standards (Edodi, 2023).

Agencies are an increasing number of using sustainable procurement and dealer assessment structures within the deliver chain framework to lower environmental risks and improve sustainability performance (Barakagira & Paapa, 2023). In particular in growing countries in which environmental troubles are intense (Turyahabwe et al., 2022), research display that inexperienced production and environmental improvements affect procurement techniques and

supplier selection picks. Considering groups provide choice to the ones capable of meet environmental requirements and help with round financial system dreams, sustainable waste management strategies are considered as vital elements identifying supplier assessment criteria (Holmes et al., 2025).

Furthermore, including green supply chain management principles has been proven to boost organizational sustainability results and environmental performance, therefore impacting supplier selection methods (Hosain & Mustafi, 2025). Therefore, studying the influence of sustainable waste management techniques on Riley Packaging Company Limited's supplier selection criteria offered a pertinent background for understanding sustainable procurement and supply chain decision-making in Uganda's manufacturing sector (Abubakar et al., 2022).

1.2 Problem statement

Globally, provider choice standards have advanced beyond traditional fee, fine, and shipping measures to include strategic and sustainability issues; however, many agencies still depend closely on conventional assessment models that prioritize quick-term monetary performance (Sithi et al., 2025). Studies suggest that fewer than half of companies have fully advanced complete and balanced supplier evaluation frameworks that combine strategic, risk, and overall performance-primarily based signs (Holmes et al., 2025). Although advanced multi-standards dealer choice fashions were developed in latest years, their realistic adoption remains restricted, with many firms reporting inconsistencies in how provider assessment requirements are applied. This reveals continual weaknesses and gaps within the design and implementation of effective supplier choice standards in organizational exercise (Hosain & Mustafi, 2025).

In developing economies, supplier selection standards continue to be largely fee-driven, with restricted use of based, obvious, and multi-dimensional evaluation frameworks (Awewomom et al., 2024). Empirical evidence suggests that many companies in emerging markets lack formalized dealer overall performance evaluation systems, resulting in subjective and inconsistent provider choice selections (Abubakar et al., 2022). Weak institutional frameworks, limited technical capacity, and inadequate procurement policies further constrain the development of robust supplier evaluation criteria. Subsequently, supplier selection techniques in these contexts frequently fail to

ensure lengthy-time period dealer performance, reliability, and strategic alignment (Alzoubi et al., 2024).

In Uganda, provider selection standards in many manufacturing firms remain predominantly targeted on rate competitiveness and immediately operational wishes, with restrained adoption of complete and standardized evaluation frameworks (Barakagira & Paapa, 2023). Research indicates that only a small proportion of firms systematically apply structured multi-criteria approaches in supplier evaluation, leading to inconsistencies in procurement decisions and supplier performance outcomes (Rugasira et al., 2022). Even if procurement regulations and corporate policies are in place, their application in leading unbiased and strategic supplier selection is erratic and poor (Maswanku & Yolcu, 2024). Therefore, there was limited empirical evidence on how sustainable waste management practices influence supplier selection criteria in manufacturing firms such as Riley Packaging Company Limited, necessitating this study to address this contextual and knowledge gap.

1.3 Objectives of the study

1.3.1 General objective

The general objective of the study was to examine the impact of sustainable waste management practices on supplier selection criteria; a case of Riley Packaging Uganda Limited (RPUL), Mukono.

1.3.2 Objectives of the study

- i. To examine the relationship between sustainable waste management practices and supplier selection criteria in Riley Packaging Uganda Ltd.
- ii. To examine the relationship between waste reduction and supplier selection criteria in Riley Packaging Uganda Ltd.
- iii. To examine the relationship between material recycling and supplier selection criteria in Riley Packaging Uganda Ltd.
- iv. To examine the relationship between safe disposal and supplier selection criteria in Riley Packaging Uganda Ltd.

1.4 Research questions

- i. What is the relationship between sustainable waste management practices and supplier selection criteria in Riley Packaging Uganda Ltd?
- ii. What is the relationship between waste reduction and supplier selection criteria in Riley Packaging Uganda Ltd?
- iii. What is the relationship between material recycling and supplier selection criteria in Riley Packaging Uganda Ltd?
- iv. What is the relationship between safe disposal and supplier selection criteria in Riley Packaging Uganda Ltd?

1.5 Scope of the study

1.5.1 Geographical scope

The study was conducted at the Riley Packaging Uganda Ltd (RPUL) located on Plot 180 Lwanyonyo Village, Block 189 Kyagwe P.O. Box 1817 Mukono. RPUL was chosen because it is among the manufacturing firms actively implementing sustainable waste management practices in its operations, making it a suitable context for examining their impact on supplier selection criteria.

1.5.2 Content scope

The study focused on examining the impact of sustainable waste management practices on supplier selection criteria in Riley Packaging Uganda Limited (RPUL).

1.5.3 Time scope

The study covered the period from September to December 2025, corresponding with the data collection and analysis phase focusing on sustainable waste management practices and their influence on supplier selection criteria.

1.6 Significance of the study

The results of this study will enable managers at Riley Packaging Uganda Ltd (RPUL) and other manufacturing companies to understand how sustainable waste management methods including

waste reduction, material recycling, and safe disposal affect supplier selection choices by offering useful insights on including environmental factors into procurement processes, enhancing supplier performance, and boosting general corporate sustainability outcomes.

This study will offer empirical data to help legislators, particularly those in the National Environment Management Authority (NEMA), the Ministry of Water and Environment, and other regulatory bodies, to develop policies on sustainable industrial waste management and green procurement in Uganda by stressing the need of including environmental sustainability criteria into supplier assessment frameworks and legal rules.

For scholars and researchers, this study advances the theoretical understanding of sustainable supply chain management and procurement by broadening the debate on how environmental management policies affect supplier selection criteria in emerging nations such Uganda.

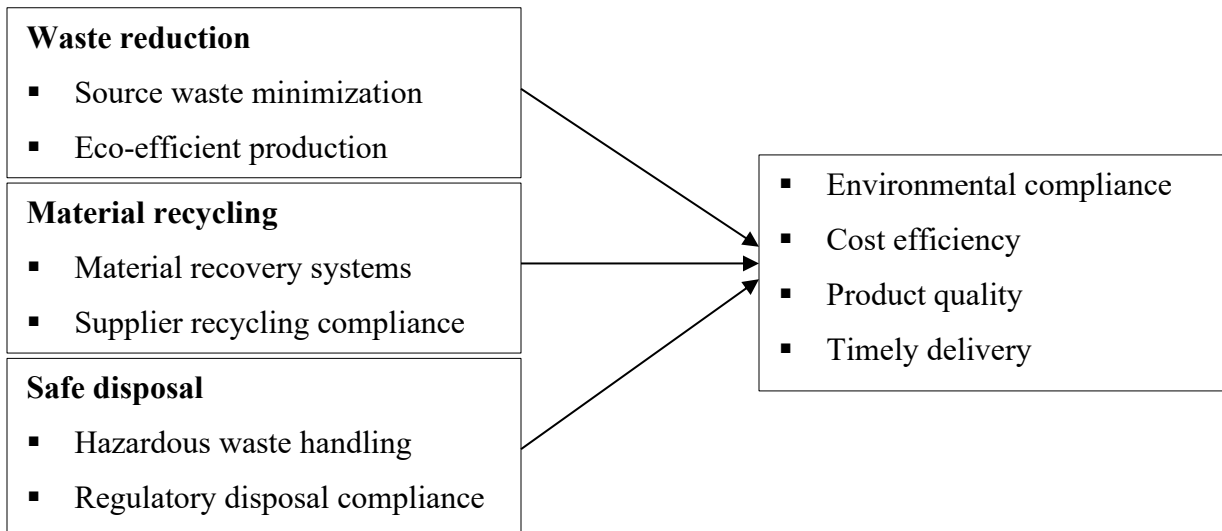
1.7 Conceptual framework

Independent variable

Dependent variable

Sustainable Waste Management Practices

Supplier Selection Criteria



Source: Adapted from Kotter (2012) and Tornatzky & Fleischer (1990), as modified by the researcher.

This study conceptualizes sustainable waste management practices measured through waste reduction, material recycling, and safe disposal as the independent variable, and supplier selection criteria measured through environmental compliance, cost efficiency, product quality, and timely delivery as the dependent variable.

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

Other literary works are covered in this chapter. It is crucial to examine similar studies on how sustainable waste management techniques affect supplier selection criteria and to research some relevant literature in order to compare, validate, and highlight any discrepancies. As a result, the

review of numerous works of literature deemed pertinent to the research was intended to be included in this chapter.

2.1 Theoretical review

2.1.1 Stakeholder Theory

Stakeholder Theory, first developed by Freeman (1984), underpinned this study as it explains how companies have to take into account the needs and expectations of several stakeholders when making tactical and operational decisions. According to the hypothesis, businesses are responsible not only to shareholders but also to a broad spectrum of stakeholders including customers, regulators, communities, employees, and suppliers, whose expectations of environmental responsibility and sustainable practices are progressively rising (Freeman, 2023). Stakeholder Theory offers a lens through which to see why companies include sustainable trash management concerns into procurement and supplier choice processes in the context of supply chain management. companies try to satisfy stakeholder expectancies for environmental compliance and responsible sourcing (Mahajan et al., 2023).

The principle holds that stakeholder expectancies and pressures outline organizational guidelines and tactics. It holds that businesses that actively deal with stakeholder issues on environmental sustainability and rubbish disposal are more likely to collect legitimacy, stakeholder believe, and long-time period competitive advantages (Freeman et al., 2020). Stakeholder idea also assumes that consisting of environmental elements into provider selection standards enables organizations lower reputational risks, better adhere to environmental guidelines, and enhance popular sustainability performance. This suits with sustainable supply chain management ideas, which pressure assessing carriers depending on environmental, social, and monetary elements (Bridoux & Stoelhorst, 2022).

one in every of Stakeholder principle's principal benefits is that it explains why agencies pass past conventional procurement standards consisting of price, first-rate, and delivery to do not forget environmental and waste control factors in dealer assessment (Valentinov et al., 2019). in keeping with the theory, organizations are driven to pick environmentally pleasant dealer selection methods and placed sustainability-targeted procurement guidelines into action with the aid of pressures from investors, customers, groups, and authorities. It also promotes the application of multi-

standards supplier assessment systems combining environmental hazard elements and sustainability criteria into procurement selection-making tactics (Mahajan et al., 2023).

Stakeholder concept offers a good theoretical framework on this have a look at to analyze how sustainable waste management techniques have an effect on Riley Packaging Uganda Ltd.'s dealer choice standards. The hypothesis states how stakeholder expectations for environmental safety, prison compliance, and corporate social duty encourage companies to include waste reduction, recycling, and secure disposal requirements in dealer assessment (Freeman, 2023). Similarly it clarifies how stakeholder pressures have an effect on strategic sourcing alternatives, procurement policies, and frameworks for comparing supplier overall performance, consequently impacting sustainable supply chain consequences. Stakeholder idea so gave a robust basis for evaluating the relationship among sustainable waste control strategies and provider choice standards in modern-day deliver networks (Bridoux & Stoelhorst, 2022).

2.2 Conceptual review

2.2.1 Sustainable waste management practices

Sustainable waste control practices had been broadly discussed in environmental management and sustainable deliver chain literature as systematic strategies to minimizing waste technology, selling useful resource recovery, and ensuring environmentally sound disposal. Particularly in developing nations, Abubakar et al. (2022) see sustainable waste management as a combination of activities sustaining social and economic sustainability while simultaneously lowering environmental pollution. Chisholm et al. (2021) also define sustainable waste management as a lifecycle-oriented strategy with prevention, reduction, reuse, recycling, and safe disposal of waste products. Some researchers stress waste management as a deliberate organizational practice included in environmental policies, corporate governance, and supply chain decisions, whereas others see it as a technical and infrastructural procedure concentrating on waste treatment systems (Awewomom et al., 2024; Alzoubi et al., 2024).

Studies based on data reveal that several industries have adopted sustainable waste management techniques to boost organizational and environmental performance. Worldwide, Kusi-Sarpong et al. (2023) and Cinnirella et al. (2022) show how businesses progressively incorporate waste reduction and recycling techniques into supplier selection and procurement decisions to further

circular economy goals. In the fields of healthcare and manufacturing, Tushar et al. (2023) and Pamucar et al. (2023) find that good waste management lowers environmental hazards and improves supply chain sustainability performance. Edodi (2023) and Castellani et al. (2022) show in Uganda that bad waste management is still a big problem for the environment. Fast growth in cities and industries has made the amount of trash and pollution go up. Although implementation is inconsistent, studies by Rugasira et al. (2022) and Alinda et al. (2024) show that Ugandan manufacturing businesses using green manufacturing and environmental innovations have better sustainability results. These data show that Uganda sees sustainable waste management more and more as a top organizational and policy concern.

Researchers have found a number of criteria used to operationalize sustainable waste management techniques in supply chain and corporate studies. essential standards for judging environmental control practices in procurement and supplier selection are waste reduction, recycling, and secure disposal as defined through Barbanti et al. (2022) and Nguyen et al. (2022).

Waste reduction will evaluate methods including eco-efficient manufacturing and source waste minimization to show the degree to which the company lowers waste generation at the manufacturing level. Reflecting circular economy concepts and supplier environmental responsibility, material recycling will gauge the existence of material recovery systems and supplier recycling conformance. Safe disposal will assess regulatory disposal compliance and hazardous garbage handling, therefore showing respect for environmental regulations and avoidance of environmental damage. By showing environmental accountability, legal compliance, and sustainability integration in procurement decisions at Riley Packaging Uganda Ltd., these indicators seek to illustrate how sustainable waste management techniques affect criteria for supplier selection.

2.2.2 Supplier selection criteria

Supplier selection criteria have been widely discussed in supply chain and procurement literature as the standards and measures organizations use to evaluate, compare, and choose suppliers to ensure efficiency, quality, and sustainability. To achieve competitive advantage, Kusi-Sarpong et al. (2023) see supplier selection criteria as a multi-dimensional framework including financial, operational, and environmental performance of suppliers. Like Cinnirella et al. (2022), Cinnirella

et al. (2022) contend that supplier selection includes sustainability and compliance indicators in addition to cost and quality, therefore reflecting a company's strategic priorities and risk management aims. Some academics stress that, while some stress supplier selection as a technical choice depending on quantitative criteria like cost and delivery dependability, others note its strategic character whereby environmental, ethical, and social factors are included to encourage long-term supply chain resilience and sustainability (Amiri et al., 2021; Yassine & Singh, 2021). These different points of view imply that the standards for choosing suppliers are tactical as well as operational, combining quantifiable performance with the values of the company.

Empirical research show how supplier selection standards are used in different situations. Globally, Barbanti et al. (2022) and Nguyen et al. (2022) show that companies are more and more including sustainability, risk management, and compliance criteria into supplier assessment, especially in the manufacturing and industrial sectors. Pamucar et al. (2023) and Tushar et al. (2023) emphasize in healthcare supply chains that choosing suppliers is very important for guaranteeing constant service delivery, regulatory compliance, and environmental responsibility. Rugasira et al. (2022) and Alinda et al. (2024) find in Uganda that manufacturing and service businesses use supplier selection criteria to ensure environmental norms are followed, product quality is maintained, and timely delivery is attained. Studies by Edodi (2023), meanwhile, show that little use of structured selection criteria has occasionally led to non-compliance with environmental regulations and inefficiencies, therefore underlining the need of clearly defined supplier evaluation procedures in raising organizational performance and sustainability.

This study will assess supplier choice criteria based on four indicators: cost efficiency, product quality, environmental compliance, and timely delivery. Environmental compliance will gauge suppliers' adherence to legal and sustainability requirements, hence mirroring corporate social responsibility and risk reduction (Kusi-Sarpong et al., 2023). Cost efficiency will show how affordable and competitive supplier prices are, which will show how well the economy is doing and how well resources are being used (Barbanti et al., 2022; Nguyen et al., 2022). Product quality will assess the uniformity, dependability, and adherence to specifications of supplied materials, therefore mirroring operational excellence (Sharma & Joshi, 2023; Holmes et al., 2025). Timely delivery will reveal the supplier's dependability in fulfilling deadlines and assisting production schedules, hence pointing to supply chain response (Yassine & Singh, 2021; Sithi

et al., 2025). Taken together, these data aim to show how the standards for choosing suppliers affect Riley Packaging Uganda Ltd's organizational performance and procurement choices.

2.3 Empirical review

2.3.1 Sustainable waste management practices and supplier selection criteria

Kusi-Sarpong et al. (2023) examined the role of sustainable waste management in influencing supplier selection decisions within industrial supply chains, finding that organizations that implement waste reduction, recycling, and safe disposal practices tend to prioritize suppliers who comply with environmental standards and circular economy principles. Cinnirella et al. (2022) in addition contend that integrating sustainability practices into operational approaches strengthens a business enterprise' capability to pick out companies based totally on environmental compliance, wonderful, and nicely-timed transport. The research together spotlight that sustainable waste control practices fuel issuer desire standards via manner of putting in place benchmarks those providers should meet, especially in terms of environmental obligation. Amiri et al. (2021) further observe that after businesses adopt eco-efficient manufacturing and material recuperation structures, suppliers are evaluated not just on fee and quality however additionally on their ability to support sustainability initiatives, developing a right away link among waste control performance and dealer evaluation. This demonstrates that sustainable waste manipulate acts as a strategic driver that shapes provider desire guidelines, making sure carriers align with the employer's environmental and operational desires (Yassine & Singh, 2021).

Barbanti et al. (2022) explored Brazilian manufacturing corporations and decided that agencies with strong waste control and recycling practices continuously integrate environmental compliance into issuer evaluation, main to improved procurement overall performance. Nguyen et al. (2022) help this via displaying that sustainable waste control practices permit companies to hire multi-requirements choice-making frameworks in which carriers are evaluated holistically, considering price overall performance, product, delivery overall performance, and environmental adherence. The interconnection a few of the 2 variables is apparent: as corporations beautify internal waste control structures, they evidently set stricter requirements for supplier choice, thereby embedding sustainability across the supply chain. Pamucar et al.

(2023) and Sharma & Joshi (2023) further emphasize that supplier selection informed by means of waste management strategies reduces operational risks, improves supply chain reliability, and fosters long-time period partnerships with environmentally accountable suppliers, demonstrating how one variable actively fuels the opportunity.

Alzoubi et al. (2024) determined that businesses implementing robust environmental control and waste management measures had been more likely to choose providers with strong compliance factors, growing a pleasant comments loop wherein providers are incentivized to enhance their environmental performance to cozy contracts. Tushar et al. (2023) argue that specifically in rising economies, effective waste control practices provide measurable signs and symptoms inclusive of unsafe waste managing and regulatory disposal compliance that right away tell supplier assessment criteria, consisting of environmental compliance and product. The ones research illustrate that sustainable waste control practices do not carry out in isolation but rather engage dynamically with issuer selection criteria, aligning internal sustainability dreams with external procurement choices (Hosain & Mustafi, 2025). Therefore, companies that integrate sustainability into their waste practices enhance their capability to select out suppliers who make contributions to each operational overall performance and company social responsibility desires.

Edodi (2023) and Maswanku & Yolcu (2024) examined the Ugandan context and found that groups with dependent waste control practices which includes supply minimization and recycling initiatives prioritize suppliers based mostly on environmental compliance and timely shipping, which strengthens supply chain sustainability. Castellani et al. (2022) and Rugasira et al. (2022) in addition word that during Uganda, the adoption of sustainable waste control practices by the use of production firms has brought about extra rigorous dealer selection frameworks that integrate price, quality, and environmental overall overall performance. The research show that sustainable waste management practices beautify company choice with the resource of growing operational and moral necessities, which in turn promote responsibility, reduce reputational risks, and beautify not unusual deliver chain resilience. Therefore, the empirical evidence demonstrates that the two variables are interdependent, with sustainable waste control practices using the gadget and enforcement of provider selection criteria at the same time as making sure organizational sustainability dreams are met.

2.3.2 Waste reduction and supplier selection criteria

Turyahabwe et al. (2022) probed strong waste management practices in Mbale metropolis, Uganda, and located that organizations that actively placed into impact waste management techniques which includes supply minimization, segregation, and reuse of materials have a tendency to prioritize suppliers who monitor environmental compliance and efficient resource usage. Edodi (2023) similarly observes that corporations venture systematic waste reduction are much more likely to installation issuer selection standards that emphasize sustainability, along with reduced packaging, substances, and adherence to environmental guidelines. The research highlight that waste discount practices affect supplier choice by manner of placing operational requirements that vendors need to meet to maintain procurement eligibility (Abubakar et al., 2022). In essence, the implementation of waste reduction drives corporations to evaluate providers no longer handiest on price and great however additionally on their functionality to make a contribution to organizational sustainability goals, demonstrating how one variable fuels and shapes the alternative (Awewomom et al., 2024).

Maswanku & Yolcu (2024) reconnoitered countrywide waste control strategies in Uganda and placed that agencies with strong waste cut price suggestions will be predisposed to undertake extra rigorous provider selection frameworks that praise environmental obligation and compliance with round monetary device thoughts. Barakagira & Paapa (2023) support this view within the hospitality region, showing that 5-movie star hotels imposing green practices, including waste minimization, preferentially pick out providers who provide biodegradable merchandise, efficient logistics, and espresso-waste answers. The research demonstrates a dynamic interconnection: as companies lessen inner waste, their company evaluation metrics evolve to want companions who assist sustainability goals, thereby developing a collectively reinforcing cycle that strengthens supply chain environmental standard overall performance (Castellani et al., 2022). This suggests that waste reduction and provider choice aren't impartial tactics however are tightly related through environmental, operational, and strategic concerns.

Alinda et al. (2024) on Ugandan production companies indicates that proactive waste cut price projects, inclusive of lean manufacturing and useful resource recuperation, directly inform dealer desire by using emphasizing requirements like provider manner overall performance, product recyclability, and adherence to environmental requirements. Chisholm et al. (2021) in addition spotlight that during African developing countries, agencies that lessen waste systematically

additionally pick out providers with tested inexperienced practices, which include strength-inexperienced manufacturing and minimal packaging, which ensures consistency in sustainable operations throughout the supply chain. Those research illustrate that waste discount fuels dealer choice standards thru developing measurable benchmarks for company evaluation, ensuring that providers align with the corporation's environmental commitments even as concurrently decreasing operational and regulatory risks (Alzoubi et al., 2024).

Rugasira et al. (2022) tested inexperienced production practices in Kampala, Uganda, and determined that groups enforcing waste discount policies integrate these practices into provider selection, main to stronger partnerships with environmentally conscious companies and progressed operational overall performance. Maswanku & Yolcu (2024) supplement this view thru showing that groups the use of waste minimization strategies commonly generally tend to prioritize carriers who can provide sustainable substances, optimize delivery structures, and take a look at environmental rules, which complements deliver chain resilience. Collectively, those research display that waste discount and supplier preference requirements are interconnected: internal practices geared in the direction of minimizing waste immediately shape external procurement choices, selling sustainable provider engagement while reinforcing enterprise environmental targets (Tushar et al., 2023).

2.3.3 Material recycling and supplier selection criteria

Edodi (2023) sightsaw sustainable waste management practices in Uganda and located that agencies that combine fabric recycling into their operations are much more likely to undertake issuer choice requirements that choose environmentally accountable partners, as recycled inputs require providers to demonstrate steady fabric extraordinary and compliance with environmental requirements. Similarly, Castellani et al. (2022) positioned that organizations with strong recycling duties prioritize suppliers who provide recyclable or reusable materials, which guarantees continuity in circular supply chain operations. The ones researches display a direct courting: the extent to which an business enterprise recycles materials fuels the rigor of provider choice requirements, as groups goal to lessen environmental effect and operational prices concurrently (Abubakar et al., 2022). Through linking provider assessment to recycling goals, agencies beef up sustainable procurement while incentivizing suppliers to undertake production strategies,

illustrating on the identical time reinforcing cycle among material recycling and dealer selection (Awewomom et al., 2024).

Maswanku & Yolcu (2024) tested countrywide waste control strategies in Uganda and located that firms dedicated to recycling an increasing number of combine sustainability metrics into dealer choice, such as beneficial useful resource performance, eco-certifications, and compliance with recycling protocols. Barakagira & Paapa (2023) similarly discovered that five-movie star motels in Kampala enforcing recycling programs supply desire to providers capable of presenting recycled, biodegradable, or low-waste products, aligning procurement with inner sustainability rules. these findings imply that fabric recycling does now not function in isolation; it actively shapes procurement choices by defining the attributes required from providers. Recycling therefore acts as a reason pressure for growing supplier selection standards which can be aligned with environmental overall performance, showing the interconnection among internal operations and outside provider assessment strategies (Rugasira et al., 2022).

Alinda et al. (2024) on Ugandan production groups located that fabric recycling projects have an effect on supplier preference criteria by using prioritizing providers who can ensure traceability of recycled inputs and reduce infection risks. Similarly, Abubakar et al. (2022) decided that inside the global South, businesses running closer to recycling desire carriers with tested abilities in closed-loop supply chains and restoration of substances, which strengthens sustainability effects. Those research emphasize that recycling complements deliver chain interdependence: as firms growth recycling, they require companies who can meet strict environmental requirements, which in turn improves average deliver chain sustainability (Hosain & Mustafi, 2025). This relationship illustrates that recycling and company choice standards are together reinforcing and strategically aligned within the path of environmental overall performance and operational efficiency.

Turyahabwe et al. (2022) assessed strong waste control practices in Mbale town, Uganda, and found that groups imposing fabric recycling packages actively regulate dealer choice standards to encompass environmental compliance, fabric satisfactory, and the potential to participate in circular economic system initiatives. Awewomom et al. (2024) in addition word that recycling-focused organizations usually tend to growth dealer assessment frameworks emphasizing sustainability and eco-efficiency, which guarantees that carriers contribute to the corporation's recycling goals. Collectively, those studies suggest that recycling practices act as a strategic lever

for supplier desire: recycling dictates the environmental and operational requirements that suppliers should meet, at the same time as issuer talents determine the effectiveness and sustainability of recycling projects. This demonstrates an inter-linked remarks loop, wherein fabric recycling and supplier choice standards co-evolve to benefit environmental sustainability and stronger supply chain overall performance (Holmes et al., 2025).

2.3.4 Safe disposal and supplier selection criteria

Tushar et al. (2023) weighed stressful situations in scientific waste control in the course of the COVID-19 pandemic and found that agencies schooling comfortable disposal protocols actively alter their dealer choice criteria to ensure corporations have a look at stringent environmental and fitness requirements. In addition, Chisholm et al. (2021) determined that infirmaries and medical centers in African developing worldwide places prioritize providers who can control risky substances responsibly and align with institutional secure disposal practices. Those research highlight a strong interconnection among secure disposal and supplier choice: secure disposal methods necessitate selecting vendors capable of minimizing environmental and fitness risks, which in flip reinforces organizational compliance and sustainability desires (Alzoubi et al., 2024). In essence, companies' potential to deal with, transport, and put off materials efficiently turns into a crucial criterion, showing how cozy disposal practices gasoline rigorous provider assessment and create a remarks loop enhancing regular deliver chain sustainability (Abubakar et al., 2022).

Edodi (2023) investigated priority moves for sustainable waste control in Uganda and placed that corporations implementing cozy disposal structures emphasize provider assessment metrics consisting of environmental compliance certifications, method transparency, and duty in waste dealing with. Maswanku & Yolcu (2024) further mentioned that safe disposal practices in production firms are related to supplier choice standards focused on waste minimization, adherence to neighborhood and international disposal standards, and ability to manipulate by-products effectively. Those findings display that safe disposal isn't an isolated hobby; it actively drives procurement strategies with the aid of defining the environmental and operational capabilities predicted of providers. This interconnection ensures that providers make a contribution to organizational sustainability goals, even as the firm's secure disposal practices make stronger the need for responsible dealer conduct (Awewomom et al., 2024).

Rugasira et al. (2022) on manufacturing firms in Kampala observed that safe disposal practices have an impact on dealer selection standards by way of prioritizing providers capable of supplying recyclable, low-toxicity, or easily disposable substances, which reduces environmental and operational chance similarly, Alinda et al. (2024) discovered that suppliers are an increasing number of assessed on their potential to participate in environmentally secure disposal packages and comply with regulatory requirements, showing an immediate remarks mechanism in which disposal necessities form dealer abilities. Those research illustrate that safe disposal and dealer selection standards are collectively reinforcing: as secure disposal processes become stricter, providers ought to meet higher environmental standards, which complements ordinary supply chain sustainability and decreases ecological effect (Hosain & Mustafi, 2025).

Castellani et al. (2022) located that groups integrating safe disposal in their operational workflow pick out out providers whose methods minimize dangerous waste era, ensuring give up-of-lifestyles substances are managed in an environmentally accountable manner. Barakagira & Paapa (2023) additionally confirmed that in the hospitality region, providers providing products that facilitate cozy disposal, which incorporates biodegradable or non-risky packaging, are desired to align procurement with internal environmental rules. Those studies screen a dynamic interaction: safe disposal practices dictate the environmental and operational standards for providers, at the same time as suppliers' competencies determine the effectiveness of secure disposal projects. This demonstrates a co-evolution where supplier selection and safe disposal continuously influence and strengthen each other, creating a sustainable and compliant supply chain system (Turyahabwe et al., 2022).

CHAPTER THREE

RESEARCH METHODOLOGY

3.0 Introduction

The study's methodology is explained in this chapter. The study region and population, sampling procedures, sample size and composition, data collection techniques, data processing techniques, data analysis techniques, data quality control, dependability, and ethical issues are all included.

3.1 Research design

Robson (2012) describes research design as a strategy for how a study is conducted to address the research question. Data from respondents at a single point in time was gathered using a cross-sectional survey research design in this research. Because it lets the researcher record participants' views and experiences about sustainable waste management methods and vendor selection criteria, this design is appropriate (Patrik & Ugo, 2019). Including staff members from several divisions including procurement, operations, and environmental management offers a wide viewpoint as well. Adopting this strategy produced real-world information on how waste management

techniques affect supplier evaluation, hence lowering reliance on assumptions and raising validity (Robson, 2012).

The study adopted a mixed-methods approach, combining quantitative and qualitative techniques to gain comprehensive insights. Quantitative data was gathered by means of organized surveys given to staff members engaged in procurement and waste management to evaluate how recycling and safe disposal affect supplier choice. Interviews with important stakeholders, such as managing director, procurement manager, finance manager, logistics manager and environmental officer, gathered qualitative information to investigate their experiences and rationale for supplier evaluation choices. Combining both approaches offered quantifiable relationships and background knowledge of how sustainable waste management affects choices made by suppliers.

3.2 Study area

The study was conducted at the Riley Packaging Uganda Ltd (RPUL) located on Plot 180 Lwanyonyo Village, Block 189 Kyagwe P.O. Box 1817 Mukono. RPUL was chosen because it is among the manufacturing firms actively implementing sustainable waste management practices in its operations, making it a suitable context for examining their impact on supplier selection criteria.

3.3 Study population

According to statistics from the HRM of Riley Packaging Uganda Ltd (2026), there are a total of 100 employees working in the different departments in the company and these were considered in this study as the study population. The study population also included key informants who included; the top management of Riley Packaging Uganda Ltd like the managing director, procurement manager, finance manager, logistics manager and environmental officer totaling to 5.

3.4 Sample size determination

Sample size, as defined by Katamba & Nsubuga (2014), is the part or subset of the entire population. The following formula developed by Taro Yamane in 1970 was used to calculate the sample size:

$$n = \frac{N}{1 + N(e)^2}$$

“n” is sample size, “N” is population, “e” is error (0.05) or level of confidence 95%

“N” (population) = 100 employees from the different departments in RPUL

$$n = \frac{100}{1 + 100(0.05)^2}$$

$$n = \frac{100}{1 + 100(0.0025)}$$

$$n = \frac{100}{1 + (0.25)}$$

$$n = \frac{100}{1.25}$$

n = 80 selected employees from the different departments in Riley Packaging Uganda Ltd. The population and sample size were further divided in the table below.

Table 1: Population, sample size and sampling methods

Categories of respondents	Population	Sample size	Sampling method
Employees from different departments	100	80	Simple random sampling
Top management of RPUL	5	5	Purposive sampling
TOTAL	105	85	

Source: *National Forestry Authority (2025)*

Therefore from the table above, the sample size was 80 respondents got from a total population of 100 employees from the different departments in Riley Packaging Uganda Ltd. The study also included a sample of 5 key informants who are the top management of Riley Packaging Uganda Ltd like the managing director, procurement manager, finance manager, logistics manager and environmental officer.

3.5 Sampling method

Simple random sampling and purposive sampling were used to choose respondents for this study. Simple random sampling was employed to choose staff members from Riley Packaging Uganda Ltd.'s several departments, therefore every employee had an equal possibility of selection and the research was less biased. This approach was suitable since Riley Packaging Uganda Ltd has many staff members across departments and it works well for getting representative quantitative data on supplier selection criteria and sustainable waste management methods (Mubaazi, 2008).

On the other hand, top management, including the Managing Director, Procurement Manager, Finance Manager, Logistics Manager, and Environmental Officer, were chosen as important sources using purposive sampling. Due to their roles, information, and direct participation in procurement, operations, and environmental management at Riley Packaging Uganda Ltd., these respondents had been deliberately picked. Mubaazi (2008) says purposive sampling allows the researcher to get dependable and in-depth qualitative records this is pertinent to the dreams of the investigation.

3.6 Sources of data

Primary supply: Established surveys and semi-based interviews given to chosen personnel and key informants at Riley Packaging Uganda Ltd. yielded primary statistics instantly from the field. This enabled the researcher to get direct observations on supplier choice standards and the way sustainable waste management regulations inside the organisation affect them.

Secondary supply: Riley Packaging Uganda Ltd. presented secondary statistics from internal performance reports, education manuals, waste management statistics, environmental coverage papers, procurement reports, and other files and facts. These assets supplied heritage and context

on company sustainable waste management policies and provider selection processes, therefore improving the principle facts.

3.7 Data collection methods and instruments

The survey was guided by way of the subsequent studies instruments:-

3.7.1 Questionnaires

Riley Packaging Uganda Ltd. workforce individuals had been requested questions using surveys to compile numerical records. The survey protected closed- and open-ended questions prepared using a Likert scale to elicit contributors' reviews on provider selection standards and sustainable waste management techniques. The device turned into split into segments at the unbiased variable, the based variable, and respondent demographic facts. One likes questionnaires generally because they're simple to offer, store time, allow human beings stay anonymous, and allow one gather statistics from loads of humans quick (Creswell, 2014). The replies were scaled using a five-point Likert scale where 5 = Strongly Agree, 4 = Agree, 3 = Not Sure, 2 = Disagree, and 1 = Strongly Disagree.

3.7.2 Key informant interviews

Key informants from the top management of Riley Packaging Uganda Ltd, including the Managing Director, Procurement Manager, Finance Manager, Logistics Manager, and Environmental Officer, had qualitative information gathered from them using an interview guide. To enable flexibility and in-depth conversation on supplier selection criteria and sustainable waste management policies, semi-structured interviews were carried out via face-to-face and phone conversations. Interviews offered thorough and reliable first-hand data as participants freely shared their knowledge and experiences pertinent to the research (Creswell, 2014).

3.8 Data collection procedure

The researcher obtained an introductory letter from the School of Business in Uganda Christian University, after which he sought permission from the top management of Riley Packaging Uganda Ltd to use as a case study. The researcher approached various respondents to conduct interviews and distribute the questionnaires.

3.9 Quality and error control

3.9.1 Validity of the research instrument

By doing a pre-test of the questionnaires, the researcher first confirmed the validity of the instruments used in data collecting. In order to prevent numerous errors in his research, the researcher made every effort to be heavily involved in data gathering and analysis. As a result, validity was assessed by looking at how well the instruments measure the results or how they design the intervention that they are meant to influence.

3.9.2 Reliability of the research instrument

An instrument is considered reliable if it consistently measures what it is intended to measure, even when administered by different researchers. Reliability is ensured by the instrument's ability to yield consistent results. Before the questionnaires were distributed to other respondents, a pilot study was conducted on a small number of respondents regarding this research issue. Therefore, a pre-test and a post-test of the study were conducted to establish reliability. The retest approach, which involves giving the same test to some participants after a certain amount of time, was used to assess the reliability of the empirical measurements. Therefore, the consistency of the responses between the two variables/sets was used to estimate the test's reliability.

3.10 Data analysis

3.10.1 Analysis of quantitative data

Quantitative data was collected using questionnaires and coded into numerical values for analysis. Using the Statistical Package for Social Sciences (SPSS) version 26, the coded data was analyzed for descriptive statistics including frequencies, percentages, means, and standard deviations to highlight respondents' opinions on Riley Packaging Uganda Ltd.'s supplier selection criteria and sustainable waste management methods. Inferential analysis used Pearson's correlation coefficient to find out how well sustainable waste management methods related to the factors considered when choosing suppliers. Simple regression analysis was also used to find out how much sustainable waste management explains why different suppliers are chosen.

3.10.2 Analysis of qualitative data

Thematic content analysis was used to evaluate qualitative data gathered from interviews. Interview data was recorded, analyzed, and grouped into relevant categories and themes that support the study's goals. This method helped to find repeating trends and reasons on how Riley Packaging Uganda Ltd.'s sustainable waste management policies affect supplier choice. Where needed, direct quotations from important informants were utilized to augment and enhance the statistical results.

3.11 Ethical considerations

The Uganda Christian University Research Ethics Committee was asked to grant ethical clearance for this project. Management of Riley Packaging Uganda Ltd. provided consent upon approval to carry out the research. All participants learned about the study's goals, the researcher's background, and the value of their involvement. The researcher made sure that questions were worded properly to prevent harm, discomfort, or infringement of rights of participants. Participation was strictly voluntary; no sensitive personal data was gathered.

Before any data was collected, each participant gave their informed consent. Respondents were given codes rather than names or other personal identification in order to maintain tight confidentiality and anonymity. Participants were made aware of their freedom to refuse to take part in the study or to leave at any moment without facing any repercussions. To maintain privacy and ethical integrity throughout the research process, all acquired data was utilized exclusively for academic reasons and was only accessible by the researcher.

3.12 Limitations and delimitations of the study

There was little time for data collection since the researcher was taken up by other academic activities. The researcher improvised time for conducting this research by requesting the supervisor for some time off the busy academic schedule.

Second, the researcher had to deal with the respondents' unwillingness to participate by providing answers; the majority of them avoided doing so by claiming that the questions were unreadable. To address the issue of respondents providing insufficient information, the researcher looked into methods for gathering comprehensive data from those who were available.

Finally, most respondents were too busy to answer the questions and accepted to be interviewed. They gave this excuse to dodge responding to the questions and interviews. This was solved by making appointments with these respondents so as to get free time with them in order for them to answer these questionnaires with ease.

CHAPTER FOUR

DATA PRESENTATION AND INTERPRETATION OF FINDINGS

4.0 Introduction

This chapter uses SPSS software to analyze quantitative data in order to summarize and evaluate the research findings. The management and staff of Riley Packaging Uganda Ltd. (RPUL) provided information through questionnaires and interviews, respectively. The results are shown and analyzed as follows:

4.1 Demographic characteristics of respondents

The purpose of the study was to gather demographic information about the respondents, including their age, gender, highest level of education, department, and length of employment with Riley Packaging Uganda Ltd. (RPUL).

4.1.1 Findings on gender distribution

Table 2: Gender

	Frequency	Percent	Cumulative Percent
Male	46	57.5	57.5
Female	34	42.5	100.0
Total	80	100.0	

Source: *Primary data*

There were more male respondents than female respondents in this poll, as seen by the table above, which shows that 57.5% of the questionnaires were completed by men and the remaining 42.5% by women. Different perspectives on the study were obtained from the respondents thanks to the participation of both male and female respondents.

4.1.2 Findings on the age of the respondents

Table 3: Age

	Frequency	Percent	Cumulative Percent
21-30 years	30	37.5	37.5
31-40 years	35	43.7	81.2
41 + years	15	18.8	100.0
Total	80	100.0	

Source: *Primary data*

The results in the above table indicate that 43.7% of the respondents were between the ages of 31 and 40, followed by 37.5% who were between the ages of 21 and 30, and 10.0% who were older than 41. Given that respondents from a variety of age groups were included in the survey, this

suggests that Riley Packaging Uganda Limited does not discriminate based on age when providing employment chances.

4.1.3 Finding on the education level of the respondents

Table 4: Level of education

	Frequency	Percent	Cumulative Percent
Diploma	25	31.2	31.2
Bachelor's degree	46	57.5	88.7
Master's degree	9	11.3	100.0
Total	80	100.0	

Source: *Primary data*

The results in the above table showed that 57.5% of respondents who work for RPUL have a bachelor's degree, followed by those who have at least a diploma (31.2%), while 11.3% have a master's degree. Given that every respondent has a high level of knowledge, this suggests that the researcher was able to obtain accurate, trustworthy, and pertinent data.

4.1.4 Department respondents belong to

Table 5: Department

	Frequency	Percent	Cumulative Percent
Administration	8	10.0	10.0
Accounts & Finance	16	20.0	30.0
Procurement & Logistics	12	15.0	45.0
Operations	34	42.5	87.5
Others	10	12.5	100.0
Total	80	100.0	

Source: *Primary data*

The results in the above table showed that the operations department accounted for 42.5% of all respondents, followed by the accounts and finance department (20.0%), the procurement and

logistics department (15.0%), other departments like quality assurance and stores (12.5%), and the administration department (10.0%). This suggests that because the study included respondents from various departments, the researcher was able to obtain a variety of perspectives from the respondents.

4.1.5 Period spent working with Riley Packaging Uganda Limited (RPUL)

Table 6: Period spent working with Riley Packaging Uganda Limited

	Frequency	Percent	Cumulative Percent
1-5 years	25	31.2	31.2
6-10 years	38	47.5	78.7
Above 10 years	17	21.3	100.0
Total	80	100.0	

Source: *Primary data*

According to the above table, the majority of respondents (47.5%) have worked with RPUL for six to ten years, followed by those who have worked there for one to five years (31.2%), while the minority (21.3%) have worked there for more than ten years. Since most of the respondents have worked for the organization for a respectable amount of time, the results suggest that the respondents possess the essential and effective knowledge about the subject under investigation.

4.2 Relationship between waste reduction and supplier selection criteria in RPUL

Table 7 summarizes respondents' responses the relationship between waste reduction and supplier selection criteria in Riley Packaging Uganda Ltd by using a Likert scale where SA (Strongly Agree), A (Agree), NS (Not Sure), D (Disagree) and SD (Strongly Disagree).

Table 7: Relationship between waste reduction and supplier selection criteria in RPUL

Statements	Extent of agreement and disagreement				
	SA	A	NS	D	SD
	Freq. (%)	Freq. (%)	Freq. (%)	Freq. (%)	Freq. (%)

Riley Packaging Uganda Ltd actively implements measures to minimize waste in production processes.	42 52.5%	24 30.0%	00	10 12.5%	4 5.0%
Employees are encouraged to identify opportunities to reduce waste in their daily operations.	23 28.8%	35 43.7%	6 7.5%	11 13.7%	5 6.3%
The company monitors and evaluates waste reduction initiatives regularly.	19 23.7%	38 47.5%	7 8.8%	15 18.7%	1 1.3%
Waste reduction practices have improved the efficiency of our supply chain.	21 26.3%	34 42.5%	5 6.3%	20 25.0%	00
Management provides resources and training to support waste reduction efforts.	23 28.8%	35 43.7%	10 12.5%	12 15.0%	00
Waste reduction practices influence how suppliers are assessed and selected.	24 30.0%	40 50.0%	00	16 20.0%	00

Source: *Primary data*

Table 7 represents the descriptive statistics on the relationship between waste reduction and supplier selection criteria in Riley Packaging Uganda Ltd. The findings indicated that 82.5% of the respondents agreed that Riley Packaging Uganda Ltd actively implements measures to minimize waste in production processes, while 17.5% disagreed with the statement. This means that waste reduction is widely practiced in the company's operations, which may additionally influence procurement choices by way of encouraging the choice of suppliers whose production approaches and substances support minimum waste generation and efficient useful resource utilization.

The findings additionally showed that seventy two.five% of the respondents agreed that personnel are encouraged to understand opportunities to lessen waste in their ordinary operations, whilst 20.0% disagreed and seven.five% had been not positive about the assertion. which means that employee involvement in waste cut price projects is generally promoted inside the organisation, which may provide a lift to company choice practices by way of ensuring that providers align with inner operational efforts aimed towards lowering waste and enhancing performance.

Furthermore, the outcomes revealed that seventy two.2% of the respondents agreed that the business enterprise video display units and evaluates waste discount tasks frequently, on the same time as 20.0% disagreed and eight.8% had been not superb about the assertion. this implies that

the business company locations emphasis on tracking waste discount efforts, which could help more knowledgeable provider selection decisions by means of making sure that providers meet operational requirements associated with overall performance and accountable resource management.

More so, the findings installed that 68.8% of the respondents agreed that waste discount practices have progressed the performance of the company's deliver chain, while 25.zero% disagreed and 6.3% were no longer advantageous about the announcement. This implies that waste bargain projects make a contribution to advanced operational performance in the deliver chain, which can also inspire the company to prioritize providers whose techniques useful resource reduced cloth wastage and streamlined manufacturing activities.

In addition, the outcomes illustrated that 72.5% of the respondents agreed that control gives sources and education to aid waste reduction efforts, whilst 15.zero% disagreed and 12.five% had been not advantageous about the assertion. this implies that control commitment performs an essential function in promoting waste reduction practices inside the enterprise corporation, which may additionally moreover affect supplier choice by way of making sure that procurement picks align with organizational initiatives geared toward enhancing environmental and operational overall performance.

Lastly, the findings screen that eighty.0% of the respondents agreed that waste cut price practices have an impact on how providers are assessed and selected, whereas 20.0% disagreed with the statement. This implies that waste reduction worries are an crucial aspect in supplier assessment at Riley Packaging Uganda Ltd, suggesting that providers who demonstrate efficient resource usage and reduced waste era are much more likely to be preferred inside the enterprise's procurement selections.

well-known, the findings suggest that waste cut price practices play a significant position in shaping provider choice standards at Riley Packaging Uganda Ltd. most of the people of respondents agreed in the course of all statements, suggesting that the enterprise agency recognizes the importance of minimizing waste and improving operational performance in procurement picks. Those practices make contributions to deciding on providers who help efficient manufacturing

strategies, accountable useful resource use, and advanced deliver chain overall performance inside the organization.

4.3 Relationship between material recycling and supplier selection criteria in RPUL

Table eight summarizes respondents' responses on the relationship between cloth recycling and dealer selection criteria in Riley Packaging Uganda Ltd with the aid of the usage of a Likert scale in which SA (Strongly Agree), A (Agree), NS (no longer certain), D (Disagree) and SD (Strongly Disagree).

Table 8: Relationship between material recycling and supplier selection criteria in RPUL

Statements	Extent of agreement and disagreement				
	SA	A	NS	D	SD
	Freq. (%)	Freq. (%)	Freq. (%)	Freq. (%)	Freq. (%)
Riley Packaging Uganda Ltd promotes the recycling of materials generated during production.	20 25.0%	58 72.5%	2 2.5%	00	00
Employees are trained on proper recycling procedures within the company.	14 17.5%	63 78.8%	3 3.8%	00	00

Recycled materials are effectively reintegrated into production processes.	22 27.5%	54 67.5%	2 2.5%	2 2.5%	00
Material recycling practices contribute to cost savings and operational efficiency.	19 23.8%	57 71.3%	4 5.0%	00	00
The company prioritizes suppliers who demonstrate commitment to recycling practices.	13 16.2%	49 61.3%	00	18 22.5%	00
Recycling initiatives influence decisions regarding supplier evaluation and selection.	19 23.8%	57 71.3%	4 5.0%	00	00

Source: *Primary data*

Desk eight represents the descriptive statistics on the relationship among fabric recycling and supplier choice standards in Riley Packaging Uganda Ltd. The findings indicated that 97.5% of the respondents agreed that Riley Packaging Uganda Ltd promotes the recycling of materials generated throughout manufacturing, whilst none disagreed and 2.5% have been no longer sure about the assertion. This worth that material recycling is widely supported within the agency's operations, which can also additionally encourage the commercial enterprise corporation to keep in mind suppliers who additionally screen strong recycling practices and efficient beneficial aid usage.

The findings also determined that 96.three% of the respondents agreed that employees are professional on right recycling strategies in the employer, while none disagreed and 3.eight% were no longer positive approximately the statement. because of this the enterprise prioritizes worker capacity building in recycling practices, that may toughen supplier selection methods by using the use of making sure that providers align with internal operational requirements that promote powerful material recycling.

moreover, the outcomes showed that 95.zero% of the respondents agreed that fabric recycling practices contribute to fee financial savings and operational performance, while none disagreed and five.zero% had been now not sure approximately the statement. which means that recycling responsibilities are perceived to beautify operational performance and reduce charges, which may additionally moreover encourage the enterprise to prioritize providers whose manufacturing systems guide recycling and beneficial useful resource performance.

in addition, the findings mounted that ninety five.1% of the respondents agreed that recycling initiatives impact alternatives regarding provider assessment and choice, whereas none disagreed and five.zero% were not high-quality about the announcement. this means that recycling problems play tremendous function in procurement alternatives, suggesting that providers who help recycling initiatives are more likely to be desired for the duration of the dealer assessment machine.

further, the outcomes display screen that 95.0% of the respondents agreed that recycled substances are efficiently reintegrated into manufacturing procedures, even as 2.5% disagreed and 2.5% had been no longer sure approximately the assertion. Because of this the organization effectively makes use of recycled substances in its production operations, which might also encourage the selection of vendors able to imparting recyclable substances and supporting circular manufacturing practices.

Ultimately, the findings show that seventy seven.5% of the respondents agreed that the corporation prioritizes vendors who show off commitment to recycling practices, whereas 22.5% disagreed with the assertion. which means that despite the fact that a majority of respondents widely known the significance of recycling in provider preference, a few employees perceive that recycling willpower might not constantly be consistently applied as a criterion in company assessment, suggesting the want for clearer and additional standardized recycling-based totally definitely dealer assessment practices.

every day, the findings advocate that cloth recycling has a sturdy relationship with supplier selection standards in Riley Packaging Uganda Ltd. the general public of respondents agreed all through all statements, demonstrating that recycling practices make contributions to operational efficiency, charge savings, and procurement selection-making. These effects endorse that the employer increasingly more considers recycling talents and environmental duty while evaluating and deciding on carriers, thereby helping sustainable deliver chain control.

4.4 Relationship between safe disposal and supplier selection criteria in RPUL

Table nine summarizes respondents' responses on the connection among safe disposal and provider choice standards in Riley Packaging Uganda Ltd by way of the usage of a Likert scale wherein SA (Strongly Agree), A (Agree), NS (not certain), D (Disagree) and SD (Strongly Disagree).

Table 9: Relationship between safe disposal and supplier selection criteria in RPUL

Statements	Extent of agreement and disagreement				
	SA	A	NS	D	SD
	Freq. (%)	Freq. (%)	Freq. (%)	Freq. (%)	Freq. (%)
Riley Packaging Uganda Ltd ensures hazardous and non-hazardous waste is safely disposed of.	23 28.8%	51 63.8%	4 5.0%	1 1.3%	1 1.3%
Employees are aware of proper procedures for waste disposal to avoid environmental harm.	19 23.8%	53 66.3%	7 8.8%	00	1 1.3%
The company works with suppliers who comply with safe disposal standards.	21 26.3%	54 67.5%	4 5.0%	1 1.3%	00
Safe disposal practices improve the company’s reputation and compliance with regulations.	23 28.8%	51 63.8%	4 5.0%	2 2.6%	00
Management monitors adherence to safe disposal practices among employees and suppliers.	20 25.0%	58 72.5%	2 2.5%	00	00
Safe disposal measures influence supplier selection criteria within the company.	19 23.8%	57 71.3%	4 5.0%	00	00

Source: *Primary data*

Table 9 represents the descriptive statistics on the connection among safe disposal and dealer choice standards in Riley Packaging Uganda Ltd. The findings indicated that 97.5% of the respondents agreed that control video display units adherence to safe disposal practices among personnel and suppliers, whilst none disagreed and 2.5% were no longer sure approximately the statement. This implies that the organisation locations strong emphasis on tracking compliance with secure disposal strategies, which strengthens procurement practices by way of encouraging the choice of suppliers who adhere to right waste disposal standards and environmental obligation.

The findings moreover determined that ninety five.1% of the respondents agreed that at ease disposal measures impact provider selection standards within the organization, even as none disagreed and five.0% were not positive approximately the assertion. Which means that comfy disposal practices are an critical interest in procurement choices, suggesting that the enterprise is

possibly to prioritize providers who comply with environmentally responsible waste disposal practices.

Moreover, the outcomes showed that 93.8% of the respondents agreed that the organisation works with providers who observe at ease disposal requirements, at the equal time as 1.three% disagreed and five.zero% were no longer positive approximately the declaration. This denotes that compliance with safe disposal necessities is a large thing in supplier assessment, which allows make sure that providers meet environmental standards and reduce dangers related to wrong waste control.

In addition, the findings established that 92.6% of the respondents agreed that Riley Packaging Uganda Ltd ensures unsafe and non-unsafe waste is sufficiently disposed of, while 2.6% disagreed and five.zero% have been now not fine. This means that the agency continues sturdy waste disposal practices inside its operations, which can also additionally have an effect on supplier choice with the useful resource of encouraging partnerships with suppliers who display comparable environmental responsibility.

similarly, the consequences illustrated that 92.6% of the respondents agreed that secure disposal practices beautify the corporation's reputation and compliance with rules, while 2.6% disagreed and five.0% have been no longer wonderful. This means that right waste disposal complements the enterprise's regulatory compliance and enterprise photograph, which may also encourage the agency to artwork with providers who aid environmentally accountable waste disposal practices.

Ultimately, the findings display that 90.1% of the respondents agreed that personnel are aware about proper techniques for waste disposal to keep away from environmental damage, even as 1.3% disagreed and 8.eight% were not effective approximately the statement. This denotes that personnel commonly apprehend secure disposal methods, which strengthens inner environmental control and helps procurement choices that need carriers who observe accountable waste disposal standards.

Regular, the findings imply that at ease disposal practices have a strong courting with dealer selection standards at Riley Packaging Uganda Ltd. most people of respondents agreed throughout all statements, suggesting that the commercial enterprise agency acknowledges the significance of secure waste disposal in maintaining environmental responsibility, regulatory compliance, and

sustainable supplier relationships. These practices make contributions to choosing providers who reveal adherence to right waste control and environmental safety standards in the deliver chain.

4.5 Relationship between sustainable waste management practices and supplier selection criteria in RPUL

Desk 10 summarizes respondents’ responses on the relationship among sustainable waste control practices and supplier choice criteria in Riley Packaging Uganda Ltd with the aid of using a Likert scale in which SA (Strongly Agree), A (Agree), NS (no longer certain), D (Disagree) and SD (Strongly Disagree).

Table 10: Sustainable waste management practices and supplier selection criteria

Statements	Extent of agreement and disagreement				
	SA	A	NS	D	SD
	Freq. (%)	Freq. (%)	Freq. (%)	Freq. (%)	Freq. (%)
Riley Packaging Uganda Ltd integrates waste reduction, recycling, and safe disposal into its operations.	42 52.5%	24 30.0%	00	10 12.5%	4 5.0%
Employees understand the importance of sustainable waste management for the company’s operations.	23 28.8%	35 43.7%	6 7.5%	11 13.7%	5 6.3%
Sustainable waste management practices influence supplier partnerships and procurement decisions.	19 23.7%	38 47.5%	7 8.8%	15 18.7%	1 1.3%

Management supports initiatives that promote sustainability in all waste management activities.	21 26.3%	34 42.5%	5 6.3%	20 25.0%	00
Sustainability performance of suppliers is considered during supplier selection.	23 28.8%	35 43.7%	10 12.5%	12 15.0%	00
Sustainable waste management practices improve overall operational efficiency and supply chain effectiveness.	24 30.0%	40 50.0%	00	16 20.0%	00

Source: *Primary data*

Desk 10 represents the descriptive statistics on the relationship among sustainable waste control practices and supplier choice criteria in Riley Packaging Uganda Ltd. The findings indicated that 82.5% of the respondents agreed that Riley Packaging Uganda Ltd integrates waste discount, recycling, and secure disposal into its operations, whilst 17.5% disagreed with the assertion. This implies that the business enterprise has incorporated a couple of sustainable waste control practices into its operational processes, which can also influence procurement selections via encouraging the selection of suppliers who help environmentally accountable production and waste control practices.

The findings additionally observed that eighty.zero% of the respondents agreed that sustainable waste control practices enhance everyday operational overall performance and supply chain effectiveness, while 20.0% disagreed with the assertion. This denotes that sustainable waste control is seemed to make contributions surely to operational performance, which may additionally inspire the organisation to choose suppliers whose operations promote efficiency, reduced waste, and stepped forward deliver chain universal performance.

furthermore, the effects confirmed that seventy two.5% of the respondents agreed that employees understand the importance of sustainable waste manipulate for the organization's operations, whilst 20.0% disagreed and seven.five% were no longer fantastic approximately the statement. This denotes that most personnel are aware of the placement of sustainable waste manipulate in organizational operations, which helps procurement alternatives that prioritize providers who align with the company's sustainability goals and environmental manage practices.

In addition, the findings installed that 72.five% of the respondents agreed that sustainability ordinary overall performance of suppliers is considered at some stage in provider choice, whereas

15.0% disagreed and 12.5% had been not sure about the assertion. This means that dealer sustainability performance is a crucial element in procurement selections, suggesting that the corporation evaluates providers primarily based totally on their environmental responsibility and capability to help sustainable operational practices.

Further, the consequences illustrated that 72.2% of the respondents agreed that sustainable waste management practices have an effect on dealer partnerships and procurement choices, while 20.0% disagreed and 8.8% had been not sure about the announcement. Which means sustainable waste control obligations play a characteristic in shaping issuer relationships, encouraging the company to engage providers whose operational practices align with environmental sustainability necessities.

In the long run, the findings found that 68.8% of the respondents agreed that manipulate helps tasks that sell sustainability in all waste manipulate sports activities, at the same time as 25.0% disagreed and 6.3% were not sure about the assertion. Because of this although control assist for sustainability responsibilities is recognized thru most of the people of personnel, some respondents perceive gaps inside the steady implementation of sustainability projects, suggesting the want for stronger managerial dedication to decorate sustainable waste control practices inside the corporation.

Average, the findings propose that sustainable waste manipulate practices have a big courting with provider preference standards at Riley Packaging Uganda Ltd. The general public of respondents agreed across the statements, demonstrating that sustainability concerns are more and more influencing procurement selections. Those practices make contributions to selecting providers who help environmental responsibility, operational efficiency, and advanced deliver chain performance inside the organisation.

4.6 Correlation analysis on sustainable waste management practices and supplier selection criteria

This study was set to examining the relationship between sustainable waste management practices and supplier selection criteria in Riley Packaging Uganda Limited (RPUL). This was done by running a correlation analysis using Pearson Product Moment Correlation coefficient between the composite score of sustainable waste management practices and supplier selection criteria in

RPUL, Mukono plus the four components of sustainable waste management practices which included; sustainable waste management, waste reduction, material recycling, and safe disposal in relation to supplier selection criteria in RPUL as indicated in the conceptual framework. For a correlation to be considered significant, the P-value (Sig. (2-tailed) values must be less than 0.05 (for 95% confidence level) or less than 0.01 (for 99% confidence level) and the findings are shown in Table 11 below.

Table 11: Correlation Matrix

Correlation Matrix		1	2	3	4	5
1.	Sustainable waste management	Pearson Correlation Sig. (2-tailed)	1			
2.	Waste reduction	Pearson Correlation Sig. (2-tailed)	.846** .000	1		
3.	Material recycling	Pearson Correlation Sig. (2-tailed)	.882** .000	.860** .000	1	
4.	Safe disposal	Pearson Correlation Sig. (2-tailed)	.852** .000	.853** .000	.862** .000	1
5.	Supplier selection criteria	Pearson Correlation Sig. (2-tailed)	.807** .000	.728** .000	.791** .000	.783** .000
<p>Note: a) 1=Sustainable waste management; 2=Waste reduction; 3=Material recycling; 4=Safe disposal and 5=Supplier selection criteria in RPUL b) **$P < .05$, *** $p < .01$ level of Significance</p>						

Source: Primary data

In relation to sustainable waste management practices and supplier selection criteria in Riley Packaging Uganda Limited (RPUL), results as in Table 11 revealed that there is a strong positive significant relationship between sustainable waste management and supplier selection criteria ($r = .807^{**}$, $p < .05$). This implies that when sustainable waste management practices are effectively

implemented within the organization, the consideration of environmental and sustainability factors during supplier selection is higher compared to when sustainable waste management practices are weak or poorly implemented.

Furthermore, the results as in Table 11 revealed that there is a strong positive significant relationship between waste reduction and supplier selection criteria ($r = .728^{**}$, $p < .05$). This implies that when waste reduction initiatives are emphasized within the organization, the likelihood of selecting suppliers who support efficient resource use and reduced waste generation is higher compared to when waste reduction efforts are minimal.

In addition, the results as in Table 11 revealed that there is a strong positive significant relationship between material recycling and supplier selection criteria ($r = .791^{**}$, $p < .05$). This implies that when material recycling practices are actively promoted in the organization, the company is more likely to select suppliers who support recycling initiatives and environmentally responsible material usage compared to when recycling practices are not prioritized.

Lastly, the results as in Table 11 revealed that there is a strong positive significant relationship between safe disposal and supplier selection criteria ($r = .783^{**}$, $p < .05$). This implies that when safe disposal practices are effectively implemented in the organization, there is a higher likelihood of selecting suppliers who comply with proper waste disposal standards and environmental regulations compared to when safe disposal practices are poorly implemented.

CHAPTER FIVE

DISCUSSION, SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.0 Introduction

The results are discussed in this chapter in light of the literature. In accordance with the study's questions, it also summarizes all of the results presented in chapter four, draws conclusions, makes recommendations, and offers some areas for additional research.

5.1 Summary of findings

The findings revealed that sustainable waste management practices are widely recognized at Riley Packaging Uganda Ltd and play an important role in influencing supplier selection criteria. The majority of respondents agreed that the company integrates waste reduction, recycling, and safe disposal into its operations and that these practices improve operational efficiency and supply chain effectiveness. The results also show that employees generally understand the importance of sustainable waste management, and that sustainability performance is considered during supplier selection, while sustainable waste management practices also influence supplier partnerships and procurement decisions. Although maximum respondents mentioned control support for sustainability tasks, some indicated gaps in consistent implementation. average, the effects recommend that sustainable waste management practices considerably affect supplier choice standards in the company, a locating that is similarly supported through the correlation evaluation which found out a strong fine enormous relationship among sustainable waste control and supplier choice standards ($r = .807^{**}$, $p < .05$). This means that more potent implementation of sustainable waste management practices increases the probability of incorporating environmental issues when choosing providers at RPUL.

Furthermore, the findings hooked up that waste discount practices at Riley Packaging Uganda Ltd are widely applied and strongly affect provider choice criteria. Most of the people of respondents

agreed that the company actively minimizes waste in manufacturing, encourages employees to become aware of waste reduction possibilities, video display units tasks frequently, presents control guide and training, and recognizes that these practices enhance supply chain performance. Ordinary, 80.0% of respondents agreed that waste discount without delay affects how suppliers are assessed and decided on. This indicates that the enterprise prioritizes providers who show efficient resource usage and minimize waste of their operations. The correlation analysis in addition confirms a sturdy effective massive courting among waste discount and supplier selection standards ($r = .728^{**}$, $p < .05$), implying that effective waste reduction projects boom the probability of choosing environmentally accountable and operationally green providers.

in addition, the findings indicated that material recycling is strongly embedded in the operations of Riley Packaging Uganda Ltd and substantially affects provider selection criteria. The good sized majority of respondents agreed that the organization promotes recycling, trains employees on proper recycling techniques, efficaciously reintegrates recycled substances into manufacturing, and recognizes recycling's contribution to cost financial savings and operational performance. Recycling initiatives had been also suggested to directly affect provider assessment and selection, although a smaller share mentioned inconsistencies in prioritizing providers' recycling commitment. Average, 77.5% to 97.5% of respondents stated the position of recycling in operations and procurement, highlighting that providers who reveal strong recycling practices and guide sustainable material use are more likely to be desired. The correlation evaluation similarly confirmed a robust high quality extensive courting between fabric recycling and dealer choice criteria ($r = .791^{**}$, $p < .05$), implying that active advertising of recycling within the employer complements the likelihood of choosing environmentally accountable and aid-efficient providers.

Finally, the findings hooked up that secure disposal practices are strongly embedded inside the operations of Riley Packaging Uganda Ltd and appreciably influence dealer selection standards. The widespread majority of respondents agreed that control video display units adherence to secure disposal practices, employees are privy to right disposal methods, risky and non-dangerous waste is adequately managed, suppliers follow disposal standards, and these practices decorate the corporation's reputation and regulatory compliance. General, 90.1% to 97.5% of respondents stated the importance of safe disposal, highlighting that suppliers who adhere to right waste management and environmental safety requirements are more likely to be desired in procurement

choices. The correlation evaluation in addition showed a robust positive good sized relationship between secure disposal and provider choice criteria ($r = .783^{**}$, $p < .05$), implying that powerful implementation of safe disposal practices will increase the likelihood of selecting environmentally accountable providers who follow mounted waste management standards.

5.2 Discussion of findings

5.2.1 Sustainable waste management practices and supplier selection criteria in RPUL

The effects of the research showed that Riley Packaging Uganda Ltd. is known for the usage of sustainable waste management techniques, and that the enterprise actively incorporates waste discount, reuse, and safe disposal into its techniques. The results support those of Alinda et al. (2024), who find that Ugandan manufacturing businesses using environmental innovations and sustainability methods show better operational efficiency and enhanced supply chain performance. Abubakar et al. (2022) also pointed out that good management of solid waste helps businesses in the Global South be more sustainable because it makes them use resources better and lowers environmental risks. This implies that the noted integration of sustainable waste management methods at RPUL might inspire the choice of vendors who also show environmentally responsible activities, hence strengthening both operational and environmental performance.

The results also showed that, even if these actions affect supplier relationships and procurement choices, workers usually appreciate the need of sustainable waste management and that sustainability performance is taken into account during supplier selection. The results are consistent with those of Barbanti et al. (2022), who underlined that sustainable procurement methods including the assessment of supplier environmental performance are progressively affecting supplier selection choices in industrial settings. Furthermore, Cinnirella et al. (2022) contend that including sustainability standards in supplier evaluation improves supply chain resilience and operational results. However, the results do not completely agree with Turyahabwe et al. (2022), who found that in certain Ugandan settings, employee knowledge by itself does not always result in procurement policies that give sustainability top priority, therefore underlining a possible disconnect in application at the organizational level.

Finally, the study results showed that while management support for sustainability efforts is appreciated, it is not always followed, which might have an impact on how well sustainable waste

management techniques are used when choosing suppliers. The results support Alzoubi et al. (2024), who argue that good environmental management practices and the alignment of supply chain partners with sustainability goals depend on a strong managerial commitment. Furthermore, Kusi-Sarpong et al. (2023) underline that companies who show constant policy enforcement and environmental practice monitoring are more likely to be rated favorably for sustainability. Alternatively, the results of Edodi (2023), who located that erratic managerial help now and again negates the impact of sustainable waste control on supplier selection in certain Ugandan organizations, imply that RPUL still has room to improve managerial oversight to maximize sustainability integration.

5.2.2 Waste reduction and supplier selection criteria in RPUL

The results of the research showed that Riley Packaging Uganda Ltd.'s waste reduction methods are often used and greatly affect the standards used to choose suppliers. The results support Abubakar et al. (2022), who contend that in companies in the Global South, good solid waste management techniques noticeably improve operational efficiency, resource optimization, and environmental sustainability. Alzoubi et al. (2024) likewise show that including waste reduction strategies into manufacturing enhances supply chain efficiency and helps sustainable supplier evaluation by means of positive effects. These results support the RPUL conclusions that waste reduction efforts inspire the business to give preference to suppliers who show environmentally friendly and resource-efficient methods.

The study results showed that staff members are urged to search for chances to cut waste and that management backs and trains them to improve such activities. The results support the research by Awewomom et al. (2024), who discovered that good environmental management and sustainable operational practices depend on staff involvement and management support. Holmes et al. (2025) also discovered that businesses that educate their staff on sustainability policies are more likely to assess vendors depending on their capacity to match internal efficiency and environmental targets. However, the results somewhat conflict with Edodi (2023), who observed that in several Ugandan companies, despite training and awareness efforts, employee engagement in waste reduction does not always translate into supplier selection criteria stressing environmental sustainability, hence pointing up possible areas of implementation.

According to the study's conclusions, reducing waste helps to boost supply chain effectiveness and has a direct influence on supplier evaluation and selection. The results support the theory of Kusi-Sarpong et al. (2023), who contend that stressing resource-efficient manufacturing and circular economy ideas inside companies raises the possibility of choosing vendors with compatible sustainability values. Choosing suppliers according to environmental and operational performance, Yassine and Singh (2021) also discovered, improves general supply chain resilience and cost-effectiveness. On the other hand, Turyahabwe et al. (2022) find that in certain situations the link between waste reduction and supplier selection may be weak since there is not much emphasis on sustainability rules, which means that RPUL's strong positive correlation ($r = .728^{**}$, $p < .05$) reflects a more consistent and effective approach than other Ugandan companies.

5.2.3 Material recycling and supplier selection criteria in RPUL

The results support the research by Abubakar et al. (2022), who highlight that recycling techniques in companies all over the Global South improve operational effectiveness, lower waste, and encourage ecologically responsible supplier management. Parallel to the RPUL findings where suppliers supporting recycling are favored, Alinda et al. (2024) discovered that Ugandan manufacturing companies with recycling programs are more likely to give preference to suppliers with similar sustainability policies, hence reflecting the RPUL results. Turyahabwe et al. (2022), however, found that in some Ugandan situations recycling methods are erratically applied in supply chains, implying that while RPUL has good integration, other businesses may not reach the same degree of systematic execution.

According to Awewomom et al. (2024), who contend that good environmental management depends on employee training and capacity building, which also affects decisions on supplier evaluation, the results fit the literature. Cinnirella et al. (2022) also point out that companies who actively include recycled materials into their processes are in a better position to choose vendors who follow circular economy ideals. On the other hand, Edodi (2023) found that in contrast to RPUL's systematic method to recycling integration, some companies in Uganda lack adequate staff participation in recycling programs, which has a little impact on supplier choice.

According to the study's results, while some respondents reported slight variations in how supplier recycling commitment is given importance, material recycling helps to save costs, boost

operational efficiency, and influence procurement decisions. The results support the research by Barbanti et al. (2022), who discovered that when choosing suppliers, sustainable procurement in manufacturing firms mostly depends on environmental factors including recycling. Furthermore, Hosain and Mustafi (2025) note that recycling programs improve sustainability performance and supply chain integration, hence sustaining the found high positive correlation at RPUL ($r = .791^{**}$, $p < .05$). However, Maswanku and Yolcu (2024) point out that recycling's effect on supplier evaluation can be erratic in certain Ugandan companies because there isn't much monitoring and enforcement, which shows that some RPUL respondents said they saw a little bit of contradiction.

5.2.4 Safe disposal and supplier selection criteria in RPUL

The results of the study showed that Riley Packaging Uganda Ltd's operations are heavily rooted in good disposal methods, which have a great impact on the standards used to choose suppliers. The results are in line with Castellani et al. (2022), who stress that to meet sustainable development objectives and improve operational and regulatory compliance, correct disposal of dangerous and non-hazardous trash is absolutely necessary. In like manner, Chisholm et al. (2021) found that companies who regularly follow safe disposal methods are more inclined to take environmental responsibility into account when choosing vendors, therefore supporting the RPUL finding that suppliers meeting disposal standards are preferred. Tushar et al. (2023) found, however, that in several developing nations, issues in consistently following correct disposal techniques restrict their impact on procurement decisions hence RPUL's systematic approach may be more effective than in related situations.

According to the study's results, management closely tracks compliance with safe disposal methods and workers know how to correctly dispose of materials. The results support the claims made by Alzoubi et al. (2024) in the literature that effective environmental management depends on management support and staff training, which also directly affect supplier assessment choices. Furthermore, Rugasira et al. (2022) pointed out that observing safe disposal improves corporate reputation and regulatory compliance, hence supporting the study's conclusions that companies meeting disposal norms are more likely to be chosen. On the other hand, Edodi (2023) pointed out that in some Ugandan companies, there is not much monitoring and the employees don't know much about things, which makes it harder to get rid of things. This is different from what RPUL said about having high compliance levels.

The study results demonstrated that safe disposal methods help the company's reputation, regulatory compliance, and procurement choices; a high positive correlation ($r = .783^{**}$, $p < .05$) supports their impact on supplier selection. The data support the 2021 Yassine and Singh conclusion that companies with strong environmental compliance systems are more likely to include sustainability standards in supplier selection. Furthermore Holmes et al. (2025) argue that well-organized disposal methods lower supply chain hazards and encourage the choice of ecologically friendly companies. Maswanku and Yolcu (2024) found, nevertheless, that in some Ugandan settings, variations in implementing disposal standards might lower supplier compliance, therefore mirroring the small issues certain RPUL respondents mentioned.

5.3 Conclusions

The survey closes that Riley Packaging Uganda Ltd. relies upon carefully on sustainable waste control strategies, which additionally appreciably have an effect on provider choice standards. The organization's dedication to integrating waste cut price, recycling, and cozy disposal into each day operations demonstrates a sturdy organizational recognition on environmental sustainability. This self-discipline not simplest improves operational performance but also guarantees that sustainability issues are blanketed in procurement and deliver chain picks, consequently reflecting the extra stylish strategic priorities of the corporation.

Furthermore, the study concludes that methods to reduce waste are widely used and have a major bearing on the choice of supplier and evaluation of them. The company's initiatives to reduce waste, inspire staff involvement in spotting possibilities for reduction, and provide training and management support point to waste reduction being seen as a key tactical and operational practice. Therefore, suppliers who show effective resource utilization and promote waste reduction are more likely to fit with the company's sustainability goals and be given preference in procurement choices.

In addition, the study concludes that recycling of materials is firmly rooted in business practices and helps to determine which suppliers are chosen. The company's strategy toward resource efficiency and affordable operations is seen in the promotion of recycling, staff training, and reintegrating recycled materials into manufacture. Companies who strongly advocate recycling

policies are more likely to be preferred hence RPUL appreciates relationships that support green and ecologically friendly behaviors all around the supply chain.

Finally, the study concludes that supplier selection standards are heavily influenced by safe disposal methods and that they are properly followed. The company guarantees that non-hazardous and dangerous waste is handled according to accepted norms, employees know how to dispose of it properly, and suppliers follow environmental regulations. These activities improve the company's reputation, legal compliance, and operational sustainability, therefore showing that environmental responsibility is a major factor in supplier selection and evaluation.

5.4 Recommendations

Based on the findings of the study, the following recommendations have been found necessary concerning the impact of sustainable waste management practices on supplier selection criteria; a case of Riley Packaging Uganda Limited (RPUL), Mukono.

The study advises Riley Packaging Uganda Ltd. to constantly improve waste reduction programs by routinely checking production methods, educating staff members, and motivating innovation in waste reduction. This will help to guarantee that the company's sustainability goals match the choices of suppliers and inspire cooperation with resource-efficient companies.

The study also recommends the need for improved material recycling programs through uniform processes, skillful integration of recycled materials into manufacturing, and acknowledgment of vendors who encourage recycling. This will strengthen sustainable procurement procedures and motivate businesses to embrace environmentally friendly activities.

Furthermore, the study recommends the need for business to keep and enhance safe disposal methods by guaranteeing correct handling of toxic and non-toxic garbage, monitoring compliance, and offering ongoing training to staff and vendors. This will help the business maintain its environmental responsibility reputation and guarantee legal compliance.

In addition, the study recommends the need for including sustainability standards more often into the supplier evaluation system to guarantee that every supplier is judged on their environmental management methods. Riley Packaging Uganda Ltd will be able to choose partners that show they

are committed to managing waste in a way that is good for the environment. This will make the supply chain work better and stronger.

Ultimately, they have a look at recommends they want to foster a culture of environmental cognizance amongst employees and providers thru promoting training packages, workshops, and incentives that attention the importance of sustainable waste management. this can decorate participation, aid business enterprise sustainability dreams, and assure that dealer choice decisions match environmental exquisite practices.

5.5 Areas for further research

Conferring to the survey, extra research is needed on how precise sustainable waste control strategies affect dealer overall performance indicators encompass shipping performance, product incredible, and rate-effectiveness. This could provide deeper know-how of ways sustainability projects affect supplier competitiveness.

More research may also take a look at how era and virtual device help to enhance issuer choice and sustainable waste control. Analyzing round financial machine systems, facts analysis, and automated monitoring structures may also discover still different approach to raise operational and environmental standard performance.

Finally, future studies should also investigate how organizational culture and employee involvement affect the efficiency of sustainable waste management strategies in supplier selection. Learning the behavioral and human elements will enable companies create improved plans to integrate sustainability into procurement choices.

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APPENDICES

Appendix 1: Questionnaire

For employees in Riley Packaging Uganda Limited (RPUL)

Introduction and Purpose of Study

Dear Respondent,

I am Kansiiime Reagan Murekyezi a student pursuing a degree of Bachelor of Procurement and Logistics Management (BPLM) of UCU. As a requirement for the award of Degree of BPLM, I am required to conduct a research. My topic of study is the impact of sustainable waste management practices on supplier selection criteria; a case of Riley Packaging Uganda Limited, Mukono. Upon that background, you have been selected as an important respondent for this study which is purposely for academic purpose. I therefore kindly request you to truthfully provide responses to the following questions. All information will be treated utmost confidentiality.

SECTION A: BACKGROUND DATA

Please tick the box representing the most appropriate responses for you in respect of the following items:

1. Gender

(a). Male

(b). Female

2. In what age bracket do you belong?

(a). Below 21 years

(b). 21-30 years

(c). 31-40 years

(d). 41+ years

3. What is your highest level of education?

(a). Certificate

(b). Diploma

- (c). Bachelor’s Degree
- (d). Master’s Degree
- (e). Others specify.....

4. Which department do you belong to?

- (a). Administration department
- (b). Accounts & Finance department
- (c). Procurement & Logistics department
- (d). Operations department
- (e). Other (Specify).....

5. For how long have you worked in Riley Packaging Company?

- (a). Less than 1 year
- (b). 1-5 years
- (c). 6-10 years
- (d). Above 10 years

Guide for Completing the Questionnaire:

Note: In the following sections, rate your degree of agreement on each statement under each objective using a scale of 5(Strongly Agree), 4(Agree), 3(Not sure), 2(Disagree) and 1(Strongly Disagree). Please answer questions by making a tick (√) on your preferred answer of choice.

Section B: Sustainable Waste Management Practices

Statements		Responses				
s. no	Waste reduction	5	4	3	2	1

1	Riley Packaging Uganda Ltd actively implements measures to minimize waste in production processes.					
2	Employees are encouraged to identify opportunities to reduce waste in their daily operations.					
3	The company monitors and evaluates waste reduction initiatives regularly.					
4	Waste reduction practices have improved the efficiency of our supply chain.					
5	Management provides resources and training to support waste reduction efforts.					
6	Waste reduction practices influence how suppliers are assessed and selected.					
s. no	Material recycling	5	4	3	2	1
1	Riley Packaging Uganda Ltd promotes the recycling of materials generated during production.					
2	Employees are trained on proper recycling procedures within the company.					
3	Recycled materials are effectively reintegrated into production processes.					
4	Material recycling practices contribute to cost savings and operational efficiency.					
5	The company prioritizes suppliers who demonstrate commitment to recycling practices.					
6	Recycling initiatives influence decisions regarding supplier evaluation and selection.					
s. no	Safe disposal	5	4	3	2	1
1	Riley Packaging Uganda Ltd ensures hazardous and non-hazardous waste is safely disposed of.					
2	Employees are aware of proper procedures for waste disposal to avoid environmental harm.					

3	The company works with suppliers who comply with safe disposal standards.					
4	Safe disposal practices improve the company's reputation and compliance with regulations.					
5	Management monitors adherence to safe disposal practices among employees and suppliers.					
6	Safe disposal measures influence supplier selection criteria within the company.					
s. no	Sustainable waste management practices	5	4	3	2	1
1	Riley Packaging Uganda Ltd integrates waste reduction, recycling, and safe disposal into its operations.					
2	Employees understand the importance of sustainable waste management for the company's operations.					
3	Sustainable waste management practices influence supplier partnerships and procurement decisions.					
4	Management supports initiatives that promote sustainability in all waste management activities.					
5	Sustainability performance of suppliers is considered during supplier selection.					
6	Sustainable waste management practices improve overall operational efficiency and supply chain effectiveness.					

Section C: Supplier Selection Criteria in Riley Packaging Uganda Ltd

	Statements	Responses
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s. no	Supplier selection criteria	5	4	3	2	1
1	Suppliers are evaluated based on their environmental sustainability practices.					
2	Cost, quality, and compliance with sustainable practices are key factors in supplier selection.					
3	Riley Packaging Uganda Ltd prefers suppliers who demonstrate waste reduction initiatives.					
4	Material recycling efforts by suppliers are considered during the supplier evaluation process.					
5	Safe disposal practices by suppliers influence procurement decisions.					
6	Supplier performance in sustainability affects long-term partnerships with the company.					

Thank you very much for your cooperation

Appendix 2: Interview Guide

For the top management of Riley Packaging Uganda Ltd

Introduction

Dear Respondent,

I am Kansiiime Reagan Murekyezi a student pursuing a degree of Bachelor of Procurement and Logistics Management (BPLM) of UCU. As a requirement for the award of Degree of BPLM, I am required to conduct a research. My topic of study is the impact of sustainable waste management practices on supplier selection criteria; a case of Riley Packaging Uganda Limited, Mukono. Upon that background, you have been selected as an important respondent for this study which is purposely for academic purpose. I therefore kindly request you to truthfully provide responses to the following questions. All information will be treated utmost confidentiality.

Section A: Introduction

1. Tell me about yourself.
2. What position do you hold in Riley Packaging Uganda Ltd?
3. How long have you worked in this position?

Section B: Questions on the research objectives

4. How do Riley Packaging Uganda Ltd's sustainable waste management practices influence your criteria for selecting suppliers?
5. To what extent does the company consider suppliers' waste reduction initiatives during supplier evaluation?
6. How does suppliers' commitment to material recycling affect their selection for business with Riley Packaging Uganda Ltd?
7. How are suppliers' safe disposal practices factored into the supplier selection process at Riley Packaging Uganda Ltd?

Thank you for your cooperation