

**Additional file 2 – Correlations of variables**

|  | Age of company | Equity ratio in 1999 | Log number of employees in 2001 | Log turnover in 1999 | Log (minutes per employee for prevention in 1999 +1)) | Log (minutes per employee for prevention in 1997 +1) | Costs of prevention per turnover in 1999 | Costs of prevention per turnover in 1997 |
|--|----------------|----------------------|---------------------------------|----------------------|---|--|--|--|
| Age of company                                       | 1.0000         |                      |                                 |                      |   |  |  |  |
| Equity ratio in 1999                                 | 0.0961         | 1.0000               |                                 |                      |   |  |  |  |
| Log number of employees in 2001                      | 0.1141         | 0.0566               | 1.0000                          |                      |   |  |  |  |
| Log turnover in 1999                                 | 0.1439         | 0.0835               | 0.7992                          | 1.0000               |   |  |  |  |
| Log (minutes per employee for prevention in 1999 +1) | 0.1139         | 0.0946               | 0.3612                          | 0.3809               | 1.0000  |  |  |  |
| Log (minutes per employee for prevention in 1997 +1) | 0.1369         | 0.0851               | 0.3682                          | 0.3930               | 0.5368  | 1.0000   |  |  |
| Costs of prevention per turnover in 1999             | 0.0112         | 0.0068               | 0.1226                          | -0.0402              | 0.4030  | 0.1798   | 1.0000                                   |  |
| Costs of prevention per turnover in 1997             | 0.0300         | 0.0100               | 0.1773                          | 0.0193               | 0.2680  | 0.5098   | 0.3055                                   | 1.0000                                   |