

# ESG FUNDAMENTALS FOR PROFESSIONALS: BUILDING SUSTAINABLE AND ETHICAL BUSINESSES

## **COURSE OVERVIEW**

This five-day program provides a thorough grounding in Environmental, Social, and Governance (ESG) principles, essential for professionals seeking to foster sustainable and ethical practices in their organizations. The course covers ESG frameworks, performance metrics, risk management, and stakeholder engagement strategies. It highlights the importance of aligning business operations with global sustainability standards, regulatory compliance, and ethical leadership. With a mix of theoretical insights and practical applications, participants will gain actionable knowledge to integrate ESG into their decision-making processes, ensuring long-term value creation and enhanced corporate accountability.

## **TARGET COMPETENCIES**

- ESG Frameworks Knowledge
- Sustainability Strategies
- Ethical Decision-Making
- Regulatory Compliance
- Risk Assessment Skills
- ESG Performance Metrics
- Stakeholder Engagement

## **COURSE OBJECTIVES**

By completely attending this course, participants will learn how to:

- Analyze key ESG frameworks and their applications.
- Integrate ESG considerations into corporate strategies.
- Evaluate regulatory requirements for ESG compliance.
- Develop KPIs to monitor ESG performance effectively.
- Implement risk mitigation strategies aligned with ESG goals.
- Design stakeholder engagement plans to enhance trust.
- Communicate ESG efforts transparently to stakeholders.
- Build actionable ESG reports for internal and external use.

## **TARGET AUDIENCE**

- Sustainability managers and ESG officers.
- Financial professionals incorporating ESG into investments.
- Corporate strategists and policymakers.
- Business leaders aiming for ethical operations.
- Compliance and risk management officers.
- Internal auditors

To register or for complete course information

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# COURSE METHODOLOGY

Interactive lectures, group discussions, real-life case studies, and practical workshops ensure participants gain both theoretical knowledge and practical application skills.

## COURSE OUTLINE

### ESG FRAMEWORKS KNOWLEDGE

- Introduction to ESG
  - Definition and its evolution in business.
  - Core components of ESG: Environmental, Social, Governance.
  - Importance in long-term value creation.
- Global ESG Standards
  - UN Sustainable Development Goals (SDGs).
  - Global Reporting Initiative (GRI) and SASB standards.
  - Task Force on Climate-related Financial Disclosures (TCFD).
- Industry-Specific Applications
  - ESG in energy and resource sectors.
  - Applications in financial services and technology.
- Challenges in ESG Adoption
  - Barriers in implementation and measurement.
  - Overcoming resistance to ESG integration.

### SUSTAINABILITY STRATEGIES

- Linking ESG and Business Goals
  - Creating synergy between profitability and sustainability.
  - Role of innovation in sustainable growth.
- Environmental Practices
  - Sustainable resource management.
  - Adopting renewable energy technologies.
- Social Responsibility
  - Workforce diversity and inclusion initiatives.
  - Community development programs.
- Corporate Sustainability Leadership
  - Promoting sustainability through leadership examples.
  - Developing a culture of sustainability.

### ETHICAL DECISION-MAKING

- Principles of Ethical Leadership
  - Characteristics of ethical leaders.
  - Frameworks for ethical decision-making.
- Handling ESG Dilemmas
  - Resolving conflicts between profitability and ethics.
  - Case studies on ethical challenges in ESG.
- Diversity and Inclusion
  - Importance of equitable governance.
  - Strategies for achieving workforce diversity.
- Transparency and Accountability
  - Enhancing corporate transparency through ESG initiatives.
  - Tools for reporting and ethical auditing.

### REGULATORY COMPLIANCE

- Overview of ESG Regulations
  - Regional and global ESG-related laws.
  - Adapting to dynamic regulatory environments.
- Compliance Management Systems
  - Tools and strategies for compliance tracking.
  - Building a robust ESG compliance framework.
- Key ESG Reporting Standards
  - In-depth analysis of GRI and TCFD frameworks.
  - Preparing for ESG audits and assessments.

### RISK ASSESSMENT SKILLS

- Understanding ESG Risks
  - Types of risks: environmental, social, and governance related.
  - Impacts on corporate reputation and financial performance.
- Mitigation Strategies
  - Proactive approaches to ESG risk management.
  - Leveraging technology to predict ESG risks.
- Risk Reporting
  - Key indicators for assessing ESG risk levels.
  - Techniques for effective risk communication.

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## ESG PERFORMANCE METRICS

- Developing KPIs
  - Establishing measurable indicators for ESG.
  - Aligning KPIs with corporate goals.
- Data Analytics in ESG
  - Using analytics tools to evaluate ESG performance.
  - Visualizing ESG data for strategic decisions.
- Benchmarking
  - Comparing ESG performance against industry standards.
  - Learning from high-performing ESG leaders.

## STAKEHOLDER ENGAGEMENT

- Mapping Stakeholders
  - Identifying and prioritizing stakeholders in ESG efforts.
  - Understanding stakeholder expectations.
- Building Trust
  - Transparency as a foundation for stakeholder relations.
  - Effective communication strategies for engagement.
- Addressing Concerns
  - Techniques for conflict resolution in ESG projects.
  - Collaborative approaches to meeting stakeholder needs.

