Introduction to Environmental, Social and Governance (ESG) Management

Syllabus / Course Outline

1. Course Description

This course provides participants with a comprehensive introduction to Environmental, Social, and Governance (ESG) management and its growing importance in today's business landscape. Participants will learn the foundational concepts of ESG, global standards, reporting requirements, and practical strategies for integrating ESG into business operations. The program focuses on improving awareness, aligning organizational practices with sustainability expectations, and preparing participants to contribute to ESG initiatives within their organizations.
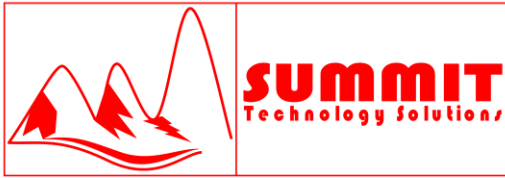
2. Learning Objectives

By the end of the course, participants will be able to:

- Understand the core principles and components of ESG.

- Identify environmental, social, and governance risks and opportunities.

- Recognize global ESG frameworks and standards (e.g., GRI, SASB, TCFD, ISSB).

- Understand the relationship between ESG performance, compliance, and business value.

- Support data collection, documentation, and reporting for ESG metrics.

- Contribute to ESG strategies and action plans within their departments.

- Enhance alignment between operational activities and sustainability goals.

3. Target Audience

- Supervisors, Executives, Managers

- Sustainability, CSR, ESG, and Compliance teams

- Operations, Manufacturing, Supply Chain, and Engineering personnel

- HR, Finance, HSE, and Administration staff

- Anyone who needs an introduction to ESG concepts and reporting requirements

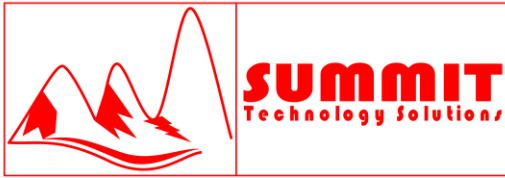## 4. Course Outline

Module 1: Introduction to ESG

- What is ESG?

- Why ESG matters in today's business environment

- ESG vs. Sustainability vs. CSR

- How ESG influences business decisions, reputation, and investment

Module 2: Environmental (E) Component

- Key environmental issues: emissions, waste, water, energy, biodiversity

- Environmental risks and opportunities

- Environmental indicators & basic measurement concepts

- Examples of environmental initiatives

Module 3: Social (S) Component

- Social responsibility and human rights

- Worker welfare, health & safety, diversity & inclusion

- Community engagement and social license to operate

- Social performance indicators

Module 4: Governance (G) Component

- Role of governance in ESG

- Anti-corruption, ethics, transparency

- Board responsibilities and organizational accountability

- Governance risk indicators

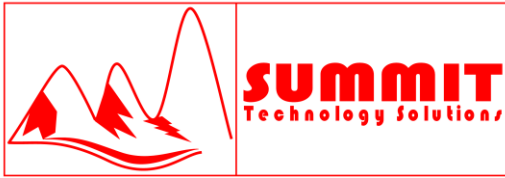**Module 5: ESG Frameworks and Standards**

- Overview of global frameworks:

    o GRI (Global Reporting Initiative)

    o SASB / ISSB Standards

    o UN SDGs

    o TCFD (Climate-related Financial Disclosures)

- Regulatory trends in Malaysia and globally

- Introduction to ESG ratings and assessments

Module 6: ESG Reporting Essentials

- What companies report and why

- Key ESG metrics and KPIs

- Data collection & documentation

- Basic structure of an ESG report

Module 7: Integrating ESG into Business Operations

- Aligning ESG with company strategy

- Creating awareness across departments

- Establishing roles and responsibilities

- Steps to begin ESG implementation at the workplace

Module 8: ESG Risk & Opportunity Management

- Identifying risks linked to ESG

- Opportunity mapping for efficiency, cost savings, and brand value

- Simple tools for ESG risk assessment

- Case examples from various industries

Module 9: Action Plan & ESG Implementation Roadmap

- Self-assessment of current ESG readiness

- Creating a simple ESG action plan

- Identifying quick wins and long-term goals

- Commitment to continuous ESG improvement