

EA103
UNDERSTANDING ESG
From Compliance to Business Opportunity



HRD CORP CLAIMABLE	GENERIC	4 HOURS	PROGRAMME NO. 10001745462
---------------------------	----------------	----------------	--------------------------------------

WHY EA103?

ESG is increasingly influencing how businesses are evaluated by customers, investors, financial institutions, regulators, employees and supply-chain partners. EA103 explains Environmental, Social and Governance (ESG) in practical business terms and shows how organisations can move beyond compliance by identifying relevant ESG issues, selecting practical initiatives, setting measurable KPIs, collecting supporting data and demonstrating continuous improvement. The course connects ESG activity with cost and risk reduction, operational performance, stakeholder confidence and business opportunity.

WHO SHOULD ATTEND?

Business Owners • Directors • CEOs • General Managers • Operations Managers • Plant Managers • Sustainability / ESG Managers • Human Resource Managers • Finance Managers • Environmental, Health & Safety (EHS) Managers • Department Heads • Business Development Managers • SME Owners & Managers • Professionals responsible for sustainability, compliance, operations or organisational improvement

EXPECTED OUTCOMES — WHAT PARTICIPANTS WILL LEAVE WITH

- Explain the fundamental principles of Environmental, Social and Governance (ESG) and their importance to business sustainability and competitiveness.
- Identify key ESG issues, risks and opportunities relevant to their organisation across Environmental, Social and Governance areas.
- Analyse practical ESG programmes that can improve compliance, reduce business risk, lower operating costs and strengthen organisational performance.
- Develop a simple ESG action plan with suitable KPIs, data requirements and measurable targets to demonstrate continuous improvement.
- Connect ESG actions to business performance through cost reduction, operational efficiency, risk reduction and stakeholder confidence.
- Use a practical improvement cycle: baseline → target → action → measurement → review → improvement.

UNDERSTAND ESG → IDENTIFY PRIORITIES → PLAN ACTIONS → SET KPIs → COLLECT EVIDENCE → REVIEW →
IMPROVE

EA103 • COURSE OVERVIEW

Understanding ESG: From Compliance to Business Opportunity

FOUR MODULES: FROM ESG FUNDAMENTALS TO A PRACTICAL ACTION PLAN

1 Understanding ESG and Why It Matters	What ESG means; ESG, sustainability and CSR; regulatory, customer, investor, bank and supply-chain expectations; ESG as business risk and opportunity; identifying relevant issues and stakeholder expectations; business examples.
2 Turning ESG into Practical Business Programmes	Environmental: energy/fuel, waste/circular economy, water/resources and emissions. Social: health & safety, training, wellbeing and stakeholder engagement. Governance: policies, responsibilities, oversight, risk management, ethics and internal controls.
3 Measuring ESG Performance & Building Evidence	Establish a baseline; identify available organisational data; select measurable KPIs and targets; collect operational records and supporting documentation; monitor performance, take corrective action and demonstrate continuous improvement.
4 Building an ESG Action Plan	Assess priority E, S and G opportunities; select actions; assign responsibilities and timelines; build an ESG Action Matrix linking action, KPI, data source, target and business benefit; develop a short- and longer-term improvement roadmap.

FROM COMPLIANCE TO MEASURABLE BUSINESS IMPROVEMENT

EA103 starts with the meaning of ESG and the issues that matter to different businesses. Participants then examine practical Environmental, Social and Governance programmes, including resource efficiency, workplace and people initiatives, policies, accountability and risk management.

The course then moves into baselines, KPIs, targets, data and evidence before participants build a simple ESG Action Matrix linking action, KPI, data source, target and business benefit, supported by an improvement roadmap.

HRD CORP CLAIMABLE • GENERIC • 4 HOURS • PROGRAMME NO. 10001745462

TRAINER & ORGANISATION



Nip Wing Kan
Chairman, Persatuan Petani Organik dan Regeneratif Sabah (SORFA)
SORFA Lead Trainer • Regenerative Agriculture & Circular Economy
Practitioner • ESG / Sustainability Trainer
Field-based training focused on practical improvement, measurement and evidence-based sustainability.

COURSE ENQUIRY & REGISTRATION
SORFA — Sabah Organic & Regenerative Farmers Association
www.sorfa.org | chairman@sorfa.org | +60 11 1537 8622
EA103 • Generic • 4 Hours • HRD Corp Training Programme No. 10001745462



HRD CORP REGISTERED
TRAINING PROVIDER



ORGANISATION
REGISTRATION



HRD CORP ACCREDITED
TRAINER