

COURSE OUTLINE

PROGRAMME TITLE	Understanding ESG: From Compliance to Business Opportunity
OVERVIEW (Brief introduction Of the topic)	Environmental, Social and Governance (ESG) considerations are increasingly influencing how businesses are evaluated by customers, investors, financial institutions, regulators, employees and supply-chain partners. This course introduces the fundamentals of ESG and demonstrates how organizations can move beyond compliance by turning ESG principles into practical business programmes. Participants will learn how to identify relevant ESG issues, develop initiatives across Environmental, Social and Governance areas, establish measurable KPIs, collect supporting data and demonstrate continuous improvement. Through practical examples and case studies, participants will explore how ESG programmes can reduce cost and risk, improve operational performance, strengthen stakeholder confidence and create new business opportunities.
LEARNING OUTCOME	Upon completion of this course, participants will be able to: 1. Explain the fundamental principles of Environmental, Social and Governance (ESG) and their importance to business sustainability and competitiveness. 2. Identify key ESG issues, risks and opportunities relevant to their organization across Environmental, Social and Governance areas. 3. Analyse practical ESG programmes that can improve compliance, reduce business risk, lower operating costs and strengthen organizational performance. 4. Develop a simple ESG action plan with suitable KPIs, data requirements and measurable targets to demonstrate continuous improvement.
DURATION (days)	0.5 day (4 hours)
TARGET PARTICIPANTS (position/level)	· 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 and Managers

	· Professionals responsible for sustainability, compliance, operations or organizational improvement
COURSE CONTENT (with submodules)	Module 1: Understanding ESG and Why It Matters 1.1 What is ESG? · Environmental, Social and Governance explained · ESG, sustainability and CSR 1.2 Why ESG Matters to Business · Regulatory and compliance expectations · Customers, investors, banks and supply-chain expectations 1.3 ESG as Risk and Opportunity · Managing environmental, social and governance risks · Moving from compliance to operational improvement and competitive advantage 1.4 Identifying ESG Issues · Recognizing ESG issues relevant to different businesses · Material business impacts and stakeholder expectations 1.5 ESG Business Examples · Local and international examples · Lessons learned Module 2: Turning ESG into Practical Business Programmes 2.1 Environmental Programmes · Energy and fuel efficiency · Waste reduction and circular economy · Water and resource efficiency · Emissions reduction 2.2 Social Programmes · Workplace health and safety · Employee training and development · Employee wellbeing and stakeholder engagement 2.3 Governance Programmes · Policies, responsibilities and accountability · Management oversight and risk management · Ethical practices and internal controls 2.4 Connecting ESG to Business Performance · Cost reduction and operational efficiency · Risk reduction and stakeholder confidence 2.5 ESG Programme Exercise · Selecting practical E, S and G initiatives for an organization Module 3: Measuring ESG Performance and Building Evidence 3.1 Establishing an ESG Baseline · Understanding current performance · Identifying available organizational data 3.2 Setting ESG KPIs and Targets · Selecting measurable indicators · Connecting KPIs to business objectives 3.3 Collecting ESG Data and Evidence · Operational records and supporting documentation · Building a continuous evidence trail

	3.4 Monitoring and Management Review · Tracking performance over time · Corrective actions and management review 3.5 Demonstrating Continuous Improvement · Baseline → target → action → measurement → review → improvement · Using data to demonstrate ESG progress Module 4: Building an ESG Action Plan 4.1 Conducting an ESG Opportunity Assessment · Identifying priority Environmental, Social and Governance issues · Prioritizing practical improvement opportunities 4.2 Building an Integrated ESG Programme · Selecting actions across E, S and G · Assigning responsibilities and timelines 4.3 Creating an ESG Action Matrix · Action, KPI, data source, target and business benefit 4.4 Developing an ESG Improvement Roadmap · Short-term actions and longer-term objectives · Continuous monitoring and improvement 4.5 Group Discussion and Course Wrap-up · ESG action plan sharing · Key takeaways · Q&A
LEARNING METHODOLOGIES	Learning Methodologies 1. Interactive Lecture 2. Multimedia Presentation 3. Group Discussion 4. Case Study 5. Brainstorming Session 6. Practical Examples 7. Q&A Session 8. ESG Action Planning Exercise