



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG)

**Certificate of Completion: ESG**

**Course Code: IT\_HM\_I\_003/25**

**Duration:** 20 Hours (10 sessions × 2 hours each or 5 sessions × 4 hours each)

**Delivery Format:** Hybrid

**Target Audience:**

- Working professionals with minimal prior ESG knowledge.

**Program Objectives:**

- Introduce foundational concepts of ESG (Environmental, Social, Governance).
- Explain the significance of ESG in business strategy and operations.
- Explore real-world case studies and best practices.
- Provide hands-on exercises for assessing and implementing ESG strategies.
- Enable participants to confidently discuss ESG principles and their application.

## Detailed Syllabus

### Session 1 (2 hours): Introduction to ESG

**Objective:** To introduce the core concepts and importance of ESG.

**Topics:**

ESG Definition & Importance

- Environmental: Climate change, resource management, emissions
- Social: Labor practices, community impact, DEI (Diversity, Equity, & Inclusion)
- Governance: Ethical leadership, transparency, board diversity

#### Why ESG Matters for Businesses

- Regulatory & Compliance Drivers
- Investor & Stakeholder Expectations

#### Course Roadmap & Expectations

#### **Activities:**

- Activity (15 mins): Group discussion – "Which ESG factors impact your industry the most?"

### **Session 2 (2 hours): ESG Frameworks & Regulations**

**Objective:** To explore key ESG frameworks, regulations, and reporting standards.

#### **Topics:**

##### Overview of ESG Standards & Reporting Frameworks

- GRI (Global Reporting Initiative)
- SASB (Sustainability Accounting Standards Board)
- TCFD (Task Force on Climate-related Financial Disclosures)
- EU Taxonomy & SEC Regulations

##### ESG Ratings & Key Players

#### **Activities:**

- Hands-on Exercise (45 mins): Exploring ESG Reports from Fortune 500 Companies

### **Session 3 (2 hours): Environmental Aspects of ESG**

**Objective:** To delve into the environmental component of ESG.

#### **Topics:**

- Climate Risk & Carbon Footprint
- Sustainable Resource Management & Energy Efficiency
- Circular Economy & Waste Management

**Activities:**

- Hands-on Exercise (1 Hour): Carbon Footprint Calculation for a Sample Business

**Session 4 (2 hours): Social Aspects of ESG**

**Objective:** To examine the social component of ESG.

**Topics:**

- Labor Standards & Human Rights
- Diversity, Equity, & Inclusion (DEI) in Organizations
- Corporate Social Responsibility (CSR) & Philanthropy

**Activities:**

- Hands-on Exercise (45 mins): Evaluating a Company's Social Responsibility Initiatives

**Session 5 (2 hours): Governance & Ethical Leadership**

**Objective:** To explore the governance component of ESG.

**Topics:**

- Corporate Governance & Board Structures
- Transparency, Ethics, & Anti-Corruption
- Executive Compensation & Shareholder Rights

**Activities:**

- Hands-on Exercise (45 mins): Analyzing Governance Risks in a Case Study

**Session 6 (2 hours): ESG in Investment & Risk Management**

**Objective:** To understand how ESG integrates into corporate strategy, risk, and investment.

**Topics:**

- ESG Risk Identification & Mitigation
- ESG in Financial Performance & Investment Decisions
- Greenwashing & How to Identify It

**Activities:**

- Case Study: ESG Investing Success & Failures

**Session 7 (2 hours): ESG Strategy & Implementation**

**Objective:** To provide practical guidance on implementing and reporting on ESG.

**Topics:**

- Integrating ESG into Business Strategy
- ESG Metrics & KPIs
- Stakeholder Engagement & Communication

**Activities:**

- Hands-on Exercise: Creating an ESG Roadmap for a Sample Company

**Session 8 (2 hours): Capstone Project Introduction**

**Objective:** To introduce the capstone project and guide initial planning.

**Topics:**

- Group Formation for ESG Mini-Projects
- Project Topics: ESG Reporting, Risk Mitigation, Policy Analysis
- Planning: Defining Scope, Objectives, and Resources

**Assessments:**

- Deliverable: Initial project outline & instructor feedback.

**Session 9 (2 hours): Capstone Project Work – Hands-On****Topics:**

- Teams work on data collection, ESG analysis, and report drafting.
- Instructor-led support and Q&A.
- Mid-Session Checkpoint: Teams share preliminary findings.

**Session 10 (2 hours): Project Presentations & Wrap-Up****Topics:**

- Team Presentations (10-15 mins each)
- Problem Identified, ESG Analysis, Recommendations
- Real-World Application & Feasibility
- Course Summary & Q&A
- Certificates & Feedback

### **Learning Objectives:**

By the end of this course, learners should be able to:

- Understand the core principles of ESG and why they matter.
- Recognize key ESG frameworks, regulations, and reporting standards.
- Identify how ESG impacts corporate risk, investment, and compliance.
- Analyze real-world ESG initiatives and extract best practices.
- Assess ESG strategies and propose improvements in a business setting.

### **Teaching Methodology:**

- Engaging Lectures: Brief theory, followed by real-world applications.
- Hands-On Exercises: Practical ESG analysis, data interpretation, and strategy building.
- Group Projects: Collaboration on real ESG challenges.
- Industry-Oriented Approach: Case studies and ESG reports for practical exposure.

### **Assessment & Retention:**

- Quizzes & Check-Ins: To reinforce key ESG concepts.
- Hands-On Exercises: Testing practical application of ESG principles.
- Capstone Project: Evaluates the ability to analyze ESG issues and propose solutions.
- Feedback & Reflection: Ensures clarity and practical knowledge retention.