

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) TRAINING COURSE



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TRAINING CENTER



Introduction

Environmental, Social, and Governance (ESG) Training Course prepares professionals across sectors to understand, manage, and report on ESG performance. Participants work through ESG fundamentals and the three pillars, materiality assessment and stakeholder mapping, the environmental pillar covering climate, emissions, and resources, the social pillar covering workforce, human rights, and community, and the governance pillar covering ethics, board oversight, disclosure, and assurance as one connected discipline. The programme links the ESG expectations an organisation faces with the systems, data, and governance that turn them into managed performance. As a result, learners gain a practical command of ESG. Furthermore, the course strengthens sustainability judgement, data discipline, and reporting credibility.

Environmental, Social, and Governance (ESG) Course Objectives

- Explain ESG concepts, the three pillars, and business drivers.
- Apply materiality assessment and stakeholder engagement practice.
- Apply environmental performance, emissions, and resource management.
- Apply climate risk assessment and transition planning practice.
- Apply social performance: labour, human rights, and community practice.
- Apply governance of ESG: structures, roles, and board oversight.
- Apply the ESG reporting landscape: GRI, ISSB IFRS S1 and S2, SASB.
- Apply ESG data management, controls, and reporting quality.
- Apply supply chain and third-party ESG due diligence.
- Apply ESG assurance, rating engagement, and continuous improvement.

Course Methodology



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- Interactive sessions built on ESG practice and disclosure cases.
- Workshops on materiality, data design, and reporting standards.
- Group exercises on climate, social performance, and supply chain diligence.
- Hands-on practice with ESG registers, scorecards, and report drafts.
- Simulation of an ESG governance review and a stakeholder briefing.
- Facilitator coaching and peer review on personal ESG action plans.

Who Should Take This Course

- Sustainability and ESG professionals.
- Finance, risk, and reporting managers.
- Governance, compliance, and assurance officers.
- Environmental, HSE, and operations managers.
- Human resources and community relations managers.
- Consultants advising on ESG strategy, reporting, and assurance.

Environmental, Social, and Governance (ESG) Course Outlines

Day 1: ESG Foundations and Materiality

- ESG concepts, pillars, and business drivers.
- Investor, regulator, customer, and employee expectations.
- Double materiality and impact assessment practice.
- Stakeholder engagement and expectation mapping.
- ESG strategy, targets, and business planning integration.
- Common ESG failures and greenwashing risk.



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- Case discussion: a sustainability report nobody believed.

Day 2: Environmental Performance and Climate

- Environmental performance metrics and resource management.
- GHG accounting: scopes 1, 2, and 3 under the GHG Protocol.
- Energy, water, waste, and biodiversity performance.
- Climate risk assessment: physical and transition risk.
- Transition planning, targets, and decarbonisation roadmaps.
- Environmental compliance and permit obligations.
- Workshop: building an environmental performance and climate register.

Day 3: Social Performance and Human Capital

- Labour standards, health, safety, and workforce metrics.
- Human rights due diligence and grievance mechanisms.
- Community engagement, impact, and benefit sharing.
- Diversity, inclusion, and social equity metrics.
- Customer, product, and social responsibility practice.
- Workforce development and talent sustainability.
- Exercise: assessing social performance across an operation.

Day 4: Governance and Reporting Standards

- ESG governance structures, board oversight, and roles.
- Ethics, integrity, and anti-corruption in ESG.
- The ESG reporting landscape and its fragmentation.
- GRI standards and impact-based reporting.



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- ISSB IFRS S1 and S2 sustainability and climate disclosure.
- SASB industry standards and sector metrics.
- Simulation: preparing an ESG disclosure section with evidence.

Day 5: Data, Supply Chain, Assurance, and Improvement

- ESG data sourcing, quality, and estimation challenges.
- ESG data controls, evidence, and reporting systems.
- Supply chain and third-party ESG due diligence.
- Internal audit and assurance over ESG data.
- Rating agency, index, and investor engagement practice.
- ESG maturity assessment and continuous improvement.
- Capstone: presenting an ESG programme and reporting plan.

Conclusion

By successfully completing Environmental, Social, and Governance (ESG), participants will gain a practical command of ESG fundamentals and materiality, environmental performance and climate practice, social performance and human capital, ESG governance and reporting standards, and ESG data, supply chain, assurance and improvement practice. They will acquire skills in materiality assessment, ESG data management, standards-based reporting, and ESG assurance that turn ESG expectations into credible, evidenced performance. Gentex Training Center designs the programme to help professionals work with ESG with confidence.





FAQs for the Environmental, Social, and Governance (ESG) course

Q1 What is the "Environmental, Social, and Governance (ESG)" course about?

It prepares professionals across sectors to understand, manage, and report on ESG performance. The course spans ESG foundations and materiality, environmental performance and climate, social performance and human capital, governance and reporting standards, and data, supply chain, assurance and improvement.

Q2 What are the key benefits of the "Environmental, Social, and Governance (ESG)" course?

You gain a practical command of ESG that links the ESG expectations an organisation faces with the systems, data, and governance that turn them into managed performance. The course improves materiality assessment and standards-based reporting, strengthens emissions and climate practice, sharpens social performance and supply chain diligence, and gives you ESG data, assurance and governance reporting practice that stands up to stakeholders and regulators.

Q3 What skills will I gain from the "Environmental, Social, and Governance (ESG)" course?

You will develop four core skills: ESG materiality assessment with stakeholder engagement practice, environmental performance and climate risk practice with GHG accounting, social performance assessment with human capital and human rights practice, and standards-based ESG reporting with data management and assurance.



Q4 What tools, methods, or standards are covered in the "Environmental, Social, and Governance (ESG)" course?

The course covers ESG concepts, pillars and business drivers, investor, regulator, customer and employee expectations, double materiality and impact assessment practice, stakeholder engagement and expectation mapping, ESG strategy, targets and business planning integration, greenwashing risk, environmental performance metrics and resource management, GHG accounting across scopes 1, 2 and 3 under the GHG Protocol, energy, water, waste and biodiversity performance, climate risk assessment across physical and transition risk, transition planning, targets and decarbonisation roadmaps, environmental compliance and permit obligations, labour standards, health, safety and workforce metrics, human rights due diligence and grievance mechanisms, community engagement, impact and benefit sharing, diversity, inclusion and social equity metrics, customer, product and social responsibility practice, workforce development and talent sustainability, ESG governance structures, board oversight and roles, ethics, integrity and anti-corruption in ESG, the ESG reporting landscape and its fragmentation, GRI standards and impact-based reporting, ISSB IFRS S1 and S2 sustainability and climate disclosure, SASB industry standards and sector metrics, ESG data sourcing, quality and estimation challenges, ESG data controls, evidence and reporting systems, supply chain and third-party ESG due diligence, internal audit and assurance over ESG data, rating agency, index and investor engagement practice, and ESG maturity assessment and continuous improvement.



Q5 How is the "Environmental, Social, and Governance (ESG)" course applied in real-world practice?

Participants apply it to real work such as running a double materiality assessment, building an environmental performance and GHG register, assessing climate risk and drafting a transition roadmap, assessing social performance across an operation, mapping disclosures against GRI and IFRS S1 and S2, running an ESG due diligence review on a supplier, designing ESG data controls, and presenting an ESG programme and reporting plan. The same methods support ESG assurance readiness and rating agency engagement.