

# ESG WORKSHOPS PROPOSAL

2024

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**\* HRDCORP CLAIMABLE**

# ABOUT YOUR FACILITATOR



**Tai Ling Ling**

Intercultural Psychologist

Meet Ling Ling, a seasoned **Corporate ESG Trainer** with a cosmopolitan background and a wide range of expertise. Having lived in 6 countries and provided training in 15, her experience is extensive and diverse. Also a leading **Podcast Host in Southeast Asia**, she offers a unique perspective.

With qualifications in Psychology and Engineering, Ling Ling navigates **human behaviour in corporate settings** with ease. Balanced human complexity with an organisation's structured demands. Ling Ling excels, providing a Practical Approach to ESG Training.

In her 15-year corporate training career, she bridges cultural divides between Eastern and Western corporate environments, is now enriched by her time in Portugal pursuing her Doctorate. While still conducting training for leaders from diverse backgrounds, she focuses on **Diversity, Equity, and Inclusion**, making her an ideal ESG facilitator.

Her meticulously designed learning programmes resonate globally, impacting Fortune 500 Companies. Participants value her up-to-date, well-researched, and **practically applicable** content. Ling Ling equips managers and executives with practical tools for their workplaces.

In an era of valuing sustainability and responsible business conduct, Ling Ling guides leaders through ESG with clarity and practical wisdom. Her unique methodology ensures participants truly internalise and are ready to implement their learning.

With a **hands-on approach**, multicultural insight, and academic rigour, her training is indispensable for preparing organisations for long-term success.

# THERE ARE TWO ESG PROGRAMS

## PROGRAM 1



### COMPLETE 4 PARTS ESG FUNDAMENTAL ROADMAP

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# COMPLETE 4 PARTS ESG FUNDAMENTAL ROADMAP

## PROGRAM 1

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### JOURNEY FROM ZERO TO HERO.

Welcome to the launchpad of your ESG transformation — our comprehensive program designed to guide you from the basics of ESG (Environmental, Social, and Governance) to the pinnacle of sustainability mastery. Is your organisation poised to undertake the critical transition from ESG novice to exemplar? This program meticulously escorts corporate executives, sustainability managers, and ESG analysts along an enlightening path brimming with knowledge and strategic insights.



# COMPLETE 4 PARTS ESG FUNDAMENTAL ROADMAP

ESG WORKSHOPS | 2



## PART 1 ESG 101

Your ESG journey begins with the historical and contextual understanding of ESG and its growing importance in businesses globally.



## PART 2 Materiality Assessment (Assessing Risk & Strategy)

Discover and identify the environment, social and governance issues that impact your stakeholders and a priority for your business.



## PART 3 ESG Reporting Basics

When you have gathered your data, based on your materiality assessment, you are now ready to prepare, draft and publish your ESG Report!



## PART 4 Embed ESG\*

Reporting ESG is no longer enough. Learn to embed ESG into your company's vision, mission, policies and processes.

Tackling ESG on your own can be a daunting task. Shifting through the abundance of ESG information can be overwhelming.

That's why we created this ESG pathway, a series of workshops covering the foundational ESG knowledge, giving you the right start in becoming the ESG expert in your company.

\*Embed ESG is an optional workshop for those who want to do more than publish ESG reports. This is not included in the 2-day live workshop.



Businesses across a wide range of industries have been allocating more resources toward improving ESG. According to the [G&A Institute](#), more than 90 percent of S&P 500 companies now publish ESG reports. There is an increasing number of countries adopting regulations that require mandatory ESG reporting, such as the European Union (EU), the United States, United Kingdom (UK) and recently, in Malaysia. These changes, while gradual, have caught many businesses by surprise and caused confusion.

*What is ESG? Why do businesses need a Sustainability Report?*

## **Learning Objective**

In this workshop, we attempt to answer these questions with the historical and contextual understanding of ESG and its growing importance in businesses globally.

## **Learning Outcome**

At the end of the workshop, learners will be able to

- Gain a historical insight and understanding of the growing global trend of ESG
- Recognise the impact ESG on businesses
- Define the purpose and meaning of Environment, Social and Governance (ESG)
- Review ESG case studies
- Determine risks & opportunities for both internal and external stakeholders
- Discuss the importance of sustainability reporting

## **Who this course is for?**

- Forward-thinking business leaders
- Business Development Professionals
- Anyone looking to develop their businesses and attract business partners, financing or investment
- Anyone involved in Sustainability and ESGs in any capacity

# ESG 101 OUTLINE

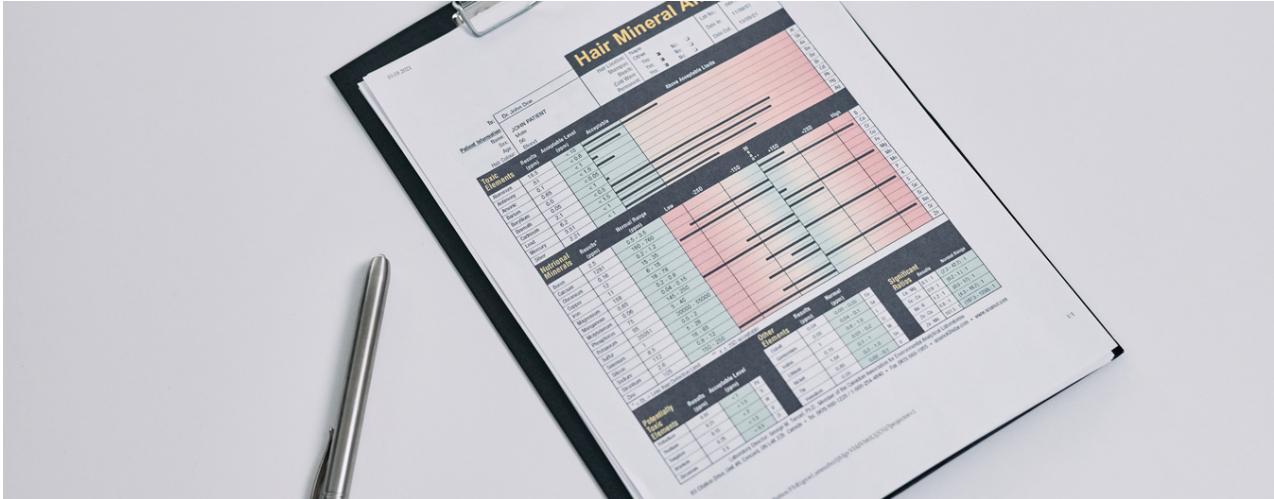
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Sessions	Method	Duration
<b>Welcome &amp; Introduction</b> The workshop will start off with introductions, followed by the workshop agenda, discuss expectations and ground rules.	Ice breaker	15 min
<b>What is ESG?</b> In this session, we will cover key ESG concepts, such as sustainability, stakeholders, environmental sustainability, social sustainability, governance sustainability, materiality and ESG investing.	Lecture & group discussion	20 min
<b>ESG History: how did it come about?</b> We will briefly discuss ESG's background and their underlying principles.	Lecture	10 min
<b>ESG Today: Why is ESG important?</b> In this session, we will discuss the growing global ESG trend, challenges of ESG and how ESG may impact your business.	Lecture	10 min
<b>ESG Impact, Risk and Opportunity</b> In this session, we will review case studies of how businesses run into risks and opportunities due to social pressure, corporate responses, and financial performance. Also, we will guide you through simple steps to conduct ESG impact, risk and opportunity identification for your business.	Case studies and demonstration	50 min
<b>ESG Materiality &amp; Reporting</b> In this session, we will briefly explore the various frameworks and tools used to create your company's sustainability report, such as ESG standards, materiality assessment.	Lecture	10 min
<b>ESG Standards and Framework: Where to start?</b> In this session, we will briefly explore the various standards and frameworks used and how it relates to sustainability reporting.	Case studies and group discussion	40 min
<b>ESG Group Presentation</b> Each group will brainstorm and present their company's ESG risk and opportunities.	Group work	1 hour
<b>Action Plan &amp; Wrap-up</b> In the final session, each participant will draft a personal ESG action plan. The workshop will close with Q&As, thank yous, next steps and goodbyes.	Wrap-up	20 min

TOTAL: 4 hours

Durations are estimations.

# PART TWO MATERIALITY ASSESSMENT (ASSESSING RISK & STRATEGY)



Whether you are launching or reviewing your company's sustainability reporting, you need to first discover, gather information and identify the all issues that are a priority your business and stakeholders. This is called materiality assessment, a fundamental first step in implementing an ESG strategy.

*What to prioritise? What are the critical issues impacting your business and community?*

## **Learning Objective**

In this workshop, we aim to equip learners with a step-by-step process in conducting a materiality assessment in your company.

## **Learning Outcome**

At the end of the workshop, learners will be able to

- Explain key concepts & required steps in conducting a materiality assessment
- Determine core material issues, its associated risks and opportunities
- Engage stakeholders in assessing material issues
- Identify key metrics in monitoring prioritised material issues

## **Who this course is for?**

- Forward-thinking Business Leaders
- Business Development Professionals
- ESG Report Writers
- Anyone looking to develop their businesses and attract business partners, financing or investment
- Anyone involved in Sustainability and ESGs in any capacity



# MATERIALITY ASSESSMENT (ASSESSING RISK & STRATEGY)

Sessions	Method	Duration
<b>Welcome &amp; Introduction</b> The workshop will start off with introductions, followed by the workshop agenda, discuss expectations and ground rules.	Ice breaker	15 min
<b>What is ESG and Materiality?</b> In this session, we will cover key ESG concepts, such as sustainability, stakeholders, materiality, and ESG investing.	Lecture & group discussion	20 min
<b>The Materiality Assessment Process</b> In this session, we will cover the overview of conducting a materiality assessment. Process involves prepare with research, identify and engage stakeholders, design and conduct the assessment, and map the results.	Lecture	10 min
<b>Prepare with research</b> Preparing for a materiality assessment helps you to anticipate challenges, reduce redundancy and sets you up for success. In this session, we will explore the different areas of research to prepare you for the materiality assessment.	Lecture and demonstration	30 min
<b>Identify and engage stakeholders</b> Assessing materiality requires input from your stakeholders. In this session, we will learn to identify stakeholders and the ways to engage them.	Lecture and demonstration	30 min
<b>Design and conduct the assessment</b> When you have identified your stakeholders and material factors, you need to design an assessment. In this session, we will cover quantitative and qualitative assessment	Lecture and demonstration	30 min
<b>Map your materiality matrix</b> Once you have the results of your assessment, you will need to review and seek approval from your stakeholders. One powerful way is to use the materiality matrix.	Lecture and demonstration	20 min
<b>Group Presentation</b> Each group will be assigned a case study and will work together to complete the activity.	Group work and presentation	1 hour
<b>Action Plan &amp; Wrap-up</b> In the final session, each participant will draft a personal ESG action plan. The workshop will close with Q&As, thank yous, next steps and goodbyes.	Wrap-up	20 min

Durations are estimations.

TOTAL: 4 hours

# PART THREE

## ESG REPORTING

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The evolution of ESG is moving at lightning speed and can be overwhelming. Nearly every major country in the world is transitioning towards making sustainability reporting a mandatory requirement. In November 2022, the Corporate Sustainability Reporting Directive (CSRD), passed with a landslide vote in the European Parliament and became fully enforced in January 2023. The United States' Security and Exchange Commission (SEC), is set to finalise the Climate Change Disclosure rule in October 2023. The Asian stock exchanges in Japan, Thailand, Singapore and now Malaysia require ESG reporting.

*ESG Reporting is here to stay. But where do you start?*

### Learning Objective

In this workshop, we aim to equip learners with a step-by-step process for preparing and drafting an ESG report.

### Learning Outcome

At the end of the workshop, learners will be able to

- Identify the various ESG standards in sustainability reporting
- Gain an overview of the ESG reporting process
- Consider the Sustainability Reporting guidelines by Bursa Malaysia
- Create a sustainability reporting plan
- Developing reporting skills
- Monitor ESG metrics for annual reporting

### Who this course is for?

- Forward-thinking Business Leaders
- Business Development Professionals
- ESG Report Writers
- Anyone looking to develop their businesses and attract business partners, financing or investment
- Anyone involved in Sustainability and ESGs in any capacity

# ESG REPORTING BASICS OUTLINE

Sessions	Method	Duration
<b>Welcome &amp; Introduction</b> The workshop will start off with introductions, followed by the workshop agenda, discuss expectations and ground rules.	Ice breaker	15 min
<b>ESG Basics</b> In this session, we will cover key ESG concepts, such as sustainability, stakeholders, double materiality, and ESG investing. We will discuss the benefits and importance of ESG (transparency, accountability, reduced risk, improved performance).	Lecture & group discussion	20 min
<b>ESG Reporting Process: Considerations and Challenges</b> In this session, we will discuss about the challenges, considerations of ESG reporting and the ESG reporting process.	Lecture & group discussion	20 min
<b>Preparing and Planning</b> In this session, we will cover the steps needed to prepare for ESG reporting, which includes determining the scope, your business' sustainability maturity, stakeholder engagement and creating a plan.	Lecture and demonstration	20 min
<b>Materiality Mapping</b> In this session, we will briefly explore materiality, how to conduct an assessment and mapping your business's materiality.	Lecture and demonstration	30 min
<b>Data Collection and Calculate</b> In this session, we will go through the steps in data collection and calculation, determine benchmark, and define performance targets.	Lecture and demonstration	20 min
<b>Reporting, Communicating and Monitoring</b> Once data has been collected and analysed, the results needs to be visualised in a report, which will be communicated to the relevant stakeholders. Monitoring is keeping abreast with the changes in the industry and within your business.	Lecture	30 min
<b>Group Presentation</b> Each group will be assigned a case study and will work together to complete the activity.	Group work and presentation	1 hour
<b>Action Plan &amp; Wrap-up</b> In the final session, each participant will draft a personal ESG action plan. The workshop will close with Q&As, thank yous, next steps and goodbyes.	Wrap-up	20 min

Durations are estimations.

TOTAL: 4 hours

# PART 4 EMBEDDING ESG INTO BUSINESS



Whether you are a multinational or a local business, everyone has an important role in ensuring that we “meet the needs of the present without compromising the ability of future generations to meet their own needs” ([Brundtland Report, 1987](#)).

A one-time effort is not sufficient. A paradigm shift is needed to create a world where the future is not compromised. The best place to start is with your company.

*How to assimilate ESG into the bone and core values of the company.*

## **Learning Objective**

In this workshop, the objective is to explore ways to embed ESG into your company's vision, mission, policies and processes.

## **Learning Outcome**

At the end of the workshop, learners will be able to

- Explain key concepts in ESG
- Define your ESG strategy, sustainability statement and scope
- Recognise the importance of stakeholder engagement in defining ESG
- Discuss Sustainability Governance structures
- Identify the pillars of people, process and technology in ESG

## **Who this course is for?**

- Forward-thinking Business Leaders
- Leaders looking to develop ESG strategies
- Anyone looking to develop their businesses and attract business partners, financing or investment
- Anyone involved in Sustainability and ESGs in any capacity



# EMBEDDING ESG INTO BUSINESS OUTLINE

Sessions	Method	Duration
<b>Welcome &amp; Introduction</b> The workshop will start off with introductions, followed by the workshop agenda, discuss expectations and ground rules.	Ice breaker	15 min
<b>What is ESG?</b> In this session, we will cover key ESG concepts, such as sustainability, stakeholders, materiality, and ESG investing.	Lecture & group discussion	15 min
<b>ESG Strategy and Materiality Defined</b> In this session, we will discuss about how to define your company's ESG strategy, drafting of sustainability statement and defining your ESG scope that is based on your materiality assessment. We will also review ESG examples by PLC's in Malaysia.	Lecture and group discussion	30 min
<b>ESG Governance Structure</b> ESG requires the effort of everyone at all levels in a company. Therefore, you will need to transform your structure and embed ESG into your business. In this session, we will review case studies of ESG governance structures by PLC's in Malaysia.	Case studies	30 min
<b>Enabling PPT (People, Process, Technology)</b> Having the right structure in place is the first step to embedding ESG. Next, you need the right people, process and technology. In this session, we will discuss about the PPT elements needed to embed ESG in your company.	Lecture and group discussion	30 min
<b>Stakeholder Engagement</b> ESG cannot be done in isolation, it requires communicating and collaborating with your key internal and external stakeholders to ensure everyone is onboard. In this session, we will explore the importance of stakeholder engagement.	Lecture and demonstration	45 min
<b>Group Presentation</b> Each group will be assigned a case study and will work together to complete the activity.	Group work and presentation	1 hour
<b>Action Plan &amp; Wrap-up</b> In the final session, each participant will draft a personal ESG action plan. The workshop will close with Q&As, thank yous, next steps and goodbyes.	Wrap-up	15 min

TOTAL: 4 hours

Durations are estimations.

# 2 DAYS COMPLETE ESG REPORTING



It is inevitable. Eventually, all businesses in Malaysia will must have their ESG report. Bursa Malaysia has launched the ESG Reporting Platform, a mandatory requirement for all listed companies. Malaysia is the first country to launch an ESG guide for SMEs. But information abundant and overwhelming, where can you start?

We have distilled and curated relevant information, so that you can start drafting and publishing your ESG report immediately (almost). This is an interactive 2-day workshop where learners will gain an overview of ESG and learn to put together a stunning ESG report.

*It's the hero's journey from Newbies to Mastery in ESG.*

## Learning Objective

In this workshop, we aim to equip learners with the historical and contextual understanding of ESG and the relevant skills in preparing, drafting and publishing an ESG report.

## Learning Outcome

At the end of the workshop, learners will be able to

- Define the purpose and meaning of Environment, Social and Governance (ESG)
- Recognise the impact ESG on businesses
- Gain an overview of the ESG reporting process
- Identify the various ESG standards in sustainability reporting
- Explain key concepts & required steps in conducting a materiality assessment
- Identify key metrics in monitoring prioritised material issues
- Create a sustainability reporting plan
- Developing reporting skills
- Monitor ESG metrics for annual reporting

## Who this course is for?

- Forward-thinking Business Leaders
- Business Development Professionals
- ESG Report Writers
- Anyone looking to develop their businesses and attract business partners, financing or investment
- Anyone involved in Sustainability and ESGs in any capacity

# ESG REPORTING LIVE OUTLINE - DAY 1

Sessions	Method	Duration
<b>Welcome &amp; Introduction</b> The workshop will start off with introductions, followed by the workshop agenda, discuss expectations and ground rules.	Ice breaker	0900 45 min
<b>What is ESG?</b> In this session, we will cover key ESG concepts, background and their underlying principles. We will discuss the growing global ESG trend, challenges of ESG and how ESG may impact your business.	Lecture & group discussion	0945 1 hour
<b>Morning Break 1045 (15min)</b>		
<b>ESG Risk and Opportunities</b> In this session, we will review case studies of how businesses run into risks and opportunities. We will guide you through simple steps to conduct ESG risk and opportunities analysis for your business.	Case studies and individual activity	1100 1 hour
<b>ESG Standards and Framework: Where to start?</b> In this session, we will briefly explore the various standards and frameworks used and how it relates to sustainability reporting.	Lecture and demonstration	1200 30 min
<b>Lunch 1230 (1 hour)</b>		
<b>ESG Reporting Process</b> In this session, we will discuss about the challenges, considerations of ESG reporting and the ESG reporting process.	Lecture and group activity	1330 30 min
<b>Preparing and Planning</b> In this session, we will cover the steps needed to prepare for ESG reporting,	Lecture and demonstration	1400 30 min
<b>Identify and engage stakeholders</b> In this session, we will learn to identify stakeholders, create a stakeholder management plan and the ways to engage them.	Lecture and demonstration	1430 30 min
<b>Afternoon Break 1500 (15min)</b>		
<b>Group Activity</b> In a group, we will put together a reporting plan and a stakeholder engagement plan	Group Activity	1515 1.5 hours
<b>Wrap-up Day 1</b> At the end of the day, summarise learnings and give participants homework.	Wrap-up	1645 15 min

TOTAL: 8 hours

Durations are estimations.

# ESG REPORTING LIVE OUTLINE - DAY 2

Sessions	Method	Duration
<b>Welcome &amp; Recap</b> The workshop will start off with introductions, followed by the workshop agenda, discuss expectations and ground rules.	Review	0900 30 min
<b>Materiality Assessment</b> In this session, we will explore materiality, it's importance and how to conduct an assessment. In a group, you will create a materiality assessment.	Demonstration and group activity	0930 1 hour
<b>Morning Break 1030 (15min)</b>		
<b>Materiality Mapping Continued</b> Once you have the results of your assessment, you will need to review and seek approval from your stakeholders, using materiality matrix.	Group Activity	1045 1.25 hour
<b>Data Collection and Calculate</b> In this session, we will go through the steps in data collection and calculation, determine benchmark, and define performance targets.	Lecture and demonstration	1200 30 min
<b>Lunch 1230 (1 hour)</b>		
<b>Reporting, Communicating and Monitoring</b> Once data has been collected and analysed, the results needs to be visualised in a report, communicated to stakeholders and monitored for updates in your business and industry.	Lecture	1330 30 min
<b>Putting it together</b> Participants work in groups to draft their ESG report based on case study.	Group Activity	1400 1 hour
<b>Afternoon Break 1515 (15 min)</b>		
<b>Group Presentation</b> Each group will present their ESG report.	Group work and presentation	1530 1 hour
<b>Action Plan &amp; Wrap-up</b> In the final session, each participant will draft a personal ESG action plan. The workshop will close with Q&As, thank yous, next steps and goodbyes.	Wrap-up	1630 30 min

TOTAL: 8 hours

Durations are estimations.



# COMPLETE 3 PARTS JOURNEY INTO SOCIAL SUSTAINABILITY

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PROGRAM 2



THE PATHWAY FOR  
THOSE WHO  
POSSESS A  
FOUNDATIONAL  
GRASP OF ESG  
CONCEPTS

Enhance strategic approach to social issues within the corporate landscape. Engage with our programme and be that change-maker who leverages sustainability not just as an ethical mandate but as a bedrock for long-term business success.

# SOCIAL SUSTAINABILITY

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People makes the world go round and bear the consequences of climate change and inequality.

The Social Sustainability pathway is a series of workshops covering exploring basics social sustainability, as well as its links to human rights and DEI.

\*ESG Pathway (See page 2) is optional. For those who are already familiar with ESG, but want to know more about Social Sustainability you can jump straight into Social Sustainability.

## ESG Fundamental \*

You've completed your ESG pathway and would now like to venture down the path of social sustainability.



### Part 1 Social Sustainability Basics

Learn the basics of social sustainability, how businesses have an impact and what they can do to improve it.



### Part 2 Bridging The Human Rights Gap

Make the link between ESG and human rights to foster sustainable societies.



### Part 3 ESG & Diversity, Equity & Inclusion (DEI)

Incorporating DEI is key to keeping your business sustainable. Learn to link DEI with ESG.

# PART 1

## INTRODUCTION TO SOCIAL SUSTAINABILITY

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### Learning Objective

In this workshop, we will introduce the concept of social sustainability.

*How businesses can be involved and why it is the most important ESG factor.*

### Learning Outcome

**At the end of the workshop, learners will be able to**

- Gain a historical insight in Sustainable Development and the roots of Social Sustainability
- Recognise the role of businesses in social sustainability
- Recognise risk as the basis of social sustainability
- Review social sustainability case studies
- Identify social sustainability indicators in well-known ESG standards and frameworks

### Who this course is for?

- Forward-thinking Business Leaders
- Leaders looking to develop Social Sustainability in their ESG strategies
- Human Resources
- ESG Report Writers
- Anyone involved in Sustainability and ESGs in any capacity

# INTRODUCTION TO SOCIAL SUSTAINABILITY OUTLINE

Sessions	Method	Duration
<b>Welcome &amp; Introduction</b> The workshop will start off with introductions, followed by the workshop agenda, discuss expectations and ground rules.	Ice breaker	15 min
<b>What is Sustainability Development and Social Sustainability?</b> In this session, we will cover key concepts related to sustainable development, and social sustainability. We will dive into the history of sustainable development and the current trends and challenges of social sustainability.	Lecture & group discussion	40 min
<b>Businesses and Social Sustainability</b> In this session, we will explore the business case for social sustainability. We will also review case studies of businesses engaging in social sustainability for risk reduction.	Lecture & case studies	45 min
<b>Social Sustainability Standards and Framework</b> In this session, we will review social sustainability indicators in the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and the UN Global Compact framework.	Lecture & Demonstration	50 min
<b>Group Work &amp; Presentation</b> Each group will be assigned a case study and will work together to complete the activity.	Group work	1 hour
<b>Action Plan &amp; Wrap-up</b> In the final session, each participant will draft a personal ESG action plan. The workshop will close with Q&As, thank yous, next steps and goodbyes.	Wrap-up	20 min

TOTAL: 4 hours

Durations are estimations.



# PART 2

## ESG: BRIDGING THE HUMAN RIGHTS GAP



### Learning Objective

The objective of this workshop is to provide an overview of human rights. What you can do in terms of Human Rights.

*How to incorporate human rights indicators in your ESG reporting.*

### Learning Outcome

At the end of the workshop, learners will be able to

- Explain key concepts in human rights
- Gain a historical understanding of human rights
- Recognise the challenges of human rights in the workplace
- Review human rights case studies
- Define UN's Guiding Principles on Business and Human Rights
- Identify and calculate human rights indicators in known ESG standards and frameworks

### Who this course is for?

- Forward-thinking Business Leaders
- Leaders looking to develop Social Sustainability in their ESG strategies
- Human Resources
- ESG Report Writers
- Anyone involved in Sustainability and ESGs in any capacity

# ESG: BRIDGING THE HUMAN RIGHTS GAP

Sessions	Method	Duration
<b>Welcome &amp; Introduction</b> The workshop will start off with introductions, followed by the workshop agenda, discuss expectations and ground rules.	Ice breaker	15 min
<b>What is Human Rights?</b> In this session, we will cover definition and historical significance of the Universal Declaration of Human Rights by the United Nations in 1948. We will also discuss the challenges of realising human rights and its links to ESG.	Lecture & group discussion	45 min
<b>The Business Case for Human Rights Protection</b> In this session, we will discuss case studies related to the protection, or violation, of human rights and its impact on businesses and societies.	Lecture & case studies	45 min
<b>UN Guiding Principles of Business and Human Rights and other ESG Standards</b> In this session, we will review the UN Guiding Principles of Business and Human Rights as well as human indicators in GRI and SASB.	Lecture & Demonstration	50 min
<b>Group Work &amp; Presentation</b> Each group will be assigned a case study and will work together to complete the activity.	Group work	1 hour
<b>Action Plan &amp; Wrap-up</b> In the final session, each participant will draft a personal ESG action plan. The workshop will close with Q&As, thank yous, next steps and goodbyes.	Wrap-up	15 min

TOTAL: 4 hours

Durations are estimations.

# PART 3

## SOCIAL SUSTAINABILITY: DIVERSITY, EQUITY & INCLUSION



### **Learning Objective**

The objective of this workshop is to provide an overview of diversity, equity and inclusion (DEI) and why it matters to your company.

*How to incorporate DEI indicators in your ESG reporting.*

### **Learning Outcome**

At the end of the workshop, learners will be able to

- Explain key concepts in DEI
- Recognise the challenges of DEI in the workplace
- Review DEI case studies related to ESG
- Identify DEI indicators in known ESG standards and frameworks

### **Who this course is for?**

- Forward-thinking Business Leaders
- Leaders looking to develop Social Sustainability in their ESG strategies
- Human Resources
- ESG Report Writers
- Anyone involved in Sustainability and ESGs in any capacity

# SOCIAL SUSTAINABILITY: DIVERSITY, EQUITY & INCLUSION

Sessions	Method	Duration
<b>Welcome &amp; Introduction</b> The workshop will start off with introductions, followed by the workshop agenda, discuss expectations and ground rules.	Ice breaker	15 min
<b>What is Social Sustainability and DEI?</b> In this session, we will cover key concepts related to social sustainability and diversity, equity and inclusion (DEI). We will explore the its history, current trends and challenges of DEI.	Lecture & group discussion	45 min
<b>The Business Case for DEI</b> In this session, we will explore the business case for DEI. We will also review business successes and failures in their DEI initiatives and discuss the potential of DEI in your business.	Lecture & case studies	45 min
<b>DEI Standards and Framework</b> In this session, we will review DEI indicators in the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and Sustainable Development Goals (SDG) framework. We will also discuss the possible challenges of DEI metrics in ESG reporting.	Lecture & Demonstration	50 min
<b>Group Work &amp; Presentation</b> Each group will be assigned a case study and will work together to complete the activity.	Group work	1 hour
<b>Action Plan &amp; Wrap-up</b> In the final session, each participant will draft a personal ESG action plan. The workshop will close with Q&As, thank yous, next steps and goodbyes.	Wrap-up	15 min

TOTAL: 4 hours

Durations are estimations.



## NEXT STEPS

***Together, we will ensure that your team is not just trained but truly transformed.***

With our expert Intercultural Psychologist and your dedication, there's no limit to the progress you can achieve.



### Reach out to Us

Contact our team (ie. contact details at the bottom of this page) to discuss any necessary programme alterations.



### Finalise Details

Ensure you have shared all the vital details that can affect the training—anything from specific skill sets that need addressing to logistical requirements for your team.



### Finalise and schedule date for the training

Agree on suitable dates that accommodate your team leaders' busy agendas yet allow full, attentive participation.



### Submit an initial payment of 30% of the total fee

Promptly submitting the initial payment will cement your dates and assist in efficient programme administration.

### Ready to take the next step?

Contact **Lau** at **016-328 6312** or email [hweichoong@synergymas.com](mailto:hweichoong@synergymas.com). We'll begin tailoring the programmes to your company's objectives.

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*We are approved HRDCorp Training Provider.*

**SYNERGY TAS**

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SECTION 13, 46100 PETALING JAYA, SELANGOR.