BLACKBIRD FOR TRAINING

ESG Foundation Course

8 – 12 March 2027
Amsterdam (Netherlands)



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Introduction

Environmental, Social, and Governance ESG principles have become essential components of modern business strategy and sustainable development. Investors, regulators, customers, employees, and other stakeholders increasingly expect organizations to demonstrate responsible environmental practices, social accountability, and strong governance structures.

This comprehensive foundation course provides participants with a practical understanding of ESG concepts, frameworks, reporting requirements, and implementation strategies. It explores how organizations can integrate ESG principles into decision-making processes, risk management practices, corporate governance structures, and sustainability initiatives.

Through practical examples, case studies, and interactive discussions, participants will gain the knowledge necessary to understand ESG requirements, evaluate organizational performance, and contribute to sustainable business success.

Course Objectives

By the end of this course, participants will be able to:

- Understand the fundamentals of Environmental, Social, and Governance ESG principles.
- Recognize the importance of ESG in modern business and investment decisions.
- Understand the relationship between ESG, sustainability, and corporate responsibility.
- Identify key ESG risks, opportunities, and performance indicators.
- Understand environmental sustainability challenges and climate-related risks.
- Explore social responsibility and stakeholder engagement practices.
- Understand governance structures and ethical business practices.
- Interpret ESG reporting and disclosure requirements.
- Recognize major international ESG frameworks and standards.
- Support the integration of ESG principles into organizational strategies.
- Contribute to sustainable business practices and long-term value creation.
- Enhance awareness of emerging ESG trends and regulatory developments.



Course Outline

Day 1: Introduction to ESG and Sustainable Business Practices

- Overview of ESG concepts and terminology.
- Evolution of sustainability and responsible business practices.
- Business case for ESG adoption.
- ESG drivers and stakeholder expectations.
- ESG risks and opportunities for organizations.
- Relationship between ESG and corporate strategy.
- Sustainable development goals and global sustainability initiatives.
- ESG trends in global markets.
- Introduction to responsible investment principles.
- Case study on ESG implementation in leading organizations.

Day 2: Environmental Pillar of ESG

- Environmental sustainability fundamentals.
- Climate change and its business implications.
- Carbon emissions and greenhouse gas management.
- Energy efficiency and renewable energy initiatives.
- Water management and conservation strategies.
- Waste management and circular economy principles.
- Biodiversity and environmental protection considerations.
- Environmental risk assessment methodologies.
- Environmental performance indicators and metrics.
- Workshop on evaluating environmental performance.

Day 3: Social Pillar of ESG

- Social responsibility and stakeholder engagement.
- Employee well-being, health, and safety.
- Diversity, equity, and inclusion practices.
- Human rights and labor standards.
- Employee development and talent management.
- Community engagement and social impact initiatives.
- Customer responsibility and consumer protection.
- Supply chain sustainability considerations.
- Social performance measurement and reporting.
- Case study on successful social sustainability programs.



Day 4: Governance Pillar of ESG

- Fundamentals of corporate governance.
- Board responsibilities and governance structures.
- Ethical business conduct and organizational integrity.
- Anti-corruption and anti-bribery practices.
- Risk management and internal control systems.
- Compliance and regulatory governance.
- Transparency and accountability mechanisms.
- Data protection and cybersecurity governance.
- Governance performance indicators.
- Workshop on assessing governance effectiveness.

Day 5: ESG Reporting, Disclosure, and Implementation

- Introduction to ESG reporting and disclosure practices.
- Overview of major ESG reporting frameworks and standards.
- ESG data collection and management.
- Materiality assessment and stakeholder expectations.
- Sustainability and climate-related disclosures.
- ESG performance measurement and key indicators.
- Integrating ESG into organizational strategy.
- Developing ESG implementation roadmaps.
- Common implementation challenges and best practices.
- Final workshop on building an ESG framework for an organization.

Why Attend this Course

- Gain a comprehensive understanding of ESG fundamentals.
- Learn how ESG influences business performance and investment decisions.
- Understand key environmental, social, and governance issues.
- Improve awareness of sustainability and corporate responsibility practices.
- Develop the ability to identify ESG risks and opportunities.
- Understand ESG reporting and disclosure requirements.
- Support organizational sustainability initiatives.
- Enhance governance and risk management practices.
- Strengthen professional knowledge in a rapidly growing field.
- Contribute to long-term organizational resilience and value creation.



Conclusion

ESG has become a critical component of organizational success, influencing investment decisions, stakeholder trust, regulatory compliance, and long-term sustainability. Organizations that effectively integrate ESG principles into their operations are better positioned to manage risks, create value, and achieve sustainable growth.

This course provides participants with a solid foundation in ESG concepts, frameworks, and implementation practices, enabling them to support sustainability initiatives, improve organizational performance, and contribute to responsible business practices in an increasingly sustainability-focused world.

