

ESG - Environmental Social and Governance Training Program

Day 1

1. Introduction to ESG

1.1. Understanding ESG

- Definition and components of ESG
- Importance of ESG in real estate development
- Overview of ESG trends and regulations

1.2. The Business Case for ESG

- Benefits of ESG for real estate companies
- Impact on profitability, reputation, and risk management
- Case studies of successful ESG integration in real estate

1.3. ESG Frameworks and Standards

- Introduction to major ESG frameworks (e.g., GRI, SASB, TCFD)
- How these frameworks apply to real estate

2. Environmental Stewardship

2.1. Environmental Impact of Real Estate Development

- Key environmental issues (e.g., energy consumption, waste management, water usage)
- Understanding the lifecycle of real estate projects

2.2. Sustainable Building Practices

- Green building certifications (e.g., LEED, BREEAM)
- Best practices in sustainable design and construction

2.3. Climate Change and Resilience

- Assessing and mitigating climate risks
- Strategies for building resilience against climate impacts

2.4. Energy and Resource Efficiency

- Innovations in energy-efficient technologies
- Strategies for reducing the carbon footprint of developments

Day 2

3. Social Responsibility

3.1. Community Engagement and Impact

- The importance of engaging with local communities
- Techniques for effective stakeholder communication

3.2. Diversity, Equity, and Inclusion (DEI)

- DEI principles and their relevance to real estate
- Implementing DEI initiatives within the company and projects

3.3. Health and Safety

- Ensuring health and safety standards on construction sites
- Designing spaces that promote well-being for occupants

3.4. Human Rights and Labor Practices

- Understanding and addressing human rights issues
- Ethical labor practices in the supply chain

4. Governance and Ethical Management

4.1. Corporate Governance Structures

- Role of governance in ESG
- Best practices in corporate governance for real estate firms

4.2. Compliance and Risk Management

- Navigating ESG regulations and compliance requirements
- Risk assessment and management strategies

4.3. Transparency and Reporting

- Importance of transparency in ESG reporting
- How to prepare and communicate ESG reports effectively

4.4. Ethical Decision-Making

- Frameworks for ethical decision-making
- Addressing and preventing conflicts of interest

Day 3

5. Implementing ESG Strategies

5.1. Developing an ESG Strategy

- Steps to create and integrate an ESG strategy within the company
- Setting ESG goals and performance metrics

5.2. ESG Integration in Projects

- Applying ESG principles throughout the project lifecycle
- Case studies of ESG integration in real estate developments

5.3. Monitoring and Evaluation

- Tools and techniques for monitoring ESG performance
- Evaluating and improving ESG practices

5.4. Change Management

- Strategies for leading ESG initiatives and managing change
- Overcoming common challenges in ESG implementation

6. Practical Workshops and Case Studies

6.1. Interactive Workshops

- ESG scenario analysis and problem-solving exercises
- Group discussions and role-playing on ESG issues

6.2. Case Studies

- Review of real-world ESG challenges and solutions in real estate
- Lessons learned and best practices from industry leaders

Day 4

7. Conclusion and Next Steps

7.1. Recap of Key Learnings

- Summary of key takeaways from the training
- Reflection on how to apply these learnings

7.2. Action Plan Development

- Creating a personalized action plan for ESG implementation
- Setting goals and timelines for applying ESG practices

7.3. Resources and Support

- Access to further reading, tools, and resources
- Information on ongoing support and training opportunities

Revision

Q&A