

# Masterclass: Certificate in Practical ESG Guides for HR

***“Transform HR practices with actionable ESG strategies”***

This 2-day training is designed to empower HR professionals to integrate Environmental, Social, and Governance (ESG) principles into their roles, driving sustainability, ethical leadership, and social responsibility within their organisations.

## Learning Outcome



**TRAINER**

**Eliza Ng**

**HKIHRM  
ESG COMMITTEE MEMBER**

- ✓ Understand the importance of ESG and its relevance to HR
- ✓ Gain practical tools and strategies to integrate ESG into HR practices
- ✓ Develop actionable plans to drive ESG initiatives within organisations
- ✓ Be equipped to measure and communicate HR's contribution to ESG goals



Member

Non-member

Early Bird Offer  
by 30 Apr

**HK\$5,200**

**HK\$6,000**

Course Fee

**HK\$5,600**

**HK\$6,400**

**Enrol Now**



**Scan for Details**



Cantonese  
with English materials



23 & 30 May 2025 (Friday)  
9:30am – 5:00pm



HKIHRM, Units 1810-15, 18/F, Millennium City 2, 378 Kwun Tong Road, Kwun Tong, Kowloon  
(3-minute walk from Ngau Tau Kok MTR station exit A)



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*"I'm excited to invite you to join our upcoming workshop on "Practical ESG Guides for HR," where you'll discover essential strategies for integrating ESG principles into your HR practices. This isn't just about compliance; it's about creating a workplace that reflects our values and makes a positive impact. Let's connect, learn, and drive meaningful change within our organisations! Register now to transform your HR practices with actionable ESG insights.*  
***I can't wait to see you there!"***

## Course Outline

### 1. Understanding ESG and Its Relevance to HR

- What is ESG?
- The role of HR in driving ESG initiatives
- Why ESG matters for talent attraction, retention, and employer branding

### 2. The "Social" Pillar: HR's Core Contribution

- Diversity, Equity, and Inclusion (DEI) as a key ESG component
- Employee well-being and mental health initiatives
- Fair labour practices and ethical supply chains

### 3. Environmental Sustainability and HR's Role

- Green workplace initiatives (e.g., reducing carbon footprint, waste management)
- Employee engagement in sustainability programmes
- Aligning HR policies with environmental goals (e.g., remote work, green commuting)

### 4. Governance and Ethical Leadership

- Promoting transparency and accountability in HR practices
- Ethical decision-making and compliance training
- Whistleblower policies and anti-corruption measures

### 5. Building an ESG-Driven HR Strategy

- Aligning HR goals with organisational ESG objectives
- Developing ESG-focused KPIs for HR
- Communicating ESG initiatives to employees and stakeholders

### 6. ESG in Talent Management

- Attracting ESG-conscious talent
- Incorporating ESG into onboarding and training programmes
- Performance management and ESG alignment

### 7. Measuring and Reporting ESG Impact

- Key metrics for tracking ESG performance in HR
- Tools and frameworks for ESG reporting (e.g., GRI, SASB)
- Communicating ESG achievements to stakeholders

### 8. Overcoming Challenges and Driving Change

- Resistance to change and how to manage it
- Securing leadership buy-in for ESG initiatives
- Building a culture of sustainability and responsibility

