# Advanced Environmental, Social, and Governance (ESG) in Biopharma Training Course

Professional Development Training Course Outline

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| **Category** | Biotechnology and Pharmaceutical Development | **Duration** | 10 Days |
| **Base Fee** | $4,000 USD | **Delivery Mode** | Online / On-site Hybrid |

## Course Introduction

The global biopharmaceutical industry is undergoing a paradigm shift, where financial performance is inextricably linked to sustainable value creation and robust ESG practices. Advanced Environmental, Social, and Governance (ESG) in Biopharma Training Course is essential for leaders to transition from basic ESG compliance and greenwashing to genuine ESG leadership and corporate resilience. Participants will gain the specialized knowledge to navigate complex material issues unique to the biopharma sector, such as access to medicines, clinical trial diversity, Scope 3 decarbonization of complex supply chains, and advanced R&D ethics. Mastering these areas is no longer optional; it is a strategic imperative that secures investor attraction, mitigates significant operational and reputational risk, and ensures long-term stakeholder trust in a post-pandemic, ESG-focused business landscape.

This course goes beyond foundational reporting, focusing on integrating sustainability strategy into core business functions from early-stage drug discovery and development to global market access and post-market vigilance. By analyzing global standards like SASB, GRI, and TCFD, and leveraging data analytics and AI for ESG, participants will develop the practical skills to set ambitious, measurable Net-Zero targets, optimize resource-intensive manufacturing, and drive a culture of ethical governance and social impact. The ultimate goal is to equip biopharma professionals to translate complex ESG challenges into tangible competitive advantages and measurable long-term value creation

## Programme Curriculum

**Advanced Environmental, Social, and Governance (ESG) in Biopharma Training Course**

**Introduction**

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**Course Duration**

10 days

**Course Objectives**

Upon completion, participants will be able to:

1. Strategically embed a bespoke ESG Materiality Assessment within the biopharma corporate strategy.
2. Analyze and apply global ESG Reporting Frameworks specific to the life sciences sector.
3. Develop a robust strategy for Net-Zero Transition Planning and Scope 3 Decarbonization across the pharmaceutical supply chain.
4. Implement Circular Economy principles and Green Chemistry practices in API manufacturing and waste management.
5. Formulate data-driven strategies for enhancing Access to Medicines and addressing Global Health Equity challenges.
6. Lead Human Capital Management efforts, focusing on DEI in clinical trials and the workforce.
7. Identify and mitigate critical Climate Risk and Water Security challenges for large-scale biopharma operations.
8. Establish and monitor Anti-Microbial Resistance (AMR) stewardship and responsible pharmaceutical disposal policies.
9. Apply advanced ESG Data Analytics and AI Governance tools for performance measurement and risk forecasting.
10. Benchmark and improve the company's performance against key ESG Ratings to enhance Investor Relations.
11. Design and audit an Ethical R&D and Clinical Trials governance structure to ensure patient safety and data integrity.
12. Translate strong ESG performance into measurable Cost Savings and a significant Market Competitiveness advantage.
13. Drive internal change by championing a culture of Stakeholder Capitalism and transparent ESG Assurance.

**Organizational Benefits**

- Risk Mitigation & Resilience.
- Access to Capital & Valuation.
- Enhanced Reputation & Trust.
- Operational Efficiency & Cost Savings.
- Talent Attraction & Retention.
- Regulatory Compliance & Foresight.

**Target Audience**

1. Chief Sustainability Officers (CSOs) / VP, ESG & Corporate Responsibility
2. Directors of Investor Relations (IR) & Corporate Communications
3. Heads of Supply Chain, Procurement, and Operations
4. R&D and Drug Development Managers
5. Heads of Legal, Risk, and Regulatory Compliance
6. Senior Finance Managers and Financial Controllers
7. Board Members and Executive Leadership Team members
8. Environmental, Health, and Safety Managers

**Course Modules**

**Module 1: The Strategic Mandate of Advanced ESG in Biopharma**

- Understanding the shift from CSR to Sustainable Value Creation and Stakeholder Capitalism.
- Analyzing the unique Materiality Issues in life sciences
- Linking ESG Performance directly to Financial Performance and market valuation.
- The role of the Board and Executive Leadership in driving the ESG agenda.
- Case Study: Analysis of GSK's evolution in integrating ESG into executive compensation and long-term strategy.

**Module 2: Global ESG Reporting and Disclosure Mastery**

- Deep dive into the architecture of GRI, SASB, TCFD, and IFRS S1/S2 standards.
- Navigating the complexities of the EU Corporate Sustainability Reporting Directive and double materiality.
- Best practices for effective and verified ESG Data Collection and Assurance.
- Structuring the annual ESG Report for maximum impact on investors and the public.
- Case Study: Benchmarking Novartis?ÇÖs annual integrated report against competitor disclosures using SASB metrics.

**Module 3: Environmental Pillar: Climate Risk & Net-Zero Transition**

- Calculating and reducing Scope 1, 2, and 3 GHG Emissions using the GHG Protocol.
- Developing and stress-testing an ambitious, science-based Net-Zero roadmap.
- Identifying and mitigating Physical and Transition Risks
- Strategies for transitioning to 100% Renewable Energy Sourcing for global facilities.
- Case Study: Examining AstraZeneca?ÇÖs Ambition Zero Carbon strategy and its Scope 3 engagement efforts.

**Module 4: Green Chemistry and Sustainable Operations**

- Implementing the 12 Principles of Green Chemistry in Active Pharmaceutical Ingredient manufacturing.
- Advanced Waste Management and the goal of Zero Waste to Landfill for pharmaceutical residue.
- Strategies for achieving Water Stewardship in water-stressed regions of operation.
- Adopting Sustainable Packaging and minimizing single-use plastics in the value chain.
- Case Study: Review of Sanofi's water-saving innovations at manufacturing sites and its "Planet Mobilization" program.

**Module 5: Social Pillar: Access to Medicines & Pricing**

- Developing Responsible Pricing and Equitable Access models for essential medicines.
- Strategies for combatting Antimicrobial Resistance through R&D and stewardship.
- Implementing Patient Safety and product quality governance across the lifecycle.
- Expanding global reach through Donation Programs and non-profit partnerships.
- Case Study: Analysis of the Access to Medicine Index rankings and the strategies of top performers like Johnson & Johnson.

**Module 6: Social Pillar: Clinical Trial Diversity and Ethics**

- Designing strategies to ensure Diversity, Equity, and Inclusion among clinical trial participants.
- Upholding Human Rights Due Diligence in global research and development operations.
- Implementing ethical safeguards for the use of patient data and biobanking.
- Fostering a culture of Fair Labor Practices and employee well-being globally.
- Case Study: Deep dive into a major pharma company's response to an ethical breach in an outsourced clinical trial.

**Module 7: Governance Pillar: Anti-Corruption and Ethics**

- Establishing a world-class Anti-Bribery and Corruption and Anti-Fraud program.
- Ensuring Board Diversity and independence for effective oversight of ESG strategy.
- Implementing robust Whistleblower Protectors and clear channels for ethical reporting.
- Integrating ESG into Enterprise Risk Management and internal audit functions.
- Case Study: Review of a major corporate fine and the subsequent governance overhaul to prevent repeat offenses.

**Module 8: Sustainable Supply Chain Management**

- Mapping and assessing ESG Risks across the complex, multi-tiered pharmaceutical supply chain.
- Implementing Supplier Codes of Conduct covering labor rights and environmental standards.
- Strategies for measuring and reducing Scope 3 Supply Chain Emissions.
- Leveraging Sustainable Procurement to favor eco-friendly and ethical vendors.
- Case Study: Analyzing how Roche addresses forced labor risks and environmental compliance in its raw material sourcing.

**Module 9: ESG Data Analytics and Digital Integration**

- Utilizing ESG Software Platforms for centralized data collection and tracking KPIs.
- Leveraging Artificial Intelligence (AI) for ESG risk forecasting and sentiment analysis.
- Applying advanced Data Visualizations for internal and external performance communication.
- Integrating ESG data with traditional Financial Reporting
- Case Study: Demonstration of an AI tool predicting regulatory compliance gaps in a supply chain segment.

**Module 10: Investor Relations and ESG Ratings Management**

- Understanding the priorities of key ESG Investors
- Strategies for responding effectively to investor questionnaires and ratings agencies
- Proactively communicating a clear ESG value proposition to the financial community.
- Leveraging strong ratings to reduce the Cost of Capital
- Case Study: Simulated IR presentation focused on defending an improved Sustainalytics rating to a panel of mock investors.

**Module 11: Innovation, R&D, and Sustainable Products**

- Integrating sustainability criteria into the early stages of Drug Discovery and R&D.
- Developing and commercializing Sustainable and Low-Carbon Drugs and Devices.
- Assessing the Life Cycle Assessment (LCA) of pharmaceutical products.
- Fostering Open Innovation and collaboration for industry-wide sustainability solutions.
- Case Study: Review of a biopharma company's successful launch of a drug with a reduced environmental footprint, from manufacturing to disposal.

**Module 12: Water and Waste in the Biopharma Lifecycle**

- Advanced techniques for managing Pharmaceuticals in the Environment (PiE).
- Implementing best-in-class Wastewater Treatment for active pharmaceutical ingredients.
- Designing and implementing a comprehensive Hazardous Waste Management plan.
- Strategies for corporate Water Neutrality or positive water impact.
- Case Study: Analysis of a major European pharma company's self-imposed stricter limits on antibiotic discharge compared to national law.

**Module 13: Corporate Purpose and Stakeholder Engagement**

- Defining and embedding a compelling Corporate Purpose aligned with the UN SDGs.
- Developing an effective Stakeholder Engagement plan
- Managing potential Greenwashing risks in public communications and marketing.
- Building internal consensus and capabilities for sustained ESG momentum.
- Case Study: Evaluation of how Bayer responded to a high-profile NGO criticism regarding a social or environmental issue.

**Module 14: Measuring and Valuing Social Impact**

- Methods for quantifying the Social Return on Investment of access to medicines programs.
- Measuring and reporting on key Human Capital Metrics
- Developing and tracking KPIs for Community Investment and local health initiatives.
- Understanding the linkages between employee well-being and Operational Productivity.
- Case Study: Deep dive into an Indian pharma company's successful community health and sanitation program and its measurable social outcomes.

**Module 15: Future of ESG in Biopharma and Emerging Trends**

- The growing impact of Biodiversity Loss and related dependencies on the sector.
- Preparing for global expansion under increasingly stringent Trade and ESG Regulations.
- Integrating Digital Health Ethics and cybersecurity into the governance framework.
- The rise of Taxes for ESG Reporting and compliance costs.

- Case Study: Forecasting the impact of a future Pandemic Response on biopharma's social and governance responsibilities.

**Training Methodology**

The course employs an **Advanced Executive Learning** methodology, prioritizing practical application and strategic decision-making:

- Interactive Workshops.
- Real-World Case Studies.
- Framework Application Exercises.
- Action Planning & Peer Review.
- Scenario-Based Simulations

**Register as a group from 3 participants for a Discount**

**Send us an email: info@fineskilltrainingcenter.org or call** +254769199797

**Certification**

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

**Tailor-Made Course**

We also offer tailor-made courses based on your needs.

**Key Notes**

**a.** The participant must be conversant with English.

**b.** Upon completion of training the participant will be issued with an Authorized Training Certificate

**c.** Course duration is flexible and the contents can be modified to fit any number of days.

**d.** The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

**e.** One-year post-training support Consultation and Coaching provided after the course.

**f.** Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

## Upcoming Scheduled Sessions

| Start Date | End Date | Location | Price |
|---|---|---|---|
| **23 Nov 2026** | 04 Dec 2026 | Online | $2,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $3,000 |

| Start Date | End Date | Location | Price |
|---|---|---|---|
| **23 Nov 2026** | 04 Dec 2026 | Physical | $6,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $6,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $12,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $9,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $12,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $12,000 |

Ready to enroll or request a customized program? Book online or contact us:

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