ESG and Labour Rights Compliance Training Course

Professional Development Training Course Outline

Category	Trade Unions	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Environmental, Social, and Governance (ESG) and Labour Rights Compliance have become critical business priorities across global supply chains, manufacturing industries, financial institutions, agribusiness, logistics, energy, construction, and service sectors. Companies failing to meet ESG and labour compliance obligations face growing risks including reputational damage, investor scrutiny, supply chain disruptions, legal penalties, ESG rating downgrades, and restricted market access.

ESG and Labour Rights Compliance Training Course equips participants with practical tools, risk mitigation strategies, sustainability reporting skills, and ethical business practices required to build resilient and responsible organizations. The course integrates emerging global trends such as climate governance, human rights due diligence, responsible procurement, social impact measurement, carbon accountability, ethical auditing, gender equity, stakeholder engagement, and corporate sustainability transformation.

Programme Curriculum

ESG and Labour Rights Compliance Training Course

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responsible organizations. The course integrates emerging global trends such as climate governance, human rights due diligence, responsible procurement, social impact measurement, carbon accountability, ethical auditing, gender equity, stakeholder engagement, and corporate sustainability transformation.

Course Duration

5 Days

Course Objectives

1. Understand global ESG frameworks, sustainability standards, and labour rights regulations.
2. Implement Human Rights Due Diligence (HRDD) systems across operations and supply chains.
3. Develop ESG risk assessment and compliance monitoring mechanisms.
4. Strengthen workplace health, safety, and occupational compliance programs.
5. Apply Environmental and Social Governance reporting and disclosure standards.
6. Enhance ethical sourcing and responsible procurement practices.
7. Identify modern slavery, forced labour, and child labour risks within supply chains.
8. Build Diversity, Equity, and Inclusion (DEI) compliance strategies.
9. Conduct ESG audits and labour rights compliance assessments.
10. Integrate climate resilience and carbon management strategies into operations.
11. Improve stakeholder engagement and social impact accountability.
12. Develop corrective action plans for ESG non-compliance and labour violations.
13. Align corporate sustainability initiatives with SDGs, UNGPs, and ESG investment expectations.

Target Audience

This training is suitable for:

1. ESG and Sustainability Managers
2. Human Resource Professionals
3. Compliance and Risk Officers
4. Corporate Governance Executives
5. Procurement and Supply Chain Managers
6. Labour Inspectors and Occupational Safety Officers
7. CSR and Social Impact Specialists
8. NGO, Development, and Regulatory Professionals

Course Modules

Module 1: Introduction to ESG and Labour Rights Compliance

- ESG principles and sustainability governance
- International labour standards and ILO conventions
- ESG regulatory trends and compliance obligations
- Corporate ethics and responsible business conduct
- ESG risk landscape and stakeholder expectations
- **Case Study:** ESG compliance failures in global apparel supply chains.

Module 2: Human Rights Due Diligence and Ethical Supply Chains

- Human Rights Due Diligence (HRDD) frameworks
- Forced labour and child labour prevention

- Ethical sourcing and supplier code of conduct
- Supply chain transparency and traceability
- Vendor compliance and responsible procurement
- **Case Study:** Modern slavery risk management in multinational manufacturing operations.

Module 3: Workplace Labour Rights and Occupational Safety

- Labour law compliance and workers' rights
- Occupational Health and Safety (OHS) systems
- Workplace harassment and anti-discrimination policies
- Wage compliance and fair employment practices
- Worker grievance and whistleblowing mechanisms
- **Case Study:** Improving factory safety standards after workplace incidents.

Module 4: ESG Governance and Corporate Accountability

- ESG governance structures and board oversight
- Anti-corruption and ethical compliance systems
- Corporate transparency and accountability mechanisms
- ESG performance metrics and KPIs
- Stakeholder engagement strategies
- **Case Study:** Governance reforms following ESG-related corporate scandals.

Module 5: Environmental Sustainability and Climate Compliance

- Climate risk assessment and mitigation
- Carbon footprint measurement and reduction
- Environmental compliance and sustainability policies
- Renewable energy and green transition strategies
- Waste management and circular economy principles
- **Case Study:** Corporate climate adaptation and carbon reduction initiatives.

Module 6: ESG Reporting and Sustainability Disclosure

- ESG reporting frameworks and standards
- Sustainability reporting and materiality assessments
- Data collection, ESG analytics, and reporting tools
- Investor expectations and ESG ratings
- Integrated reporting and transparency practices
- **Case Study:** Developing ESG disclosure reports for international investors.

Module 7: Diversity, Equity, Inclusion, and Social Impact

- Diversity, Equity, and Inclusion (DEI) strategies
- Gender equality and workplace inclusion
- Community engagement and social responsibility
- Social impact measurement and reporting
- Employee wellbeing and mental health programs
- **Case Study:** Building inclusive workplace policies in multinational companies.

Module 8: ESG Auditing, Compliance Monitoring, and Corrective Actions

- ESG audit methodologies and compliance inspections
- Labour rights compliance assessment tools
- Corrective Action Plans (CAPs) and remediation
- Continuous monitoring and compliance improvement
- Crisis management and reputational risk mitigation
- **Case Study:** ESG audit remediation in global supply chain operations.

Training Methodology

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

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	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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

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