



# Build ESG skills from where you are

Compiled by **THO XIN YI**  
ESGeditorial@thestar.com.my

We do not need an ESG certificate to integrate sustainability into our company's business operations. ESG knowledge can be layered onto our existing skills—risk, procurement, finance, etc—to build a practical sustainability agenda.

The key is to start where we are. We can learn one ESG skill that is directly tied to our current role, and then gradually build our capacity. Here's where to begin:



## Read one sustainability report a month

Start with your company's report, and then branch out to other companies in the same industry and leaders in other sectors. Pay attention to their ESG goals, material matters and carbon reduction strategies, and be inspired by their success stories.

## Learn one ESG framework or concept

Pick one concept, such as double materiality, Scope 3 emissions or transition risk, and focus on understanding how other companies apply it.

## Add ESG to what you already do at work

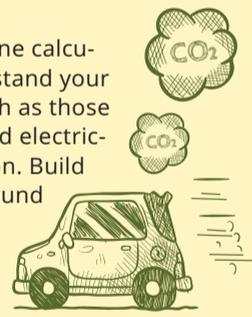
If you are in procurement, explore sustainable sourcing and suppliers' code of conduct. For those in finance, learn about how climate risks harm the company's financial stability. HR personnel can strengthen fair labour practices.

## Volunteer for ESG data collection

Offer to assist with your department's energy consumption data or supplier questionnaires. This helps you understand the challenges your sustainability colleagues face when collecting the company's ESG data.

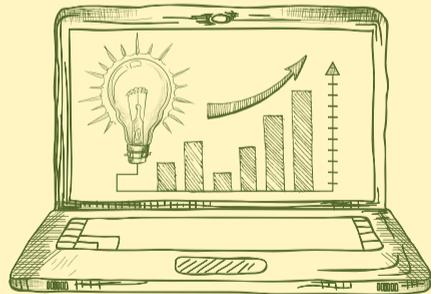
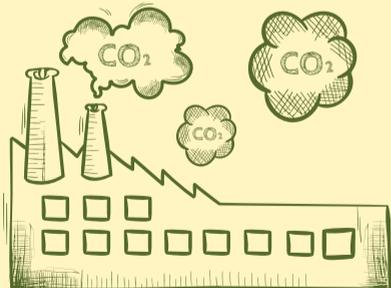
## Calculate your personal greenhouse gas (GHG) footprint

Use a free online calculator to understand your emissions, such as those from petrol and electricity consumption. Build knowledge around Scope 1, 2 and 3 emissions.



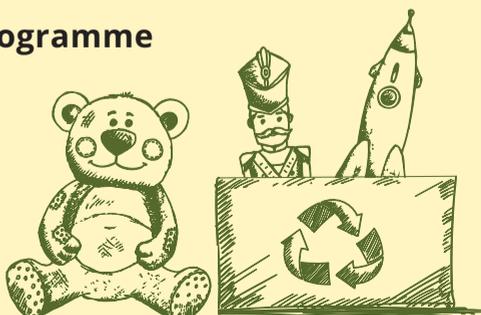
## Set a personal GHG reduction goal

Once you have an idea of your personal emission, set a realistic target to reduce your carbon footprint. More public transport days and energy-efficient appliances are small steps to begin. Track progress and develop a realistic understanding of what it takes to reduce carbon emissions.



## Initiate a small green programme in your department

Introduce something fun and measurable, such as a toy donation drive or a recycling day. Get everyone involved and track participation. Share outcomes and highlight how these contributions support your organisation's sustainability goals.



## Follow ESG news developments weekly

Spend 15 minutes a week catching up on ESG news. Learn new trends and follow announcements on regulations.

