



ESG Workshop

Übergreen Consulting is pleased to present this summary of our Environmental, Social, and Governance (ESG) workshop. This workshop is designed to help Caribbean organizations integrate ESG principles into their operations for sustainable growth and value creation.

The workshop provides valuable insights and practical strategies to enhance understanding and implementation of ESG practices. Participants explore key ESG concepts, understand their relevance to business, and learn to integrate them into corporate strategy. This will allow you to deepen your understanding of how ESG can drive sustainable business growth and create long-term value for stakeholders.

Whether new to ESG or seeking to enhance existing practices, this workshop equips participants with knowledge and tools to navigate ESG complexities and drive positive change within their organizations.

This summary provides a glimpse into the valuable content and outcomes of our ESG workshop. **Übergreen Consulting** looks forward to supporting your organization's ESG journey.

Defining ESG

E | Environmental - S | Social - G | Governance

An idea to reform how business operates to optimize firm performance, enhance socioeconomic benefits, and reduce negative externalities.

Why is ESG relevant for your business?

- **ESG** is a means by which companies can be evaluated with respect to a broad range of socially desirable ends.
- **ESG** describes a set of factors used to measure the non-financial impacts of particular investments and companies.

ESG in the Caribbean

ESG receives increased traction within the Caribbean due to the region's focus on Sustainable Development. Environmental and social well-being plays a central role in the Caribbean region. Particularly, the unique environmental challenges, such as climate change, underscore an urgency to act to protect the ecosystem and ensure a sustainable future in the agriculture and tourism sector.

Measuring ESG

Reporting and disclosure standards exist to ensure ESG data are normalized, consistent, and thus comparable.

- **E measures climate change:** waste & pollution, resource depletion, greenhouse gas emission, deforestation
- **S measures community support:** diversity & inclusion, employee wellbeing, conflict resolution, child labor - slavery, health & safety
- **G measures board composition and skills:** ethics & accountability, executive pay, corruption

Connecting ESG to SDGs

The 17 Sustainable Development Goals (SDGs) offer a global umbrella of options towards ensuring that there is a harmonious approach to economic development that considers social inclusion and environmental preservation. ESG allows companies to connect to the SDGs through managerial and stakeholder discussions. Some companies implement reporting structures for ESG through alignment with a few or all of the SDGs. This step is beneficial towards creating pathways for more inclusive investment-related decisions.

ESG Measurement Tools

It is very important to monitor one's success path generally, especially when it is towards achieving the ESG goals and subsequently, SDGs. Aligning those goals chosen with internal company milestones and fiscal accomplishments will automatically create/enhance an ESG profile for one's company.

Examples of ESG Measurements

- **ESG Ratings:** Specialised rating agencies collect data from organizations and provide ratings based on their ethical practices.
- **ESG Indexes:** Stock indexes track companies' performance that meet certain ESG criteria.
- **ESG Audits:** Third-party agencies assess all ESG factors transparently and help make unbiased, better decisions.

- **ESG Screeners:** Online tools that allow users to filter and compare companies or funds

Measurement tools

1. [The B Corp movement](#) was built to change our economic system – and to do so, we must change the rules of the game. B Lab creates standards, policies, tools, and programs that shift the behavior, culture, and structural underpinnings of capitalism
2. [Global Reporting Initiative GRI 2 – General Disclosures](#) is a great free tool that can be easily incorporated into any size business.

Business Risk Management

A good Business Risk Management strategy stems from a thorough knowledge of your business model or internal operations *and* your external operating context. Your internal operations will identify your primary revenue streams and associated key inputs. Your external operating context can help you manage your operations in a given business environment e.g. competition, taxes, regulation, physical environment, inflation, energy costs, etc.

Managing risks can simply take the form of investing more time, effort, and as needed, capital during the early stages of your journey towards ESG maturity. Understanding disruptive trends, and policies that may signal forthcoming regulations, or watching for innovative technologies specific to your industry can all help you mitigate the risks of being too slow in making strategic decisions to seize your business advantages and staying ahead of the competition.

Benefits of addressing these risks include first-mover advantage, reputational edge, investor attractiveness, attraction of talent (graduates and experienced), opportunities to create a more robust and sustainable supply chain, and voluntary compliance upfront to be better positioned later before mandatory enforcement.

Key Takeaways

- A clear ESG strategy is critical to your stakeholders
- ESG takes a relevant role in investment decisions
- Good Governance is ESG's main driver
- Assess the risks - seize the opportunities
- ESG promotes long-term business value creation

Contact Us



www.ubergreen-consulting.com

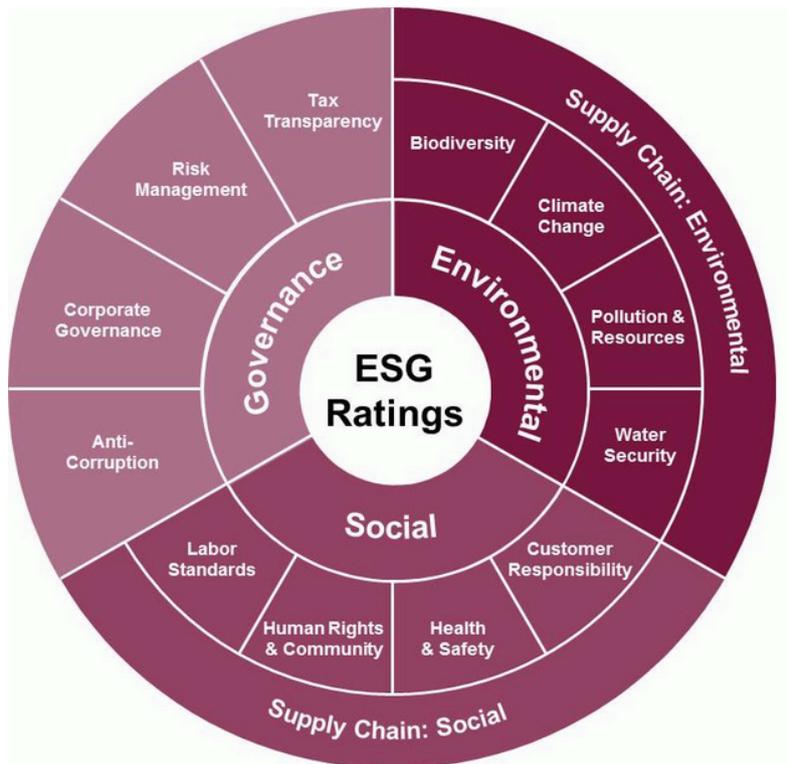
info@ubergreen.org

Group Activity

Choose *one* company in your group, discuss the following questions and present your key findings to the group.

1. Which SDGs are most suitable for the company chosen in your group?
2. How do the selected SDGs correspond with your future ESG strategy? Come up with some examples.
3. How can these be measured, quantitatively or qualitatively?

Supporting Materials include ESG wheel and SDGs



Case Study: Ubergreen Foods Ltd.

About | Ubergreen is a Trinidadian enterprise dedicated to sourcing premium cocoa and other natural ingredients from a variety of producers in Trinidad & Tobago. Our commitment to quality extends to our meticulous manufacturing process, where we handcraft luxurious chocolates in small batches.

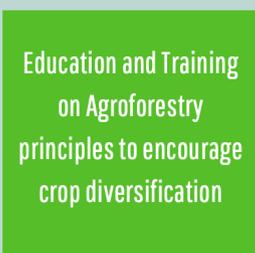
SDGs in Ubergreen

- SDG 12: Responsible Consumption and Production
- SDG 13: Climate Action
- SDG 15: Life on Land

Relating SDGs to ESG

- SDG 12 connect to Environmental: Pollution
- SDG 13 connects to Governance: Risk Management
- SDG 15 connects to Environmental: Bio Diversity

Examples & Measurement

| SDG | ESG | EXAMPLE | MEASUREMENT |
|--|--|---|--|
|  <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> |  <p>ENVIRONMENTAL - Pollution and Resources</p> |  <p>Fully compostable chocolate bar packaging</p> | <ul style="list-style-type: none">• X amount of waste reduction potential compared to conventional packaging |
|  <p>13 CLIMATE ACTION</p> |  <p>GOVERNANCE Risk Management</p> |  <p>Climate risk screening to assess climate hazards</p> | <ul style="list-style-type: none">• Mitigation: reduction in CO2 emissions through energy efficiency and renewable energy measures. |
|  <p>15 LIFE ON LAND</p> |  <p>ENVIRONMENTAL Biodiversity</p> |  <p>Education and Training on Agroforestry principles to encourage crop diversification</p> | <ul style="list-style-type: none">• Adaptation: provision of climate resilient cocoa varieties to our producers• Producers that participate in the training & implement regenerative agriculture principles; ⁴⁵• Productivity impact through feedback |