COURSE CONTENT

ESG AND SUSTAINABILITY MANAGEMENT								
I Semester: MBA								
Course Code	**Category**	**Hours/Week**			**Credits**	**Maximum Marks**		
		L	**T**	**P**	**C**	**CIE**	**SEE**	**Total**
25MB006A	**CORE**	3	0	-	3	40	60	100
Contact Classes:45	**Tutorial Classes:** Nil	**Practical Classes:** Nil				**Total Classes:** 45		
Prerequisite: Basic concepts of sustainability management								

COURSE OVERVIEW:

This course introduces the fundamentals of ESG (Environmental, Social, and Governance) and sustainability in business. It covers global frameworks such as the United Nations SDGs, Global Reporting Initiative (GRI), and Sustainability Accounting Standards Board (SASB). The course explores environmental management, climate strategy, social responsibility, stakeholder engagement, and corporate governance practices. It also focuses on ESG integration into business strategy, technology-driven sustainability, and emerging trends in responsible corporate management.

COURSE OBJECTIVES:

- To explain the significance and evolution of ESG and sustainability in modern business.
- To orient on environmental challenges and sustainability strategies.
- To examine social responsibility and stakeholder engagement strategies.
- To explain governance principles and ethical practices in organizations.
- To Integrate ESG strategies and emerging trends with business vision.

COURSE OUTCOMES: After Completion of the course, students should be able to

1. Understand ESG concepts and sustainability in modern business.
2. Analyze the impact of environmental, social, and governance factors on business performance and stakeholder value.
3. Develop strategies for integrating ESG principles into business operations and decision making.
4. Evaluate global frameworks, standards, and regulations related to ESG and sustainability.
5. Apply governance structures and formulate ethical decision-making frameworks.

Unit-I: Introduction to ESG and Sustainability: The definition and importance of ESG in business; Historical evolution of ESG and sustainability concepts and the rise of ESG in corporate and investor agendas; Key concepts such as sustainability, corporate social responsibility (CSR), and the triple bottom line (people, planet, profit); Global frameworks and standards including the UN Sustainable Development Goals (SDGs), Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and Business Responsibility & Sustainability Reporting (BRSR)

Unit-II: Environmental Management and Climate Strategies: Climate change and its impact on business operations and strategy, Sustainable practices in manufacturing and operations, Environmental Management Systems (EMS), ISO 14001, Environment Impact assessment (EIA); Resource Management: focusing on water, energy, and waste reduction strategies; The concept of a circular economy: the Ellen MacArthur Foundation, Circular business models and value creation, Life cycle assessment (LCA); Carbon foot-printing and GHG Protocols: measure, report, and reduce greenhouse gas emissions;Scope1, Scope 2and Scope3 emissions; environmental regulations and compliances, such as carbon taxes and emissions trading systems; Renewable energy and their applications, decarbonization, energy transition strategies

Unit-III: Social sustainability and Stakeholder Management: Social Responsibility and Community Engagement: Pyramid of corporate social responsibility (CSR), Community development and impact, stakeholder engagement, Stakeholder theory, Legitimacy theory; Human rights and ethical labour practices in global supply chains, Modern slavery and child labour prevention, Worker safety and occupational health management; Diversity, Equity, and Inclusion (DEI) in the workplace, Importance of DEI in the workplace and strategies for promoting DEI and gender gap in senior management; Employee wellbeing and development: Employee engagement and retention strategies, Learning/Training and development programs, Mental health and work-life balance initiatives.

Unit-IV: Governance and Ethics: Corporate governance principles; Board composition, diversity and executive accountability; Anti-corruption, ethical decision-making and leadership in business, whistleblower policies; Data privacy and cybersecurity governance; Corporate disclosure and transparency practices, Stakeholder communication strategies, Greenwashing: Third-party assurance and verification; Risk management and investor perspectives and opportunities

Unit-V: Strategic ESG and Future Trends: Aligning ESG with corporate mission, vision, and business strategy; Embedding ESG across value chains and decision-making; Technological Innovations in ESG: Utilizing technology to advance ESG goals: data analytics for ESG metrics, block chain for supply chain transparency, Digital transformation and sustainability: smart grids, IoT for resource efficiency; Future Trends and Challenges: ESG in emerging economy

TEXT BOOKS:

- Kristyn Noeth, The ESG and Sustainability Desk book for Business: A Guide to Policy, Regulation, and Practice, Apress; 1st edition, July 2024
- Tracy Dathe, Marc Helmold, René Dathe, Isabel Dathe, Implementing Environmental, Social and Governance (ESG) Principles for Sustainable Businesses: A Practical Guide in Sustainability Management (Responsible Leadership and Sustainable Management) Springer International Publishing AG; 1st ed. 2024 edition
- Crane, A., Matten, D., & Spence, L. Corporate Social Responsibility: Readings and cases in a global context (4th ed.), Routledge.2019
- Eccles, R. G., & Klimenko, S. The investor revolution: Shareholders are getting serious about sustainability. Harvard Business Review Press, 2019

REFERENCE BOOKS:

- Understanding Sustainability Principles and ESG Policies: A Multidisciplinary Approach to Public and Corporate Responses to Climate Change — Colin Read, Palgrave Macmillan Cham (Springer Nature) 2023.
- The ESG and Sustainability Desk book for Business: A Guide to Policy, Regulation, and Practice — Kristyn Noeth, Apress, Berkeley CA (2024).
- Encyclopedia of Sustainable Management — Samuel O. Idowu, René Schmidpeter, Nicholas Capaldi, Liangrong Zu, Mara Del Baldo & Rute Abreu (Editors), Springer Cham (Springer Nature) 2023.
- The Palgrave Handbook of ESG and Corporate Governance — Paulo Câmara & Filipe Morais (Editors), Palgrave Macmillan Cham (Springer Nature) 2022

ELECTRONIC RESOURCES:

1. http://step.mykajabi.com/free-digital-content
2. http://www.techtarget.com/sustainability/feature/ESG-strategy-and-management-Complete- guide-for-businesses
3. http://howtoesg.org/
4. http://sustainabilityknowledgegroup.com/resources/

MATERIALS ONLINE:

1. Course template
2. Tutorial question bank
3. Tech talk and Concept Video topics
4. Open-ended experiments
5. Definitions and terminology
6. Assignments
7. Model question paper – I
8. Model question paper – II
9. Lecture notes
10. PowerPoint presentation
11. Drshya Siksha Sangrah (DSS) Videos