

## COURSE OVERVIEW TM0248

### ESG Certificate: Internal Auditing for Sustainable Organizations

#### Course Titles

ESG Certificate: Internal Auditing for Sustainable Organizations

#### Course Date/Venue

Session 1: September 27-October 01, 2026/Sur Meeting Room, Royal Tulip Muscat, Muscat, Oman

Session 2: December 13-17, 2026/Tamra Meeting Room, Al Bandar Rotana Creek, Dubai, UAE



#### Course Reference

TM0248



#### Course Duration/Credits

Five days/3.0 CEUs/30 PDHs

#### Course Description



***This practical and highly-interactive course includes real-life case studies and exercises where participants will be engaged in a series of interactive small groups and class workshops.***



This course is designed to provide participants with a detailed and up-to-date overview on ESG Audit, Transforming Professionals and Empowering Sustainability. It covers the role of ESG in the wastewater and environmental sectors; the importance of ESG auditing for sustainable business practices; the ESG audit frameworks, standards, and audit; the stakeholder engagement in ESG audits and gathering input and feedback from stakeholders; the environmental audits within the ESG framework; and assessing environmental impact, compliance and sustainability initiatives.



During this interactive course, participants will learn the social and governance auditing techniques; the risks and opportunities during the audit process; the ESG audit findings and reports and recommendations based on audit findings; the ESG performance and continuous improvement; communicating ESG audit results and performance to stakeholders; and preparing ESG reports for different audiences including investors and regulators.

### **Course Objectives/Outcomes & Benefits for the Participants**

Upon the successful completion of this course, each participant will be able to: -

- Apply and gain an in-depth knowledge on environmental, social, and governance (ESG) audits, driving sustainability initiatives within the organization
- Discuss the role of ESG in the wastewater and environmental sectors and the importance of ESG auditing for sustainable business practices
- Explain ESG audit frameworks and standards, plan the ESG audit and identify key areas of focus for the audit based on organizational priorities
- Apply stakeholder engagement in ESG audits and gather input and feedback from stakeholders
- Collect and manage ESG-related data, conduct environmental audits within the ESG framework and assess environmental impact, compliance and sustainability initiatives
- Employ social and governance auditing techniques and identify risks and opportunities during the audit process
- Analyze ESG audit findings, prepare and present ESG audit reports and develop actionable recommendations based on audit findings
- Implement ESG audit recommendations, monitor and review ESG performance and apply continuous improvement in ESG
- Communicate ESG audit results and performance to stakeholders as well as prepare ESG reports for different audiences, including investors and regulators

### **Exclusive Smart Training Kit - H-STK®**



*Participants of this course will receive the exclusive “Haward Smart Training Kit” (H-STK®). The H-STK® consists of a comprehensive set of technical content which includes **electronic version** of the course materials conveniently saved in a **Tablet PC**.*

### **Who Should Attend**

This course provides an overview of all significant aspects and considerations of ESG audit, transforming professionals and empowering sustainability for ESG managers and specialists, sustainability officers, compliance and risk managers, finance and investment professionals, corporate governance professionals, environmental health and safety (EHS) managers, human resources (HR) professionals, consultants and advisors, corporate executives and leaders and academic and research professionals.

### **Accommodation**

Accommodation is not included in the course fees. However, any accommodation required can be arranged at the time of booking.



**Course Certificate(s)**

(1) Internationally recognized Competency Certificates will be issued to participants who completed a minimum of 80% of the total tuition hours and successfully passed the exam at the end of the course. Certificates are valid for 5 years.

**Recertification is FOC for a Lifetime.**

**Sample of Certificates**

The following are samples of the certificates that will be awarded to course participants:-





- (2) Official Transcript of Records will be provided to the successful delegates with the equivalent number of ANSI/IACET accredited Continuing Education Units (CEUs) earned during the course

\* Haward Technology \* CEUs \* Haward Technology \* CEUs \* Haward Technology \* CEUs \* Haward Technology \*



## Haward Technology Middle East

Continuing Professional Development (HTME-CPD)

### CEU Official Transcript of Records

**TOR Issuance Date:**

**14-Nov-25**

**HTME No.**

**74851**

**Participant Name:**

**Waleed Al Habeeb**

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| Program Ref. | Program Title  | Program Date    | No. of Contact Hours | CEU's |
|--------------|--|-----------------|----------------------|-------|
| TM0248       | ESG Certificate: Internal Auditing for Sustainable Organizations | Nov 10-14, 2025 | 30                   | 3.0   |

Total No. of CEU's Earned as of TOR Issuance Date

**3.0**

**TRUE COPY**



Jaryl Castillo  
Academic Director

Haward Technology has been approved as an Accredited Provider by the International Association for Continuing Education and Training (IACET), 2201 Cooperative Way, Suite 600, Herndon, VA 20171, USA. In obtaining this approval, Haward Technology has demonstrated that it complies with the ANSI/IACET 1-2018 Standard which is widely recognized as the standard of good practice internationally. As a result of their Authorized Provider membership status, Haward Technology is authorized to offer IACET CEUs for programs that qualify under the ANSI/IACET 1-2018 Standard.

Haward Technology's courses meet the professional certification and continuing education requirements for participants seeking Continuing Education Units (CEUs) in accordance with the rules & regulations of the International Association for Continuing Education & Training (IACET). IACET is an international authority that evaluates programs according to strict, research-based criteria and guidelines. The CEU is an internationally accepted uniform unit of measurement in qualified courses of continuing education.

Haward Technology is accredited by



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### Certificate Accreditations

Haward's certificates are accredited by the following international accreditation organizations: -

- 
British Accreditation Council (BAC)

Haward Technology is accredited by the **British Accreditation Council** for **Independent Further and Higher Education** as an **International Centre**. Haward's certificates are internationally recognized and accredited by the British Accreditation Council (BAC). BAC is the British accrediting body responsible for setting standards within independent further and higher education sector in the UK and overseas. As a BAC-accredited international centre, Haward Technology meets all of the international higher education criteria and standards set by BAC.

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The International Accreditors for Continuing Education and Training (IACET - USA)

Haward Technology is an Authorized Training Provider by the International Accreditors for Continuing Education and Training (IACET), 2201 Cooperative Way, Suite 600, Herndon, VA 20171, USA. In obtaining this authority, Haward Technology has demonstrated that it complies with the **ANSI/IACET 2018-1 Standard** which is widely recognized as the standard of good practice internationally. As a result of our Authorized Provider membership status, Haward Technology is authorized to offer IACET CEUs for its programs that qualify under the **ANSI/IACET 2018-1 Standard**.

Haward Technology's courses meet the professional certification and continuing education requirements for participants seeking **Continuing Education Units (CEUs)** in accordance with the rules & regulations of the International Accreditors for Continuing Education & Training (IACET). IACET is an international authority that evaluates programs according to strict, research-based criteria and guidelines. The CEU is an internationally accepted uniform unit of measurement in qualified courses of continuing education.

Haward Technology Middle East will award **3.0 CEUs** (Continuing Education Units) or **30 PDHs** (Professional Development Hours) for participants who completed the total tuition hours of this program. One CEU is equivalent to ten Professional Development Hours (PDHs) or ten contact hours of the participation in and completion of Haward Technology programs. A permanent record of a participant's involvement and awarding of CEU will be maintained by Haward Technology. Haward Technology will provide a copy of the participant's CEU and PDH Transcript of Records upon request.

### Course Fee

**US\$ 5,500** per Delegate + **VAT**. This rate includes H-STK® (Haward Smart Training Kit), buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

**Course Instructor(s)**

This course will be conducted by the following instructor(s). However, we have the right to change the course instructor(s) prior to the course date and inform participants accordingly:



**Mr. Mike Taylor**, PhD (on-going), MScLI, MBA, MBL, PgDip, BSc, is a **Senior Finance & Management Consultant** with over **30 years** of extensive experience in the areas of **Accounts Payable Automation & Technology, Project Financial Data, Financial Policies, Petty Cash Fundamentals, Journal Entries & Cash Account Mapping, Recording & Reporting Transactions, Reconciling Petty Cash Accounts, Accounting Principles, Financial & Accounting** for Executives, **Accounts Payable Fundamentals, Financial Policies & Procedures, International Financial Reporting Standards (IFRS), Financial Statements**

**Preparation, Preparation of Cash Flow in Accordance with IFRS, Reading & Interpreting Financial Statements, Environmental Pollution & Control in Oil Industry, Environmental Enforcement & Compliance, Waste Management & Environmental Protection, Environmental Emergency Plan, Environmental Policy Analysis, Health & Environment Hazards, Governmental & Budget Accounting, Fixed Assets Accounting, Budget Estimation, Budgeting & Cost Control Financial Statement Analysis, Corporate Finance & Accounts Payable Financial Processes and Procedures, Planning, Budgeting & Cost Control, Contract Management, Leadership in Contract Execution, Contract & Risk Management, Contractor Performance Assessments, Contract Management Procedure, Effective Quality Management System (QMS), QMS Framework, Quality Assurance Standards, QA Audit Process & Techniques, Office Administration, Office Management, Invoice Management, Administration Process, Administration Work Procedures, Facilitation & Leadership Skills, Coaching, Human Resource Development, Psychometric Testing, Career Development & Competence, Succession Planning, Self-Development & Empowerment, Personal Learning Needs Identification, Critical Success Factors (CSFs), Key Performance Indicators (KPIs), Productivity Creativity & Thinking Modes, Human Resource Scorecard Management, Career Laddering, Fast-Track Career Progression Application, Knowledge Management, Customer Management, Leadership Skills, Presentation Skills, Emotional Intelligence, Performance Management, Quality Management, Commercial Strategy, Project Management, Risk Management, Leadership & Business Management, Human Resource Management, Business Development, Innovation, Sales Strategy and Knowledge & Intangible Asset Assessment Design. Further, he is also well versed in **Organization Management & Business Consulting, Data Collection & Information Gathering, Value & Supply Chain Management, Intellectual Property & Innovation Assessments, Logistics & Supply Chain Management and Marketing Management.** Mr. Taylor was **Appointed** as an **Executive/Management Development Facilitator** wherein he was responsible for the development of Executives & Senior Managers specializing in innovation, knowledge management and commercial negotiation as well as authored, implemented and executed a global 21<sup>st</sup> century facilitation and leadership methodology.**

During his career life, Mr. Taylor has gained his practical and field experience through his various significant positions and dedication as the **Multinational/Corporate Senior Management Consultant, Business Consultant/Facilitator, Business Consultant/Coach, Client Director, International Sales & Business Development Manager, Administration Manager, Regional Sales Manager, Contracts Manager, National Key Accounts Manager, Finance Manager, Quality Manager, Commercial Sales & Marketing Consultant, Communication Specialist, Sales & Marketing Representative, Key Note Speaker and Instructor/Trainer** for various international companies such as the Highland Group, Business Development & B2B Consulting, Knowledge-Solution Leadership & Innovation Consulting, DI Management Solutions (BPO), RMG/Contact Media & Communications, Paul Dinsdale Properties (PDP), Giant Leap Architects, Wise Capital Investments (HOD), Evolution® Advertising, Collaborative Xchange, Leatt Corporation, Dentsply SA, Binzagr Company, Lilly Direct/Lennon Generics and Bausch & Lomb.

Mr. Taylor has **Master's** degree in **Leadership & Innovation, Business Administration** and **Business Leadership** as well as a **Bachelor's** degree in **Physical Education** and pursuing **PhD** in **Global Governance & Energy Policy.** Further, he is a **Certified Instructor/Trainer, Certified Internal Verifier/Trainer/Assessor** by the **Institute of Leadership & Management (ILM)** and a member of Incremental Advantage, Da Vinci Institute, Black Management Forum, Institute of Directors (IOD), World Future Society (WFS), Social Science Research Network, University of Kwazulu Natal (Alumnus), Anthropology & Archaeology Research Network and National Research Foundation (NRF). He has further delivered numerous trainings, courses, workshops, seminars and conferences globally.

**Training Methodology**

All our Courses are including **Hands-on Practical Sessions** using equipment, State-of-the-Art Simulators, Drawings, Case Studies, Videos and Exercises. The courses include the following training methodologies as a percentage of the total tuition hours:-

- 30% Lectures
- 20% Practical Workshops & Work Presentations
- 30% Hands-on Practical Exercises & Case Studies
- 20% Simulators (Hardware & Software) & Videos

In an unlikely event, the course instructor may modify the above training methodology before or during the course for technical reasons.

**Learning Design & Customization**

This course can be customized to the exact requirements of clients. Haward Technology is so proud of our huge capabilities in tailoring our courses to the training needs of our valued clients.

**Course Program**

The following program is planned for this course. However, the course instructor(s) may modify this program before or during the course for technical reasons with no prior notice to participants. Nevertheless, the course objectives will always be met:

**Day 1**

|             |  |
|-------------|--|
| 0730 – 0800 | <i>Registration &amp; Coffee</i>   |
| 0800 – 0815 | <i>Welcome &amp; Introduction</i>  |
| 0815 – 0830 | <b>PRE-TEST</b>  |
| 0830 – 0930 | <b>Understanding ESG Principles</b><br><i>Introduction to ESG: What it is and Why it Matters • The Role of ESG in the Wastewater and Environmental Sectors • Key ESG Frameworks and Standards: GRI, SASB, and Others</i>   |
| 0930 – 0945 | <i>Break</i>   |
| 0945 – 1030 | <b>The Importance of ESG Auditing</b><br><i>Why ESG Audits are Essential for Sustainable Business Practices • The Impact of ESG Audits on Organizational Reputation and Performance • Case Studies: ESG Audit Successes and Challenges in the Environmental Sector</i> |
| 1030 – 1230 | <b>ESG Audit Frameworks &amp; Standards</b><br><i>Overview of International ESG Audit Frameworks and Standards • How to Select the Appropriate Framework for Your Organization • Workshop: Evaluating and Selecting an ESG Audit Framework</i>                         |
| 1230 – 1245 | <i>Break</i>   |
| 1245 – 1420 | <b>Planning the ESG Audit</b><br><i>Steps in Planning a Successful ESG Audit • Identifying Key Areas of Focus for the Audit Based on Organizational Priorities • Practical Exercise: Developing an ESG Audit Plan Tailored to Environmental Activities</i>             |
| 1420 – 1430 | <b>Recap</b><br><i>Using this Course Overview, the Instructor(s) will Brief Participants about the Topics that were Discussed Today and Advise Them of the Topics to be Discussed Tomorrow</i>   |
| 1430        | <i>Lunch &amp; End of Day One</i>  |



**Day 2**

|             |  |
|-------------|--|
| 0730 – 0930 | <b>Stakeholder Engagement in ESG Audits</b><br><i>Identifying and Engaging Key Stakeholders in the Audit Process • Techniques for Gathering Input and Feedback from Stakeholders • Role-Play: Engaging Stakeholders in an ESG Audit Scenario</i>   |
| 0930 – 0945 | Break  |
| 0945 – 1100 | <b>Data Collection &amp; Management</b><br><i>Best Practices for Collecting and Managing ESG-Related Data • Tools and Technologies for Efficient Data Collection and Analysis • Workshop: Designing a Data Collection Plan for an ESG Audit</i>  |
| 1100 – 1230 | <b>Environmental Auditing Techniques</b><br><i>Key Techniques for Conducting Environmental Audits within the ESG Framework • Assessing Environmental Impact, Compliance, and Sustainability Initiatives • Case Study: Environmental Audit in a Wastewater Management Context</i>             |
| 1230 – 1245 | Break  |
| 1245 – 1420 | <b>Social &amp; Governance Auditing Techniques</b><br><i>Techniques for Auditing Social and Governance Aspects of ESG • Assessing Labor Practices, Human Rights, Ethics, and Corporate Governance • Workshop: Conducting a Social and Governance Audit for an Environmental Organization</i> |
| 1420 – 1430 | <b>Recap</b><br><i>Using this Course Overview, the Instructor(s) will Brief Participants about the Topics that were Discussed Today and Advise Them of the Topics to be Discussed Tomorrow</i>   |
| 1430        | Lunch & End of Day Two   |

**Day 3**

|             |  |
|-------------|--|
| 0730 – 0930 | <b>Identifying ESG Risks &amp; Opportunities</b><br><i>Techniques for Identifying Risks and Opportunities During the Audit Process • How to Assess Materiality and Prioritize ESG Risks • Practical Exercise: Risk Assessment and Opportunity Identification in an ESG Audit</i> |
| 0930 – 0945 | Break  |
| 0945 – 1100 | <b>Analyzing ESG Audit Findings</b><br><i>Techniques for Analyzing and Interpreting ESG Audit Data • Identifying Trends, Gaps, and Areas for Improvement • Group Discussion: Analyzing ESG Audit Findings from a Case Study</i>  |
| 1100 – 1230 | <b>Reporting ESG Audit Results</b><br><i>Best Practices for Preparing and Presenting ESG Audit Reports • Ensuring Transparency and Accuracy in Reporting</i>   |
| 1230 – 1245 | Break  |
| 1245 – 1420 | <b>Reporting ESG Audit Results (cont'd)</b><br><i>Workshop: Drafting an ESG Audit Report for a Sample Project</i>  |
| 1420 – 1430 | <b>Recap</b><br><i>Using this Course Overview, the Instructor(s) will Brief Participants about the Topics that were Discussed Today and Advise Them of the Topics to be Discussed Tomorrow</i>   |
| 1430        | Lunch & End of Day Three   |



**Day 4**

|             |   |
|-------------|---|
| 0730 – 0930 | <b>Developing Actionable Recommendation</b><br>How to Develop Actionable Recommendations Based on Audit Findings • Prioritizing Recommendations for Maximum Impact on Sustainability • Interactive Session: Creating a Recommendation Plan for an ESG Audit   |
| 0930 – 0945 | Break   |
| 0945 – 1100 | <b>Implementing ESG Audit Recommendations</b><br>Strategies for Implementing Audit Recommendations Effectively • Overcoming Challenges in Implementation and Ensuring Stakeholder Buy-in • Case Study: Successful Implementation of ESG Audit Recommendations |
| 1100 – 1230 | <b>Monitoring &amp; Reviewing ESG Performance</b><br>Techniques for Ongoing Monitoring of ESG Performance Post-Audit • Tools for Tracking Progress and Ensuring Continuous Improvement  |
| 1230 – 1245 | Break   |
| 1245 – 1420 | <b>Monitoring &amp; Reviewing ESG Performance (cont'd)</b><br>Practical Session: Developing a Monitoring Plan for ESG Performance   |
| 1420 – 1430 | <b>Recap</b><br>Using this Course Overview, the Instructor(s) will Brief Participants about the Topics that were Discussed Today and Advise Them of the Topics to be Discussed Tomorrow   |
| 1430        | Lunch & End of Day Four   |

**Day 5**

|             |  |
|-------------|--|
| 0730 – 0930 | <b>Continuous Improvement in ESG</b><br>Embedding Continuous Improvement in ESG Practices • Strategies for Fostering a Culture of Sustainability within the Organization • Workshop: Developing a Continuous Improvement Plan for ESG  |
| 0930 – 0945 | Break  |
| 0945 – 1100 | <b>ESG Reporting &amp; Communication</b><br>How to Communicate ESG Audit Results and Performance to Stakeholders • Preparing ESG Reports for Different Audiences, Including Investors and Regulators • Hands-On Activity: Preparing a Communication Plan for ESG Audit Results |
| 1100 – 1230 | <b>Case Studies in ESG Transformation</b><br>Review of Case Studies Where ESG Audits Have Led to Significant Organizational Transformation • Lessons Learned and Best Practices for Driving Sustainability Through ESG   |
| 1230 – 1245 | Break  |
| 1245 – 1345 | <b>Case Studies in ESG Transformation (cont'd)</b><br>Group Discussion: Applying Lessons from Case Studies to Oman Wastewater Services   |
| 1345 – 1400 | <b>Course Conclusion</b><br>Using this Course Overview, the Instructor(s) will Brief Participants about the Course Topics that were Covered During the Course  |
| 1315 – 1415 | <b>COMPETENCY EXAM</b>   |
| 1415 – 1430 | Presentation of Course Certificates  |
| 1430        | Lunch & End of Course  |



### **Practical Sessions**

This practical and highly-interactive course includes real-life case studies and exercises:-



### **Course Coordinator**

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