Environmental, Social and Governance (ESG) and Sustainability Masterclass for Oil, Gas & Energy Industry

Including Benchmarking Visit



This 5-day programme will equip participants with practical tools and frameworks to lead and drive ESG and sustainability in their organisation's strategy and processes while improving performance and efficiency

BUSINESS MANAGEMENT SERVICES CONSULTANCY LTD
www.bmsconsultancy.com

Summary

Format: In-Person and Online

Duration: 5 days

Dates:	Venue:	Fee (In-person):	Fee (On-line):
15 – 19 Dec 2025	Kigali, Rwanda	$4,950	$2,950
9 - 13 Feb 2026	London, United Kingdom	$5,950	$3,950
4 – 8 May 2026	Marrakesh, Morocco	$4,950	$2,950
3 - 7 August 2026	Amsterdam, Netherlands	$5,950	$3,950
30 Nov – 4 Dec 2026	Kigali, Rwanda	$4,950	$2,950

PROGRAMME AIMS

This programme is for all mid-to-senior level managers and professionals who wish to understand more about the evolving nature of Environmental, Social, and Governance (ESG) and sustainability factors within oil, gas and energy industry.

This programme offers you a great opportunity to explore best approaches to leading and influencing sustainability. It will equip you with the competency and inspiration to effectively develop, implement and manage ESG and sustainability best practices into your organisation strategic plan and actions.

The programme will offer you an unparallel opportunity to learn and share emerging trends and opportunities in ESG and sustainability that will help boost your organizations' profit, attract more customers and investors, while contributing to a safer and better world.

PROGRAMME OVERVIEW

Meeting the energy needs of society in a reliable and economical way has been the mission of the oil, gas and energy industry since its inception. However, decades of high-profile disasters like oil spills, serious pollution, and incessant stories about the need to cut carbon emissions have placed oil, gas and energy sustainability firmly in the spotlight.

Oil and gas companies are under high pressure from multiple directions – government regulators, consumers, shareholders, investors, communities, civil society organisations, etc to address their impact on the planet, prevent future air, land, and water pollution from spills, leaks, waste, and emissions; and cut accidents, flare events, and fires at oil and gas sites.

Furthermore, as ESG adoption grows, oil and gas companies that don't meet ESG requirements risk losing access to capital funding. On top of maintaining access to capital funds, there are also other financial reasons for advancing sustainability. Cutting waste has the effect of also cutting costs; recycling water for fracking use can reduce operating costs.

The good news is that oil, gas and energy industry leaders are aware of the need for sustainability and ESG, and are acting to address it. However, as this priority is raised, so is the need for knowledgeable ESG and sustainability management across a multitude of functions. Organisations need leaders and staff who can translate this ambition into concrete plans that mesh with business goals and strategy.

The ESG and Sustainability Masterclass will equip participants with the knowledge and confidence to successfully support their organisations in establishing, implementing, managing and maintaining ESG and Sustainability as an integral part of their organisation's core mission, strategy and operations.

The programme will introduce the participants to a powerful new framework for embedding ESG and sustainability into the fabric of their organization's culture, structures and processes to unleash new levels of engagement, change, innovation and agility.

WHO SHOULD ATTEND?

The programme is targeted at Mid-to-Senior level officials and professionals with responsibility for:

- ESG and Sustainability
- Strategic Planning
- Health, Safety, Environment and Quality
- Corporate Communications, Public Affairs, Public Relations, Brand and Reputation
- CSR, Community and Stakeholder Relations,
- Finance and Investment
- Supply Chain and Procurement
- Risk management and investor relations
- Human Resources, Training & Development, Labour Representatives
- Corporate Governance, Regulatory and Policy Compliance
- Internal Audit and Internal Control Function
- Legal and Company Secretaries Team
- Operations / Corporate Services / Administration
- All Senior Managers and Middle Managers wanting to improve knowledge and skills of ESG and Sustainability in their areas of responsibility

LEARNING OUTCOMES & BENEFITS

By the end of this programme, participants will:

- Deepen their understanding of the emerging ESG and sustainability drivers in oil, gas and energy industry
- Understand the latest trends and be up-to-date on the rapidly-changing ESG world
- Build fundamental knowledge of ESG and sustainability needed to address their organisation's goals and challenges
- Evaluate the importance of ESG for their organization in terms of risk management, competitive advantage, access to capital, regulatory compliance, and stakeholder.
- Examine the challenges of transitioning to a sustainable business model, and learn how to overcome them through identifying the key organisational levers that facilitate change
- Learn how to effectively embed ESG and sustainability into their organisations core mission, strategy and processes
- Select relevant ESG frameworks to follow based on their organization's needs.
- Identify key roles and responsibilities to drive ESG within an organization.
- Understand how to implement an ESG programme step-by-step and best practices.
- Acquire the competence to compare and contrast different ESG frameworks for measuring, managing, and reporting performance.
- Develop practical frameworks to identify material stakeholders, and create strategy and disclosure practices to meet their conflicting, ever increasing demands
- Learn effective communication strategies, influencing tactics and proven change implementation skills to get buy-in for their sustainability plan
- Gain the confidence to Implement ESG progress and procedures to ensure ongoing improvement.
- Know how to monitor and measure ESG performance to track progress and identify areas for improvement.
- Be equipped to support y their organisation in building a better, more sustainable world

Benchmarking visit

The programme will include benchmarking visit designed to provide the participants with first hand practical learning experience to to discover what the best in the world are doing in the area of SDG

Benchmarking is recognised by successful organisations as a practical and proven tool to accelerate improvement by learning from other outstanding organisations.

PROGRAMME AGENDA

An Overview of the ESG and Sustainability Landscape

- ESG and Sustainability definitions, concepts, and essential terminology
- The history of ESG and Sustainability
- Key environmental, social, and governance issues and its relevance to oil, gas and energy industry
- How stakeholders significantly influence organizational ESG performance
- ESG and Sustainability ratings

Business Case for ESG and Sustainability in the oil, gas and energy industry

- The Business Case for Sustainability
- Why ESG is important to oil, gas and energy company and its benefits
- ESG and Sustainability risks and opportunities
- How ESG can become a competitive advantage
- ESG and Sustainability strategies and opportunities for oil, gas and energy Industry

Developing an Effective ESG Strategy

- What an ESG strategy is
- Why an Effective ESG Strategy is Important
- The benefits of ESG strategy
- Key Elements of an Effective ESG Strategy
- How to develop an ESG strategy

Embedding ESG and Sustainability into your organization

- Sustainability operating systems
- Organisational structures
- Key business challenges for adopting ESG/sustainability and how to address them?
- The five steps of the ESG/sustainability cycle for any organization?
- How to integrate Sustainability into your organization strategy and processes

Stakeholder Engagement and Relations

- Understanding the context for stakeholder engagement
- Why engage
- Step-by-step: how to create a strategy and engage with the stakeholders
- Elements necessary for managing stakeholder relationships
- How to influence C-Suite executives and other relevant stakeholders to get buy-in for your sustainability plan
- Monitoring and evaluating the engagement

ESG Disclosure

- The key concepts behind ESG disclosure
- Why ESG disclosure is a critical part of stakeholder engagement
- The key quantitative and qualitative disclosure elements
- Differentiate between good ESG disclosure and greenwashing
- How to prepare and position ESG disclosure to meet a variety of requirements from investors, policymakers, customers, and rating agencies

ESG and Sustainability Reporting

- Conceptual introduction to sustainability reporting
- Overview of leading ESG/ Sustainability reporting frameworks including - CDP, GRI, SASB, and UNGC.
- Planning the sustainability reporting process
- Engaging with stakeholders and enhancing the credibility of the sustainability reporting process
- Monitoring information for inclusion in the sustainability report
- Final preparation and communication of the sustainability report.

ESG Impact and Sustainability Communication

- Sustainability communication in an uncertain world
- Developing an ESG and Sustainability Communications strategy and plan
- Best Practices for communicating sustainability
- Internal Communications Around ESG and sustainability
- Establishing metrics and KPIs for evaluating the effectiveness of ESG communication
- Monitoring and measuring the impact of ESG initiatives

RELATED ESG, SUSTAINABILITY & HEALTH SAFETY ENVIRONMENT PROGRAMMES

Below are selections of our ESG & Sustainability, HSE training programmes. Please contact us if there is a training programme you like more information on, or you do not see listed below.

Environmental, Social and Governance (ESG) and Sustainability

- ESG and Sustainability Masterclass
- Sustainability Leadership
- ESG / Sustainability Reporting
- ESG - Decision-Making and Management Reporting
- Sustainability and ESG for Boards and Senior Executives
- Developing & Implementing an Effective Sustainability Strategy
- Sustainability Communications
- GRI Standards Certified Training on Sustainability Reporting
- Impact Measurement & Management

Environmental and Climate Change Management

- Environmental Management Best Practice in Oil, Gas & Petrochemical Industries
- Environmental Policy Development, Monitoring & Evaluation
- Carbon & Energy Management
- Advanced Wastes Management
- Hazardous Waste Management and Pollution Prevention
- Environmental Impact Analysis
- Environment and Sustainable Development for the Oil, Gas & Petrochemical Industries
- Pollution Prevention and Management
- Oil Spill Response and Management
- Energy, Carbon and the Environment
- Sustainable Development, Environment and Climate Change

Community and Stakeholder Management

- Community Relations & Engagement for Oil &Gas Industry
- Developing and Engaging Community Leaders in Environmental Sustainability
- Community & Stakeholders Consultation Masterclass
- Effective Community & Stakeholders Engagement
- Communities and NGO's Engagement in Environmental Protection and Development
- Community & Stakeholders Engagement in Pipeline Monitoring and Protection

Health Safety Environment

- Achieving Safety Culture Excellence – using Hearts & Minds Toolkit
- HSES Briefing for Senior Executives & Managers
- HSE Management Auditing, Hazard Identification and Inspection
- HSE Management Best Practice in the Oil, Gas & Petrochemical Industries
- Risk Assessment and Risk Management
- Accident and Incident Investigation, Reporting and Management
- Advanced Risk Assessment, Incident Investigation and Root Cause Analysis
- Process Safety Management
- Advanced HSE Management
- HSE Management Best Practice for Petroleum Products Depots / Tank Farms
- Petroleum Products Storage, Handling & Transportation
- Road Traffic Safety Management
- Developing an Effective HSE Culture
- Emergency Response Planning and Management
- Emergency /Crisis Communications Management
- Pipeline Safety and Security Management

PROFESSIONAL CERTIFIED COURSES

International Standard Organisation (ISO)

- Occupational Health & Safety Management System Lead Auditor ((CQI & IRCA Certified)) ISO 45001:2018
- Environmental Management System Lead Auditor (CQI & IRCA Certified) ISO 14001:2015
- Quality Management System Lead Auditor (CQI & IRCA Certified) ISO 9001:2015
- Energy Management System Lead Auditor (CQI & IRCA Certified) ISO 50001:2018
- Business Continuity Management System ISO 22301:2019 Lead Auditor (CQI & IRCA Certified)
- Risk Management System ISO 31000:2018
- Compliance Management Systems ISO 19600:2014
- Collaborative Leaders Course ISO 44001
- Effective Governance Management Systems BS 13500:2013

National Examination Board In Occupational Safety & Health (NEBOSH)

- NEBOSH International Technical Certificate in Oil and Gas Operational Safety
- NEBOSH HSE Certificate in Process Safety Management
- NEBOSH International General Certificate in Occupational Health and Safety

ABOUT US



Business Management Services Consultancy Ltd (BMS)

BMS Is an established international firm that specialises in providing learning & development, capacity building and consulting services.

Our extensive track record spans more than two decades. For this time, we have been designing and providing leading-edge learning & development and consulting service solutions to clients across sectors and industries. Our global experience and local knowledge has played a part in making us a trusted partner and preferred choice by many of the world's leading corporations.

With specialists' staff and associates, as well as strategic partnership with top academic institutions, professional bodies, business networks and corporate organisations, we have access to the best and latest expertise. As such, we are uniquely placed to provide a fully integrated response to our clients' needs, whether this is to: develop and manage projects; provide institutional and human capacity strengthening programmes or manage risk.

With roots in the United Kingdom and presence in five regions of the world: Europe, Africa, America, Asia and Middle East we are in a strategic position to provide clients with flexible and responsive professional services to meet the evolving needs of the ever changing and dynamic world.

Our long and successful involvement with the private sector, government ministries, departments and agencies, international development institutions and civil society organisations across the globe, demonstrates our capability to work across industries, sectors and cultures. Some of our clients includes:

ACP Secretariat, Belgium, Addax, Agip, Arab Shipping Company, Australian Maritime Safety Authority, Aviva, BAE Systems, Bahamas Maritime Authority, Bank of England, Barbados Port Authority, Bristow Norway, British Broadcasting Corporation (BBC), British Council, British Gas, British Museum, Cairn Energy, Centrica, Chevron, Coca Cola, Department for International Development UK, Department of Communications South Africa, Department of Energy and Climate Change UK, Dublin Airport, EDF Energy, Eni Oil (Italy), European Commission, Federal Ministry of Finance Nigeria, Federal Ministry of Science & Technology Nigeria, Financial Services Authority UK, Grenada Ports Authority, Halifax Bank of Scotland, Kuwait Oil Tanker Company, London Borough of Lewisham UK, London Transport, Luanda Refinery, Maritime and Coastguard Agency, Namibian Ports Authority, National Health Service (NHS) UK, Nigerian National Petroleum Company (NNPCL}, Nobel Oil Group, Royal Bank of Scotland, Royal Borough of Kensington and Chelsea, Sasol, Shell, South African Maritime Safety Authority, Total, Victoria and Albert Museum UK, World Bank

WHAT MAKES OUR LEARNING PROGRAMMES UNIQUE?

Our Learning approach is based on the three pillars of learning excellence, these are: **Relevance, Quality and Impact.** The approach offers a new breakthrough learning experience: it has 10 ingredients that mark the BMS' learning activities and, together, differentiate us from other learning organisations and institutes.

Our training address relevant issues that affects participants and their work

For learning to be effective, it has to be relevant to individuals and their workplace. That is why, prior to commencement of any programme, we start by understanding our clients and course participants learning needs and the challenges they faced. We in turn tailor the programme to address the relevant issues that affects them and their work.

Unique learning design, method and delivery

Most of our programmes take a blended learning approach – combining experiential, practical, and applied learning with well-tested academic theories, and utilises a variety of learning methods. This powerful mix of learning style is the most excellent way to optimise learning experience and make it stick, as well as assist participants in effectively transferring what they learned back to their workplace

First-class facilitators and resource persons

We are proud of the fact that many of our facilitators and resource persons are among the leading experts in their specialist area. They have in-depth knowledge of their subject, and combine academic expertise with years of hands-on business and industry experience. They are passionate about developing others, and have proven time and time again their ability to facilitate top-quality learning and provide the best possible learning experience.

Continuous and sustainable learning

We believe that learning is a process – not a one-time event. That is why we offer various learning supports e.g. post-programme one-on-one coaching sessions and/ or coaching notes, additional learning resources such as webinars, white papers and eLearning to help participants apply and sustain their learning experience.

Personal learning plan and commitment

Participants are encouraged to document specific insights and action items from each session. Our Facilitators will work with them to identify 3 -5 items they wish to focus on, and how to develop an action plan to implement these insights. The participants are expected to share this with their superiors, colleagues and subordinates and put new learning into immediate application on the job.

Work-based projects associated with coursework

As an option, participant can select a management-approved project that would tackle area of concern from their work place to which development and application of what they have learned would make a positive difference. In this way the training generates a measurable return on investment and pays for itself many times over

Comprehensive learning resources – on and off line

Participants will be provided with comprehensive manual and reference material to support their continuous learning and development, including textbooks (where relevant), in addition to which (on most programmes) they will also have access to online Virtual Learning Forum (VLF). The VLE includes extensive additional learning resources and links to articles, research, surveys and relevant practical tools.

HOW TO APPLY

To apply for this programme, please:

- **Email your name or the names of people you want to register to:** training@bmsconsultancy.com
- **Telephone**+44 (0) 74 2411 1719 / +234 810 000 0108 / +31 205 419 3330
- **Online at:** www.bmsconsultancy.com/esg-and-sustainability-masterclass-for-oil-gas-and-energy-industry
- **Complete the booking form below and e-mailing it to:** training@bmsconsultancy.com or
- **Post to:** BMS Consultancy Ltd, Knowledge Dock Centre, University Way, London E16 2RD, UK

An invoice will be sent upon receipt of the booking form. The invoice payment can be made by bank transfer, credit card or cheque. Fees must be paid in full prior to start of the programme.

Your place will be reserved upon confirmation of payment.

You will receive a welcome email with the steps to follow.

You will then be able to access our virtual platform and become familiar with it before your program begins.

BOOKING FORM

Course Title:	ESG-and-Sustainability-Masterclass-For-Oil-Gas-and-Energy-Industry		
Attendance:	**In-Person + Online**	**Online**	**Date:**
Delegate Details:	**First Name:**		**(Dr./ Mr./ Mrs./ Ms./ Other)**:
	Last Name:		
	Position:		
	Organisation:		
	Address:		
	Telephone:		**Mobile:**
	Email:		

NOTE: This form may be reproduced for additional registration

COURSE FEE AND GENERAL INFORMATION:

The programme fee covers: tuition; comprehensive set of programme materials and working papers, bag, notebook, pen, gifts; programme certificate; coffee breaks (morning and afternoon); buffet lunch; refreshments; training equipment; plus many other programme expenses.

Delegates are responsible for their own accommodation and travel arrangement. However, our training team can assist participants to find suitable accommodation.

Terms and conditions

Cancellations and refunds

For Cancellations (which must be in writing) received by BMS 60 or more working days before the scheduled training programme, the full fee is payable. For Cancellations within 31 - 60 working days before the scheduled training programme we charge a 40% cancellation fee. For Cancellations less than 30 working days before the scheduled training programme there would be no refund, however course papers and materials given to attendees will be provided. Refunds where applicable, will be made within 30 days of receipt of the written cancellation.

Program Change Policy

BMS reserves the right to cancel the programme, alter the programme, change venues and substitute trainers, speakers and consultants at its discretion. Where the programme is cancelled by BMS, participants will receive a full refund for course fees paid, if alternative dates offered are not acceptable. If for any reason BMS decide to amend or cancel the training programme we will not be responsible for air-fares, hotel or other costs incurred by registrants.