Specification of Competency Standards
for the Fashion
Unit of Competency

Functional Area - Quality System & Sustainability

Title	Managing Environmental, Social, and Governance (ESG) practices within the organisation
Code	111537L5
Range	This unit of competency applies to practitioners responsible for managing the implementation of ESG policies, coordinating inter-departmental resources, and supervising relevant execution.
Level	5
Credit	4 *(For Reference Only)*
Competency	**Performance Requirements** 1. Knowledge in the subject area Be able to • analyse global and local ESG development trends and evaluate their impact on organisational operations and strategies • evaluate key ESG-related risks and opportunities faced by the organisation (e.g. compliance risks, climate-related risks, stakeholder expectations) • identify the roles, responsibilities, and interrelationships of various internal departments in implementing ESG policies • evaluate the planning principles, resource allocation methods, and execution requirements for different ESG practice initiatives (e.g. supply chain management) • apply evaluation methods for ESG implementation effectiveness (e.g. Key Performance Indicators, internal audits, data analysis) 2. Application and process Be able to • formulate ESG implementation plans aligned with organisational strategy and development, including clear objectives, scope, timelines, and resource requirements • coordinate across departments to integrate operational ESG risk and opportunity analysis results as the basis for planning • coordinate and allocate resources to establish priorities and action plans for various departments in ESG implementation • organise and submit ESG implementation plans and supporting analysis documents for management approval, covering risk analysis, resource allocation, and expected outcomes • coordinate and supervise various departments in executing ESG-related tasks according to approved plans, ensuring alignment with set goals and schedules • evaluate the effectiveness of ESG implementation (e.g. KPI comparisons) and identify areas for improvement

	3. Exhibit professionalism Be able to • plan and supervise the execution of ESG practices in accordance with established organisational policies and relevant standards • ensure the effective implementation of ESG practices through inter-departmental coordination and communication mechanisms • regularly review and revise ESG implementation plans based on evaluation results to enhance effectiveness and alignment with organisational strategy
Assessment Criteria	The integrated outcome requirements of this UoC are the abilities to accomplish: • Evaluate organisational ESG risks, opportunities, and strategic directions to serve as the planning foundation. • Plan and submit ESG implementation plans aligned with organisational strategy, specifying objectives, resource allocations, and execution arrangements. • Coordinate and supervise various departments in implementing relevant measures according to established plans, ensuring compliance with targets and timelines. • Use established evaluation methods to review implementation effectiveness, proposing concrete improvement recommendations and making adjustments based on evaluation results.
Remark	