

ESG in Practice

As early as late 2023, we have decided to look into the matter of ESG as propounded in the Code of Governance (April 2023), for charity organisations.

It was still very early stages and other peer social service agencies have even yet to make any moves or efforts in this direction. The relevant authorities have also only started to make preparations, and only on the education of the subject matter.

There was a 'Community of Practice' (COP) seminar by RSM in July 2024 to introduce 'ESG for Charities - Sustainable Practices'. In October 2024, MCCY organised another seminar and distributed its 'ESG Playbook for Charities'.

SASCO Home's Efforts

In early 2024, it was also included in the Mid-Term Plans, as an initiative with clear objectives to:

Formulate a framework and roadmap to implement ESG, in accordance with the COG 2023:

- Formulate and ensure that we pin down the practices, processes and procedures to achieve the desired status
- Establish a regular monitoring system of these practices, processes and procedures.

In the interim, we implemented ESG in SASCO home as follows:

Get inputs from internal and external stakeholders	HOD formed a committee and solicit feedback from departmental staffs.	HODs met and determined ESG Checklist.
	The individual elements of the ESG strategy can then be prioritized based on that assessment > Matrix	Sent out Advisory to all staffs on ESG – 'basic' implementation initiatives.
Establish a baseline on ESG performance	Document current performance levels, policies, practices and statistics on the ESG factors that will be addressed as part of the strategy. Doing so provides a starting point for future comparisons to evaluate the progress of ESG efforts.	Also tried to obtain assistance from ESG expertise from SUSS.
Define measurable goals for ESG initiatives.	This involves setting objectives and performance targets for the ESG strategy as a whole and the various pieces of it. Some of these goals might include desired improvements on KPIs, while others might call for maintaining current performance levels and practices that already meet requirements.	Were waiting for SUSS to assist with obtaining consultancy grants from SNCF. (Note: Eventually, we had to seek alternative sources of assistance.)

ESG Maturity - Where we were in 2024

The extent to which a Charity has considered and integrated ESG topics into its business strategies, decision-making processes, and operations can vary. Some Charities may have fully embedded ESG principles into every aspect of their operations, which others are still in the early stages of understanding and implementation.

The level of integration often depends on a combination of factors including the size of the charity, available resources, leadership commitment.

Generally, the ESG maturity of charities may be categorised into the four stages as shown below:

