



50 ESG WORKCARDS

GREEN PATH TO ESG
PROJEKT TARNÓW (Poland) &
AUTPOST LIMITED (Ireland)



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WORKCARD 1

1. Explain the concept of ESG (Environmental, Social, and Governance) and its importance in the business world

2. What experience do you have in implementing ESG strategies within organizations? List 5 of them

1.

2.

3.

4.

5.

3. Provide examples of ESG initiatives you have successfully implemented and the impact they had on your organization

1.

2.

3.



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WORKCARD 2

1. How do you stay updated on the latest ESG trends and regulations?

2. Describe your approach to assessing a company's ESG performance and identifying areas for improvement

3 How do you work with sustainability reporting frameworks such as GRI, SASB, or TCFD?

Please provide examples of your work



WORKCARD 3

1. How do you engage with stakeholders to promote ESG awareness and drive sustainable practices?

2. Share any challenges you have faced while implementing ESG programs and how you overcame them?

3. How do you measure the effectiveness of ESG initiatives and communicate the results to stakeholders?

4. How would you use ESG ratings and rankings agencies such as MSCI, Sustainalytics, or Bloomberg ESG ratings in your role?



WORKCARD 3

1. How do you engage with stakeholders to promote ESG awareness and drive sustainable practices?

2. Share any challenges you have faced while implementing ESG programs and how you overcame them?

3. How do you measure the effectiveness of ESG initiatives and communicate the results to stakeholders?

4. How would you use ESG ratings and rankings agencies such as MSCI, Sustainalytics, or Bloomberg ESG ratings in your role?



WORKCARD 4

1. Can you provide examples of your experience in developing and implementing CSR programs or initiatives within an organization?

2. How have you integrated diversity and inclusion principles into your previous CSR strategies and programs?

3. Share a specific project where you successfully collaborated with cross-functional teams to drive CSR and diversity initiatives



WORKCARD 5

1. What metrics or indicators do you use to measure the effectiveness and impact of CSR and diversity efforts?

2. How do you stay updated on industry best practices and emerging trends in CSR and diversity?

3. Describe a time when you faced resistance or challenges in implementing CSR or diversity initiatives and how you overcame them?



WORKCARD 6

1. How do you ensure that CSR and diversity programs align with the overall business objectives and values of an organization?

2. Provide an example of a successful partnership or collaboration with external stakeholders to advance CSR and diversity goals?

3. How do you approach employee engagement and communication strategies to promote CSR and diversity initiatives within an organization?



WORKCARD 7

1. What strategies or methods do you use to ensure transparency and accountability in reporting CSR and diversity metrics to internal and external stakeholders?

2. Provide examples of your experience in developing and implementing CSR programs or initiatives within your organization?

3. How have you integrated diversity and inclusion principles into your previous CSR strategies and programs?

4. Assesses your ability to consider diversity and inclusion in your company CSR efforts



WORKCARD 8

1. Demonstrate a holistic approach to CSR, ensuring that diversity and inclusion are core components of your strategies for your business

2. Share a specific project where you successfully collaborated with cross-functional teams to drive CSR and diversity initiatives?

3. Provide examples of your ability to work with diverse teams and stakeholders to achieve common goals

4. What metrics or indicators do you use to measure the effectiveness and impact of CSR and diversity efforts?



WORKCARD 9

1. How do you stay updated on industry best practices and emerging trends in CSR and diversity?

2. How do you proactively seek knowledge through professional networks, conferences, industry publications, or online resources?

3. Describe a time when you faced resistance or challenges in implementing CSR or diversity initiatives and how you overcame them?



WORKCARD 10

1. How do you ensure that CSR and diversity programs align with the overall business objectives and values of an organization?

2. Provide an example of a successful partnership or collaboration with external stakeholders to advance CSR and diversity goals

3. How do you approach employee engagement and communication strategies to promote CSR and diversity initiatives within an organization?



WORKCARD 11

1. What strategies or methods do you use to ensure transparency and accountability in reporting CSR and diversity metrics to internal and external stakeholders?

2. Explain your understanding of the Green Deal of the EU and its objectives?

3. What specific experience do you have in working with or implementing projects related to the Green Deal?



WORKCARD 12

1. What strategies or methods do you use to ensure transparency and accountability in reporting CSR and diversity metrics to internal and external stakeholders?

2. Can you provide examples of how you have contributed to sustainability initiatives or environmental projects in the past?

3. How familiar are you with the EU regulations and policies related to the Green Deal?



WORKCARD 13

1. What strategies or methods do you use to ensure transparency and accountability in reporting CSR and diversity metrics to internal and external stakeholders?

2. Have you worked with any relevant stakeholders, such as government agencies, NGOs, or industry associations, in the context of the Green Deal? Please describe your experience

3. Share any success stories or achievements related to sustainability or energy efficiency that you have been involved in.



WORKCARD 14

1. What strategies or methods do you use to ensure transparency and accountability in reporting CSR and diversity metrics to internal and external stakeholders?

2. What skills or qualifications do you possess that make you a strong candidate for a Green Deal specialist role?

3. How do you stay updated on the latest developments and trends in sustainable energy and environmental policies?



WORKCARD 15

1. What strategies or methods do you use to ensure transparency and accountability in reporting CSR and diversity metrics to internal and external stakeholders?

2. Discuss any challenges you have faced in implementing sustainable initiatives and how you overcame them

3. How do you prioritize and manage multiple projects or tasks related to the Green Deal?



WORKCARD 16

1. What strategies or methods do you use to ensure transparency and accountability in reporting CSR and diversity metrics to internal and external stakeholders?

2. Are you familiar with the financial mechanisms and funding opportunities available for Green Deal projects? Please provide examples of how you have utilized such resources

3. How do you approach stakeholder engagement and communication in the context of sustainability projects?



WORKCARD 17

1. What strategies or methods do you use to ensure transparency and accountability in reporting CSR and diversity metrics to internal and external stakeholders?

2. Discuss any specific strategies or approaches you have used to measure and report the impact of your sustainability initiatives?

3. How do you ensure compliance with relevant environmental regulations and standards in your work?



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WORKCARD 18

1. Can you explain your understanding of ESG (Environmental, Social, and Governance) policies and their importance in the recruiting process?

2. How do you ensure that candidates are aligned with the organization's ESG policies and values?

3. Have you ever implemented any specific strategies or initiatives to attract environmentally conscious candidates?



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WORKCARD 19

1. Can you share an example of a situation where you had to evaluate a candidate's commitment to environmental sustainability during the recruitment process? _____

2. How do you stay updated on the latest trends and developments in ESG policies and practices?

3. Have you ever collaborated with other departments or stakeholders to develop and implement ESG-related recruitment strategies?



WORKCARD 20

1. Describe any challenges you have faced while integrating ESG policies into the recruiting process, and how you overcame them

2. How do you measure the success of your ESG-related recruitment efforts?

3. What steps do you take to ensure diversity and inclusion are considered in relation to ESG policies during the recruitment process?



WORKCARD 21

1. Can you provide an example of how you have successfully communicated the organization's ESG policies and values to potential candidates?

2. Explain your understanding of ESG (Environmental, Social, and Governance) policies and their importance in the recruiting process.

3. How do you ensure that candidates are aligned with the organization's ESG policies and values?



WORKCARD 22

1. Have you ever implemented any specific strategies or initiatives to attract environmentally conscious candidates?

2. Share an example of a situation where you had to evaluate a candidate's commitment to environmental sustainability during the recruitment process.

3. How do you stay updated on the latest trends and developments in ESG policies and practices?



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WORKCARD 23

1. Have you ever collaborated with other departments or stakeholders to develop and implement ESG-related recruitment strategies?

2. Describe any challenges you have faced while integrating ESG policies into the recruiting process, and how you overcame them.

3. How do you measure the success of your ESG-related recruitment efforts?



WORKCARD 24

1. What steps do you take to ensure diversity and inclusion are considered in relation to ESG policies during the recruitment process?

2. Provide an example of how you have successfully communicated the organization's ESG policies and values to potential candidates

3. Share your experience and knowledge of ESG policies related to the social aspect



WORKCARD 25

1. How do you assess and measure the social impact of a company's operations and policies?

2. Have you worked with any specific frameworks or guidelines for implementing social ESG policies?

3. Provide examples of social initiatives or programs that you have implemented in previous roles?



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WORKCARD 25

1. How do you ensure diversity, equity, and inclusion in the workplace when considering social ESG factors?

2. How do you stay updated on current trends and best practices in social ESG policies?

3. Describe a situation where you faced challenges in implementing social ESG policies and how you resolved them



WORKCARD 26

1. How do you ensure diversity, equity, and inclusion in the workplace when considering social ESG factors?

2. How do you stay updated on current trends and best practices in social ESG policies?

3. Describe a situation where you faced challenges in implementing social ESG policies and how you resolved them



WORKCARD 27

1. How do you collaborate with different stakeholders, such as employees, communities, and NGOs, to address social ESG concerns?

2. Share any success stories or achievements related to improving the social aspect of ESG in your previous roles

3. How do you communicate and report on social ESG initiatives to internal and external stakeholders?



WORKCARD 28

1. How do you identify and prioritize the social issues relevant to a company's ESG strategy?

2. Explain the importance of stakeholder engagement in developing and implementing social ESG policies.

3. How do you ensure compliance with relevant laws, regulations, and industry standards when it comes to social ESG?



WORKCARD 29

1. Provide examples of how you have integrated social ESG considerations into the recruitment and talent management processes

2. How do you assess and mitigate potential risks and controversies related to the social aspect of ESG?

3. Describe your approach to measuring the effectiveness and impact of social ESG initiatives.



WORKCARD 30

1. How do you collaborate with other departments, such as HR and CSR, to align social ESG policies across the organization?

2. Share any experiences where you have successfully influenced senior leadership to prioritize social ESG initiatives

3. How do you address potential conflicts or tensions between social ESG goals and business objectives?



WORKCARD 31

1. Provide insights into emerging trends or challenges in the social aspect of ESG that recruiters should be aware of

2. How does your business incorporate diversity, equity, and inclusion (DEI) into their social ESG strategies?

3. What are some best practices for promoting employee well-being and work-life balance as part of a company's social ESG initiatives?



WORKCARD 32

1. How can your business support and empower marginalized communities through social ESG efforts?

2. What role does philanthropy play in your company social ESG strategy, and how can it be aligned with the company's core values and goals?

3. How does your business address and mitigate potential human rights violations within your supply chains as part of their social ESG policies?



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WORKCARD 33

1. Provide examples of how companies have successfully implemented sustainable and ethical sourcing practices as part of their social ESG strategies

2. How can your business foster a culture of inclusivity and belonging within the organization as part of their social ESG initiatives?

3. What are some innovative ways u your business is addressing social issues, such as poverty, education inequality, or climate change, through their ESG strategies?



WORKCARD 34

1. How does your company engage with local communities and stakeholders to ensure their social ESG efforts are aligned with community needs and priorities?

2. Share any success stories or case studies of companies that have effectively integrated social ESG considerations into their business operations and achieved positive outcomes that you can learn from

3. Explain your understanding of ESG governance and its importance in an organization



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WORKCARD 35

1. How have you developed or implemented any governance policies related to ESG?
Provide examples?

2. How do you ensure compliance with ESG governance policies within an organization?

3. What metrics or indicators do you consider when assessing the effectiveness of ESG governance policies?



WORKCARD 36

1. Provide examples of how you have integrated ESG governance principles into decision-making processes

2. How do you communicate ESG governance policies to stakeholders, both internal and external?

3. Have you conducted any training or workshops on ESG governance for employees? If yes, how did you ensure their understanding and adherence to the policies?



WORKCARD 37

1. Share any experiences or challenges you have faced while implementing ESG governance policies and how you overcame them?

2. How do you stay updated on the latest trends and developments in ESG governance practices?

3. Provide any recommendations or improvements you would suggest for enhancing ESG governance within an organization



WORKCARD 38

1. Can you explain your understanding of ESG governance and its importance in an organization?

2. Have you developed or implemented any governance policies related to ESG? If yes, can you provide examples?

3. How do you ensure compliance with ESG governance policies within an organization?



WORKCARD 39

1. What metrics or indicators do you consider when assessing the effectiveness of ESG governance policies?

2. Provide examples of how you have integrated ESG governance principles into decision-making processes

3. How do you communicate ESG governance policies to stakeholders, both internal and external?



WORKCARD 40

1. Have you conducted any training or workshops on ESG governance for employees?

If yes, how did you ensure their understanding and adherence to the policies?

2. Share any experiences or challenges you have faced while implementing ESG governance policies and how you overcame them

3. How do you stay updated on the latest trends and developments in ESG governance practices?



WORKCARD 41

1. Provide ovide any recommendations or improvements you would suggest for enhancing ESG governance within an organization?

2. Can you provide examples of non-financial indicators that are commonly reported in ESG (Environmental, Social, and Governance) reporting?

3. How familiar are you with ESG frameworks and standards, such as GRI (Global Reporting Initiative), SASB (Sustainability Accounting Standards Board), and TCFD (Task Force on Climate-related Financial Disclosures)?



WORKCARD 42

1. Have you worked on developing or implementing ESG reporting strategies or initiatives in previous roles? Share your experience

2 Explain the importance of ESG reporting for businesses and investors

3. How do you stay updated on the latest trends and developments in ESG reporting?



WORKCARD 43

1. Provide an example of a challenging situation you faced while working on ESG reporting and how you resolved it.

2. Have you conducted materiality assessments to determine the most relevant ESG issues for a company?

3. How do you ensure data accuracy and reliability when collecting and analyzing ESG-related data?



WORKCARD 44

1. Describe your experience in engaging with various stakeholders (internal and external) to gather ESG data and ensure transparency

2. Are you familiar with ESG ratings and rankings systems, such as MSCI ESG Ratings and Dow Jones Sustainability Index? Have you worked on improving a company's ESG rating? Comment on that

3. How do you integrate ESG considerations into a company's overall business strategy?



WORKCARD 45

1. Share any success stories or achievements related to ESG reporting that you have been a part of

2. How do you communicate ESG performance and initiatives to internal and external stakeholders, including investors and the broader public?

3. Are you familiar with any ESG-related regulations or reporting requirements specific to the industry in which our company operates? Share your experience.



WORKCARD 46

1. How do you ensure alignment between ESG reporting and the United Nations Sustainable Development Goals (SDGs)?

2. Provide examples of non-financial indicators that are commonly reported in ESG (Environmental, Social, and Governance) reporting?

3. How familiar are you with ESG frameworks and standards, such as GRI, SASB, and TCFD?



WORKCARD 47

1. Have you worked on developing or implementing ESG reporting strategies or initiatives in previous roles? Assess your ability to develop and implement effective ESG reporting strategies and initiatives within the company you work at

2. Explain the importance of ESG reporting for businesses and investors. How do you understand this process?

3. Demonstrate an awareness of how ESG reporting can enhance transparency, improve risk management, attract investors, and enhance long-term sustainability.

4. How do you stay updated on the latest trends and developments in ESG reporting?

List 5 tips for your co-workers

1.

2.

3.

4.

5.



WORKCARD 48

1. Explain your experience and knowledge of ISO 26000 and its principles

2. Have you worked on implementing ISO 26000 in any organization? If yes, can you describe the process and outcomes?

3. What specific skills do you possess that make you a strong ISO 26000 specialist?

4. How do you navigate cultural and geographical differences when implementing ISO 26000 in a global organization?



WORKCARD 49

1. How familiar are you with the social responsibility standards and guidelines outlined in ISO 26000? How could you improve your knowledge?

2. Provide examples of how you have successfully integrated ISO 26000 principles into a company's sustainability strategy.

3. How do you stay updated with the latest developments and updates in ISO 26000? Have you conducted training sessions or workshops on ISO 26000 for employees or stakeholders? If yes, can you share your experience and feedback received?

4. Have you conducted audits or assessments to evaluate the compliance of an organization with ISO 26000? If yes, can you describe your approach and the results achieved?



WORKCARD 50

1. How do you ensure that the principles of ISO 26000 are effectively communicated and understood by employees at all levels of an organization?

2. What strategies do you use to engage stakeholders and ensure their active participation in the implementation of ISO 26000?

3. How do you address non-compliance issues and drive continuous improvement in relation to ISO 26000?

4. explain the concept of "core subjects" and "issues of social responsibility" as defined by ISO 26000?



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