

*SP ESG Leadership – 2024 Schedule and Plan
January 10, 2024*

Introduction

In Warren, Michigan on September 18, 2023, SP membership created a unique and industry-specific ESG Communications and Engagement Roadmap (for additional and specific details, please see the ***SP ESG Leadership – ESG Communications and Engagement Roadmap Workshop Report***).

This roadmap was further analyzed to identify a set of themes or topics that exist across all 3 stages of ESG leadership maturity (early journey, mid-journey or late journey), as illustrated accompanying SP document: ESG Leadership Communications and Engagement Roadmap Themes - January 2024.

SP ESG Leadership Plan

Building out from those topics, we have created the 2024 SP ESG Leadership Plan, which consists of 4 primary meetings, two virtual meetings (via Zoom), and two in-person meetings. Based on the roadmap inputs, those sessions will be focused upon:

- **ESG Culture, Change Management, and Communications:** This session would look and consider effective tools that have worked over time to better integrate ESG into the culture of the organization. Tools such as the sustainability business case, sustainability roles, effective communications on sustainability and methods of promoting a culture of sustainability, building upon successful change programs such as integration of safety and risk within the organization.
- **ESG RACI (Responsible, Accountable, Consulted, Informed):** This session would look in depth at those areas, inside and outside the organization, that may often be involved in and contribute to the ESG leadership process, and whether they are fundamental to ESG (responsible or accountable), must be involved for the success of the process (consulted), or are important supporters and communicators of the process of ESG leadership (informed).
- **Internal ESG Stakeholders:** This session would focus in-depth on three critical ESG stakeholders, procurement, supply chain, and sales stakeholders within each company. It will explore options for defining, developing, and involving individuals with those particular responsibilities and what tools and methods have been effective in enrolling these critical stakeholders in delivering on ESG goals for the organization.
- **ESG Risk Assessment and Management:** This session would look at typical ESG risks found in the enterprise risk assessment process, and will consider the opportunities that may be found for the business. It will begin with a simple case study of ESG risk identification and the response of


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an organization to those risks; will expand from that case study to industry-specific risks; look at potential tools for assessing, mitigating, and managing those risks; and consider the process for integrating ESG risks into the overall enterprise risk management process and governance.

Expected outputs of each session will include session slides, template(s) of any tactics and tools developed in the session, and meeting notes summarizing the workshop and its outputs.

SP ESG Leadership 2024 Preliminary Schedule

The identified topics, dates, and locations are detailed in the schedule table below. Calendar holding place invites will be sent out to the membership well in advance of the dates listed.

Proposed Topic	Tentative Date	Location
ESG Culture, Change Management, and Communications	February 22, 2024 (Thursday) at 1pm EST	Zoom Call
ESG RACI (Responsible, Accountable, Consulted, Informed)	April 30, 2024 (Tuesday)	In-Person Warren, Michigan
Internal ESG Stakeholders	June 13, 2024 (Thursday)	Zoom Call
ESG Risk Assessment and Management	October 23, 2024 (Wednesday)	In-Person Columbus, Ohio