



**SUSTAINABILITY AND INCLUSIVITY IN SUPPLY CHAIN MANAGEMENT:  
ESG AND DEI**

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<b>Course Title</b>	<b>Sustainability and Inclusivity in Supply Chain Management: ESG and DEI</b>
<b>Duration</b>	5 days
<b>Dates</b>	27 <sup>th</sup> – 30 <sup>th</sup> April 2026
<b>Location</b>	Naivasha
<b>Target Group</b>	<ol style="list-style-type: none"> <li>1. Supply Chain Management Directors/ heads of departments;</li> <li>2. Procurement and category sourcing managers;</li> <li>3. Logistics, warehousing, and operations managers;</li> <li>4. Professionals focused on sustainability, corporate social responsibility, and ESG Compliance;</li> <li>5. DEI managers and specialists;</li> <li>6. Human resources manager; compliance and risk management officers;</li> <li>7. CSR managers in public, private, and non-governmental organizations;</li> <li>8. Quality assurance and auditors; consultants, and advisors in supply chain, ESG, and DEI;</li> <li>9. Researchers, educators, and policymakers in supply chain, environmental studies, and social sciences.</li> <li>10. All other stakeholders involved in Sustainability (ESG) and inclusivity (DEI) in the public, private, and non-governmental organizations;</li> </ol>
<b>Introduction</b>	<p>In today’s interconnected business landscape, supply chains are under increasing pressure to not only deliver efficiency and profitability but also demonstrate responsibility, fairness, and inclusivity. Environmental, Social, and Governance (ESG) principles alongside Diversity, Equity, and Inclusion (DEI) practices are critical enablers of sustainable and resilient supply chains.</p> <p>For instance, a recent Gartner survey found that <b>49% of supply chain organizations now have formal DEI objectives</b> (up from 27% just a year before), underscoring how rapidly this is becoming a priority. In Kenya, <b>about 46% of listed firms have begun integrating ESG</b></p>

	<p><b>disclosures.</b> Integrating ESG ensures organizations minimize environmental impact, uphold ethical practices, and strengthen governance structures, while DEI initiatives foster inclusive participation, innovation, and equitable opportunities across the supply chain.</p> <p>This workshop will equip participants with the knowledge, tools, and strategies to embed ESG and DEI into supply chain management, creating value for businesses, stakeholders, and society at large.</p>
<p><b>Objectives</b></p>	<p>By the end of this workshop, the participants will be able to:</p> <ol style="list-style-type: none"> <li>1. Explain the role of ESG and DEI in building sustainable and inclusive supply chains.</li> <li>2. Assess environmental, social, and governance risks and opportunities within supply chain operations.</li> <li>3. Apply DEI principles to enhance supplier diversity, workforce inclusivity, and equitable practices.</li> <li>4. Design strategies to integrate sustainability and inclusivity into procurement, sourcing, and logistics for example EGP</li> <li>5. Evaluate global standards, reporting frameworks, and compliance requirements related to ESG and DEI.</li> <li>6. Develop a roadmap for embedding ESG and DEI into organizational supply chain strategy.</li> </ol>
<p><b>Problems associated with the theme</b></p>	<ul style="list-style-type: none"> <li>✓ Implementing ESG and DEI often involves <i>high costs and resource demands</i>, particularly for small and medium enterprises.</li> <li>✓ Organizations struggle with <i>complex compliance requirements and fragmented global standards</i>, making reporting inconsistent.</li> <li>✓ <i>Data collection and measurement of ESG and DEI</i> across multi-tier supply chains is challenging due to limited transparency.</li> <li>✓ <i>Resistance to change and cultural biases</i> within organizations and suppliers can slow the adoption of inclusive and sustainable practices.</li> <li>✓ Many suppliers face <i>capability gaps, lacking the knowledge or infrastructure</i> to meet ESG and DEI expectations.</li> <li>✓ There is a risk of <i>greenwashing or tokenism</i>, where firms adopt ESG and DEI superficially without embedding them into strategy.</li> </ul>
<p><b>Modern Theoretical Solutions</b></p>	<p><b>Modern Theoretical Solutions</b></p> <ul style="list-style-type: none"> <li>✓ <i>Integrated ESG-DEI Frameworks:</i> Position ESG and DEI as core pillars of supply chain strategy rather than side initiatives.</li> <li>✓ <i>Stakeholder-Centric Value Creation:</i> View success beyond profit,</li> </ul>

<p><b>Contemporary Practical Solutions</b></p>	<p>incorporating environmental and social value for all stakeholders.</p> <ul style="list-style-type: none"> <li>✓ <i>Risk-to-Opportunity Shift:</i> Treat ESG and DEI compliance not just as risk mitigation but as sources of innovation and competitive advantage.</li> <li>✓ <i>Systemic Collaboration:</i> Encourage cross-industry and public-private partnerships to harmonize standards and drive collective progress.</li> <li>✓ <i>Long-Term Sustainability Mindset:</i> Align supply chain design with long-term resilience, inclusivity, and planetary limits rather than short-term cost savings.</li> <li>✓ <i>Transparency as Trust Capital:</i> Consider disclosure and reporting not just as regulatory duties but as trust-building mechanisms with stakeholders.</li> </ul> <p><b>Contemporary Practical Solutions</b></p> <ul style="list-style-type: none"> <li>✓ <i>Supplier Codes of Conduct &amp; Audits:</i> Enforce ESG and DEI standards through contractual requirements, supplier scorecards, and periodic audits.</li> <li>✓ <i>Inclusive Supplier Development:</i> Onboard and mentor diverse suppliers (women-, youth-, or minority-owned businesses) to strengthen inclusivity.</li> <li>✓ <i>Digital Traceability Tools:</i> Use blockchain, IoT, and AI to monitor emissions, labor practices, and ethical sourcing in real time.</li> <li>✓ <i>Sustainable Procurement Policies:</i> Embed ESG requirements in tenders (e.g., carbon footprint limits, fair labor practices).</li> <li>✓ <i>Employee Upskilling &amp; Culture Change Programs:</i> Train staff and suppliers on ESG compliance, inclusive leadership, and unconscious bias.</li> <li>✓ <i>Green &amp; Inclusive Innovation:</i> Adopt technologies like renewable energy, circular economy models, and accessible product design to achieve impact.</li> </ul>
<p><b>Modern Theoretical Solutions</b></p>	<p><b>Modern Training Approach (Cases, Role Plays &amp; Simulations)</b></p> <ul style="list-style-type: none"> <li>• <b>Case Studies:</b> Real-world examples of companies applying ESG and DEI in their supply chains are used to analyze challenges, decision-making, and outcomes. Participants learn by linking theory to practice and exploring best practices.</li> <li>• <b>Role Plays:</b> Participants assume roles such as procurement managers, suppliers, regulators, or community representatives to experience different perspectives. This builds empathy, negotiation skills, and practical approaches to inclusive decision-making.</li> </ul>

- **Simulations:** Interactive digital or scenario-based exercises recreate real supply chain challenges (e.g., balancing cost with sustainability or resolving DEI conflicts). These allow participants to test strategies, experience consequences of decisions, and practice problem-solving in a risk-free environment.; Examples using world case studies for simulations.

**Course Description**

**Day 1: Foundations of ESG and DEI in Supply Chains**

*Session 1: Introduction to ESG and DEI Concepts*

- Definition, scope, and importance of ESG and DEI.
- Business case for sustainability and inclusivity in supply chains.
- Global trends and pressures from stakeholders.

*Session 2: Environmental, Social, and Governance Principles in Supply Chains*

- Overview of ESG dimensions and their application in SCM.
- Identifying ESG-related risks and opportunities.
- Role of ESG in resilience and competitiveness.

*Session 3: Diversity, Equity, and Inclusion in Supply Chains*

- DEI fundamentals and relevance in supply chain management.
- Supplier diversity and workforce inclusivity.
- Barriers to DEI and strategies to overcome them.

**Day 2: Environmental and Social Dimensions of ESG**

*Session 1: Environmental Sustainability in Supply Chains*

- Carbon footprint reduction and climate-friendly logistics (NEMA resource person).
- Waste management and circular supply chain models.
- Renewable energy adoption in supply chain operations
- Green procurement and sourcing.

*Session 2: Social Responsibility in Supply Chains*

- Labor standards, fair wages, and safe working conditions.
- Ethical sourcing and human rights due diligence.
- Community engagement and stakeholder inclusivity.

*Session 3: Case Studies on Environmental and Social Practices*

- Real-world examples of sustainable and inclusive supply chains.
- Lessons from leading companies integrating ESG & DEI.
- Group discussion and reflection.

**Day 3: Governance, DEI Implementation, and Risk Management**

*Session 1: Governance and Ethical Supply Chains*

- Governance structures and accountability in supply chains.
- Anti-corruption, transparency, and compliance.
- Reporting and disclosure frameworks (GRI, SASB, TCFD, CSRD).

*Session 2: Implementing DEI Across the Supply Chain*

- Inclusive recruitment, development, and leadership practices.

	<ul style="list-style-type: none"> <li>• Supplier diversity programs and partnerships.</li> <li>• Overcoming unconscious bias and fostering an inclusive culture.</li> <li>• Access to Government Procurement Opportunities (AGPO)</li> </ul> <p><i>Session 3: Risk and Resilience in ESG &amp; DEI Adoption</i></p> <ul style="list-style-type: none"> <li>• ESG and DEI risks: reputational, operational, and regulatory.</li> <li>• Risk assessment tools and monitoring mechanisms.</li> <li>• Building resilient and adaptable supply chains.</li> </ul> <p><b>Day 4: Integration, Strategy, and the Future</b></p> <p><i>Session 1: Integrating ESG and DEI into Supply Chain Strategy</i></p> <ul style="list-style-type: none"> <li>• Embedding ESG &amp; DEI into procurement and sourcing policies.</li> <li>• Aligning ESG &amp; DEI initiatives with corporate strategy.</li> <li>• Tools and frameworks for integration.</li> </ul> <p><i>Session 2: Measuring Impact and Reporting</i></p> <ul style="list-style-type: none"> <li>• ESG and DEI KPIs and performance indicators.</li> <li>• Monitoring progress through dashboards and scorecards.</li> <li>• Reporting for compliance and stakeholder communication.</li> </ul> <p><i>Session 3: Future of Sustainable and Inclusive Supply Chains</i></p> <ul style="list-style-type: none"> <li>• Emerging trends: digital tools for ESG &amp; DEI (AI, blockchain, IoT).</li> <li>• Innovations in green logistics and inclusive sourcing.</li> <li>• Developing a roadmap for long-term sustainability and inclusivity.</li> </ul>
<b>Course Delivery</b>	<p>This course will be delivered by our seasoned trainers who have vast experience as expert professionals in their respective fields of practice. The course is facilitated through a mix of practical activities, presentations, group exercises, and case studies. Real examples of Diversity and Inclusion, e.g., Safaricom, KENGEN, EABL; Public Service and case studies. Panel Discussions: Knowledge of adult learning methodologies is important.</p>
<b>Training Fees</b>	<p>Member: 50,000 + 16% VAT</p> <p>Non-Member: 55,000 + 16% VAT</p>
<b>Payment of Workshop Fees</b>	<p>No participant will be admitted to the workshop without payment in form of: Banker's cheque (Personal cheques will not be accepted), bank deposit slip, money order, Mpesa payment reference, and evidence of funds transfer. <b>LSOs and Commitment Letters are not ACCEPTABLE.</b></p>
<b>Accommodation</b>	<p>Participants are required to make their own travel and accommodation arrangements.</p>
<b>Workshop Bookings</b>	<p>Book online via <a href="https://events.kism.or.ke">events.kism.or.ke</a>. For workshop inquiries and registration, please contact <b>0769 878 227 / 0111024800</b> or e-mail <a href="mailto:programs@kism.or.ke">programs@kism.or.ke</a></p>

