

## PARTICIPANT ASSESSMENT DECK

### 1. Purpose (10% of Total Weight)

- ESG Training for Internal Audit Teams: Assess and provide assurance on the effectiveness of the organisation's ESG programs for IA teams to ensure they are equipped with the knowledge and skills to incorporate ESG considerations into their audit activities.
- ESG Strategy and Governance Involvement: Assess whether IA actively contributes to defining the organisation's ESG vision and strategy, aligns its activities with the ESG objectives, and plays a key role in the governance structures overseeing ESG initiatives.

### 2. Planning (20% of Total Weight)

- Audit Planning: Evaluate the integration of ESG factors into audit planning processes, ensuring that ESG risks and opportunities are appropriately identified and addressed.
- Gap Assessments: Assess the methodology and effectiveness of gap assessments in identifying discrepancies between current practices and desired ESG outcomes.
- Policies and Procedures: Review the development and updating of policies and procedures that incorporate ESG considerations, ensuring they are communicated and implemented effectively across the organisation.
- Stakeholder and Management Collaboration: Evaluate IA effectiveness in collaborating with management and stakeholders to develop and implement strategies that support the organisation's ESG goals, and its ability to engage with and understand the impact of current ESG trends.

### 3. People (20% of Total Weight)

- Stakeholder Engagements Including Board: Evaluate the extent and effectiveness of engagements with stakeholders, including the board, regarding ESG matters, ensuring that feedback is incorporated into IA activities.
- Integrating ESG in Performance Scorecards for IA Staff: Assess how ESG metrics are integrated into the performance evaluation and scorecards of IA staff, promoting accountability and alignment with ESG objectives.
- Training and Subject Matter Expertise (SME): Determine the extent to which IA facilitates comprehensive ESG training and education across the organisation, and assess the availability or utilisation of subject matter expertise for ESG within the audit function.

#### 4. Process (25% of Total Weight)

- Use of Technology: Evaluate the adoption and effectiveness of technology in enhancing the efficiency and scope of ESG auditing practices.
- Processes: Assess the effectiveness and efficiency of audit processes in incorporating and addressing ESG considerations.
- Disclosures: Review the process for preparing and verifying ESG disclosures, ensuring accuracy, completeness, and transparency.
- Maturity Assessment and Framework Review: Evaluate the thoroughness of IA's maturity assessments of the ESG function, including the governance, targets, monitoring, and internal controls, and assess IA's contribution to educating the Board/Audit Committee about ESG strategies and leveraging technology for ESG risk management.

#### 5. Performance (25% of Total Weight)

- Metrics: Assess the use and effectiveness of ESG-related metrics in measuring IA's performance and impact on the organisation's ESG objectives.
- Benchmarking: Evaluate the practice of benchmarking against industry standards and best practices to improve IA's ESG performance.
- Efficiency and Effectiveness: Measure the efficiency and effectiveness of IA activities in achieving ESG objectives, including audit cycle time, resource utilisation, and stakeholder perception.
- Continuous Monitoring and Advisory Reviews: Assess IA's continuous monitoring of ESG risks and opportunities, the inclusion of ESG metrics in executive performance metrics and incentives, and the effectiveness of IA's engagement in advisory reviews and benchmarking activities related to ESG processes.