

ESG Ethical Audit Checklist for Food and Beverage Manufacturing

Social Metrics – Most Relevant to Training & Development

This is where training and staff development are most heavily scrutinised. Auditors typically measure:

A. Training Program Structure

- Existence of formal ESG training programs
- Frequency and duration of training sessions
- Accessibility (e.g., multilingual, inclusive formats)

B. Participation & Coverage

- % of workforce trained on:
 - Human rights and labour standards
 - Health and safety
 - DEI (Diversity, Equity, Inclusion)
 - Ethical sourcing and supplier conduct
- Role-specific training completion rates

C. Impact & Outcomes

- Pre- and post-training assessments (knowledge gain)
- Employee feedback and satisfaction with training
- Reduction in incidents (e.g., safety violations, discrimination claims)
- Career progression linked to ESG competencies

D. Workforce Development Metrics

- Investment in upskilling and reskilling
- Internal promotion rates vs. external hires
- Retention rates of trained staff
- Mentorship and leadership development programs



Governance Metrics (G)

- Training on anti-corruption, whistleblowing, and compliance
- Awareness of governance policies (measured via surveys or audits)
- Incident reporting mechanisms and staff familiarity with them



Mental Health & Wellbeing Support

- Auditors may assess:
 - Availability of mental health resources (e.g. EAPs, counselling)
 - Training for managers on mental health awareness
 - Mental health days or flexible leave policies
 - Psychological safety in the workplace (e.g. open-door policies, anonymous feedback)
 - Staff awareness of available support services
 - Inclusion of mental health in onboarding and ongoing training



Environmental Metrics

- Employee training on environmental compliance (e.g., waste handling, emissions reduction)
- Participation rates in sustainability workshops
- Knowledge retention from environmental training modules