

**SKILLS FRAMEWORK FOR FINANCIAL SERVICES
TECHNICAL SKILLS AND COMPETENCIES (TSC) REFERENCE DOCUMENT**

TSC Category	Sustainable Finance					
TSC	Sustainability ¹ Reporting					
TSC Description	Lead development of organisation's sustainability reporting and accounting policies and processes in line with regulatory requirements and international best practices					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
			Understand, explain and apply key sustainability reporting and accounting frameworks, standards and regulations and their application to the financial sector	Support development of organisation's sustainability reporting and accounting policies and processes in line with regulatory requirements and international best practices	Lead development of organisation's sustainability reporting and accounting policies and processes in line with regulatory requirements and international best practices	
Knowledge			<ul style="list-style-type: none"> • Concepts of sustainability reporting frameworks, guidelines and principles • Concepts of sustainability accounting frameworks, guidelines and principles • Greenhouse gas (including Scope 1 to Scope 3) emissions concepts • Sustainability report second-party opinion and third-party audit concepts • Domestic, regional and international sustainability reporting and accounting regulations that are applicable to the financial sector 	<ul style="list-style-type: none"> • Main sustainability-related business codes and agreements • Domestic, regional and international developments on sustainability reporting and accounting standards and frameworks, and regulations • Greenhouse gas emissions accounting and reporting approaches • Best practices in sustainability reporting and accounting by sectors • Materiality assessment approaches and process • Systems to collect and update sustainability data and information • Third party ratings – methodologies, 	<ul style="list-style-type: none"> • Organisation-wide sustainability priorities • Best practices of methods to set targets in relation to each material sustainability metric • Best practices of corporate policies, practices and performance measurements in relation to each material sustainability metric • Techniques to link organisation's targets to global environmental goals and SDGs in a quantifiable manner • Techniques to conduct integrated reporting which combines financial and sustainability data • Techniques to compare sustainability information disclosed against one 	

¹ Includes environmental reporting

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				<p>applications and limitations</p> <ul style="list-style-type: none"> • Sustainability report second-party opinion and third-party audit standards and guidelines • Methodologies to assess and benchmark disclosed information against international standards and best practices 	<p>standard vs another standard</p> <ul style="list-style-type: none"> • Techniques to compare sustainability report second-party opinion / third-party audit reports against one standard vs another standard 	
<p>Abilities</p>			<ul style="list-style-type: none"> • Explain how sustainability reporting and accounting can support sustainability goals of organisation, financial sector and economy • Explain the associated financial risk exposures from different sustainability disclosure metrics to the organisation • Explain sustainability reporting and accounting frameworks, standards and regulations relevant to the organisation • Support implementation of organisation's sustainability reporting and accounting 	<ul style="list-style-type: none"> • Assess and analyse leading international sustainability reporting developments, regulations and frameworks and the implications for the financial sector • Support development of organisation's sustainability reporting strategy, approach, policies and processes • Support data collection as inputs into sustainability reporting and accounting • Support drafting of sustainability reporting products and materials • Support alignment of sustainability reporting products and materials with regulatory requirements and international best practices • Support the selection of sustainability report second-party opinion/ third-party audit service providers 	<ul style="list-style-type: none"> • Drive organisation's selection of sustainability reporting frameworks to disclose against (for non-mandatory regimes) • Develop organisation's sustainability reporting strategy, approach, policies and processes • Conduct materiality assessment that is relevant to the organisation • Establish short- and long-term targets in relation to each environmental (or social or governance) sustainability metric that is material to the organisation • Develop a system to collect and review the integrity of sustainability data collected • Draft sustainability reporting products and materials in line with regulatory requirements and international best practices • Assess effectiveness of sustainability disclosures 	

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				<ul style="list-style-type: none"> • Support the selection of appropriate data and information for second-party opinion / third-party audit • Support the conduct of performance attribution of sustainability factors in the portfolio 	<p>and refine organisation's sustainability reporting and approach</p> <ul style="list-style-type: none"> • Act on the comments received from second-party opinion / third-party audit and refine organisation's sustainability data collection and reporting approach • Report portfolio performance, including analysis of performance attribution and green and sustainable quality 	
<p>Range of Application</p>	<p>Concepts of sustainability reporting frameworks, guidelines and principles may include, but not limited to:</p> <ul style="list-style-type: none"> • Global Reporting Initiative (GRI) Standards • Taskforce for Climate-related Financial Disclosures (TCFD) • Sustainability Accounting Standards Board (SASB) Standards • CDP <p>Accounting frameworks may include, but not limited to:</p> <ul style="list-style-type: none"> • Greenhouse Gas (GHG) Protocol and Partnership for Carbon Accounting Financials (PCAF) <p>Accounting regulations may include, but not limited to:</p> <ul style="list-style-type: none"> • EU Non-Financial Reporting Directive (NFRD) • EU's Sustainable Finance Disclosure Regulations (SFDR) <p>Sustainability-related codes and agreements may include, but not limited to:</p> <ul style="list-style-type: none"> • Equator Principles • Paris Agreement • UN Global Compact 					