

ENVIRONMENT, SOCIAL & GOVERNANCE (ESG)

HORIZON

ADVANCING SMALL MEDIUM ENTERPRISES THROUGH
SUSTAINABILITY AND RESPONSIBLE GOVERNANCE



Dickens Mambu
Calvin Jose Jol



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TABLE OF CONTENT

NO	CONTENT	PAGE
1	ACKNOWLEDGEMENT	2
2	DISCLAIMER	3
3	PREFACE	4
4	STATEMENT OF NEED	5
5	PEPPER, PEOPLE, AND PRINCIPLES: D'MAMBU PEPPER SHOWS HOW SARAWAK SMES PIONEER ESG	6
6	CHAPTER 1: WHY ESG MATTERS FOR MALAYSIA SMES?	12
7	CHAPTER 2: THE RULES OF THE GAME: POLICIES, STANDARDS, AND MARKET SIGNALS	21
8	CHAPTER 3: GETTING STARTED THE SME- FRIENDLY WAY (PROPORTIONATE, PRACTICAL, DOABLE)	30
9	CHAPTER 4: MEASURE, REPORT, IMPROVE: PRACTICAL KPIS AND SIMPLE DISCLOSURES	39
10	CHAPTER 5: MONEY MATTERS: INCENTIVES, FINANCING, AND WHAT BANKS EXPECT	47
11	CHAPTER 6: ESG IMPLEMENTATION IN THE OIL PALM INDUSTRY: FROM SMALLHOLDERS TO LARGE PLANTATIONS	56
14	CONCLUSIONS	62
15	REFERENCES	64

ACKNOWLEDGMENT

This book is inspired by the dedication of small and medium enterprises striving to embed sustainability, social responsibility, and sound governance into their daily practices. Their resilience and innovation reflect the true spirit of progress within Sarawak's evolving economic landscape.

Sincere appreciation is also extended to the policymakers, educators, and collaborators who have supported ESG awareness and action. Their continued guidance and partnership strengthen the vision of a sustainable, inclusive, and ethically driven future for all.

DISCLAIMER

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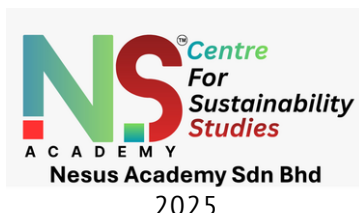
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PREFACE

This book is written for owners, managers, and team leads who keep Malaysia's small and medium enterprises moving every day. It is for people who balance orders, staff, suppliers, and cash flow, and who still want to do business the right way. We use plain language, short steps, and real examples so that Environmental, Social, and Governance (ESG) becomes something you can apply in daily operations, without hiring a large team or spending heavily.

ESG, in simple terms, is disciplined management of resources, people, and decisions. It means cutting waste and saving energy and materials. It means keeping people safe, skilled, and respected. It means acting with integrity and putting controls in place so that promises are kept. ESG is not public relations. It is a practical method to run a steady business that customers trust, and banks are willing to support.

Why now, and why Malaysia. Buyers are asking for clear information, and they pass this request along the supply chain. Banks are assessing risk and prefer companies that track a few reliable numbers and have a simple plan. National policies on the energy transition and on upgrading industry are moving in the same direction. This is not a demand for perfection on the first day. It is an invitation to start with what you already have, to be open about limits, and to improve each year.

The benefits are concrete. Better housekeeping and maintenance often reduce electricity use and waste disposal, which lowers cost and strengthens margins. Clean answers to customer questionnaires help you keep contracts and win new ones. A short set of KPIs and a realistic target make it easier for banks to approve loans and green facilities. Clear safety rules, a grievance channel, and an anti-corruption policy reduce incidents that stop production or damage reputation. Fair work practices and honest reporting attract and retain good staff who take pride in their workplace.



STATEMENT OF NEED

ESG, which stands for Environmental, Social, and Governance, is a way for businesses to operate responsibly by protecting the environment, caring for people, and managing organisations with transparency and integrity.

It is no longer just a corporate trend but a vital strategy for long-term success in today's competitive global market. For small and medium enterprises (SMEs), ESG provides a clear pathway to stay relevant, build trust, and gain access to new markets and funding opportunities. Customers now demand sustainable products, investors prioritise responsible companies, and regulators expect greater accountability.

The environmental aspect focuses on reducing pollution, using resources efficiently, and addressing climate challenges. The social aspect involves fair treatment of employees, strong community engagement, diversity, and responsible products. Governance ensures transparent decision-making, ethical leadership, and effective risk management. However, many SMEs still view ESG as complex, costly, or relevant only to large corporations.

This book is different from typical ESG guides because it goes beyond theory and global standards. It focuses on local context, real examples, affordable strategies, and actionable tools that small businesses can apply immediately. By reading this book and engaging in its accompanying training, SMEs will not only understand ESG but also learn how to integrate it into their daily operations, proving that sustainability can be a driver of innovation, growth, and long-term profitability.

This PDF is a preview
version.

For full access to the
complete book you are
warmly invited to register
and join our
Environment, Social, and
Governance
training programme
provided by
Nesus Academy Sdn Bhd.

NESUS Academy Sdn Bhd



NESUS Academy Sdn. Bhd. is a Malaysia-based organization dedicated to advancing sustainability and operational excellence in the palm oil industry. With a strong focus on training, professional guidance, and capacity building, NESUS equips plantation managers, mill operators, and industry stakeholders with the knowledge and skills to adopt modern technologies and best practices.

About the Authors



Dickens Mambu brings over 22 years of industrial experience in the palm oil sector, specializing in sustainability, environmental management, social compliance, and certification audits. He has held key positions with major palm oil industry players, international NGOs, and the Sarawak land development agency, where he advanced sustainable palm oil practices across Malaysia and the wider region. He is a Certified MSPO Auditor (MS2530:2022) and a Certified MSPO Supply Chain Auditor, complementing his auditing expertise in RSPO, ISCC, and HCV-HCSA frameworks. Internationally, he has vast knowledge on ISO QMS 19001:2015 and an IRCA Certified ISO 45001:2018. His qualifications also experienced in social components such as SA8000 Social Accountability, Anti-Bribery Management System (MACA, 2025), and advanced environmental compliance certifications such as CESSWI (2025), CPESC (2025), and CISEC (2022). Additionally, he is also trained as Safety Officer, Ergonomic and Noise Monitoring which strengthening his integrated approach to occupational health, safety, and sustainability. Academically, Dickens holds a Master's in Sustainable Land Use and Natural Resources Management from UNIMAS, a Bachelor's in Conservation Biology from UMS, and an Executive Diploma in Plantation Management from UTM. For his leadership and industry impact, he received the Anugerah Usahawan Bumiputra (Agro), Sarawak in 2022 and the HRD Corp Trainer Award, Sarawak Region in 2023.



Calvin Jose Jol, a researcher with Master's and Bachelor's degrees in Chemical Engineering from Universiti Malaysia Sarawak, specializes in advanced and sustainable water treatment. He has published in high-impact journals and presented internationally on electrochemical processes and environmental technologies. Skilled in water quality analysis, process optimisation, and project management, Calvin advances NESUS Academy's mission by bridging scientific innovation with industry needs, particularly in sustainable palm oil and environmental sectors.

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