FUTURE SKILLS ORGANISATION
Finance Technology Business

Sustainable Finance Disclosures draft Unit of Competency

FNSXXX400 Identify Sustainability Reporting Frameworks and Obligations

Unit of Competency – Application, Elements & Performance Criteria

Unit code	FNSXXX400
Unit title	Identify sustainability reporting frameworks and obligations in financial services
Application	This unit describes the skills and knowledge required to identify sustainability reporting frameworks, standards and obligations relevant to financial services organisations. It involves recognising key sustainability concepts and terminology, identifying the regulatory landscape for sustainability reporting in Australia, explaining the roles and responsibilities of different stakeholders, and describing how sustainability capabilities integrate across organisational functions. The unit applies to individuals working in entry-level or developing roles within financial services organisations, or operating as independent practitioners providing financial services, who need a foundational understanding of sustainability reporting requirements. Work is performed within the scope of the individual's role and professional responsibilities, with access to specialist advice for complex and unfamiliar matters. It also requires the development of knowledge of sustainability concepts in familiar contexts. Individuals performing this work identify key sustainability reporting frameworks and standards, recognise the legislative and regulatory requirements that apply to their organisation or clients, describe the roles different functions play in sustainability reporting, and explain how sustainability concepts including Environmental, Social and Governance (ESG) factors connect to financial services practice. This unit provides foundational knowledge that supports progression to specialised sustainability units across strategy, risk, products and reporting capability areas. *No licensing, legislative or certification requirements apply to this unit at the time of publication.*
Pre-requisite unit	N/A
Competency field	N/A
Unit sector	Sustainable Finance
Elements	**Performance criteria**

Elements describe the essential outcomes.	*Performance criteria describe the performance needed to demonstrate achievement of the element.*
1. Identify sustainability reporting frameworks and standards	1.1 Identify key sustainability reporting frameworks, standards and regulations applicable to financial services in Australia 1.2 Recognise the purpose and scope of key international and Australian sustainability reporting standards, including International Sustainability Standards Board (ISSB) standards, Taskforce on Nature-related Financial Disclosures (TNFD) and Australian Sustainability Reporting Standards (ASRS) 1.3 Describe the relationship between sustainability disclosures and financial risk and opportunity 1.4 Explain key sustainability terminology and acronyms used in reporting, including Environmental, Social and Governance (ESG) factors, Scope 1, Scope 2 and Scope 3 emissions, and relevant taxonomies.
2. Identify regulatory and legislative obligations	2.1 Identify Australian legislative requirements for mandatory sustainability reporting, including which entities must report, reporting timelines and reporting obligations 2.2 Recognise the roles of key regulatory and standards-setting bodies, including the Australian Accounting Standards Board (AASB), Australian Auditing and Assurance Standards Board (AUASB) and Australian Securities and Investments Commission (ASIC) 2.3 Describe the relationship between sustainability reporting obligations and existing financial reporting requirements 2.4 Identify how regulatory requirements apply to different types of financial services organisations 2.5 Recognise the concept of financial materiality as the basis for determining which climate-related risks and opportunities must be disclosed under AASB S2 and Chapter 2M of the Corporations Act. 2.6 Identify the global and Australian climate policy context for sustainability reporting obligations, including the role of international agreements and Australia's national climate commitments.
3. Describe roles and responsibilities in sustainability reporting	3.1 Describe the roles and responsibilities of different organisational functions in sustainability reporting

	3.2 Identify how sustainability capabilities integrate across strategy, risk management, products and reporting 3.3 Recognise that mandatory climate-related disclosures under AASB S2 are prepared for investors and other users of general-purpose financial reports. 3.4 Recognise stakeholder engagement obligations beyond mandatory reporting, including with customers, communities and First Nations peoples in accordance with Free, Prior and Informed Consent (FPIC) principles. 3.5 Explain how sustainability reporting supports organisational decision-making and accountability.
4. Identify sustainability data and information sources	4.1 Identify common types of sustainability data collected for reporting purposes 4.2 Recognise sources of sustainability information relevant to the organisation 4.3 Describe basic data quality requirements for sustainability reporting 4.4 Explain how sustainability data supports different reporting frameworks and disclosure requirements.
Assessment Requirements	
Performance evidence	The learner must demonstrate the ability to perform the tasks outlined in the elements and performance criteria, and to: PE1. Identify and explain at least three key sustainability reporting frameworks or standards applicable to financial services in Australia PE2. Describe the legislative and regulatory requirements for sustainability reporting relevant to at least one type of financial services organisation PE3. Explain how sustainability capabilities integrate across at least two organisational functions PE4. Identify sources and types of sustainability data relevant to reporting obligations. In the course of the above, the learner must: PE5. Use sustainability terminology and acronyms accurately PE6. Describe the roles of key regulatory and standards-setting bodies

	PE7. Explain the connection between sustainability reporting and financial risk and opportunity PE8. Recognise the importance of First Nations perspectives in sustainability activities.
Knowledge evidence	The learner must demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria, which includes knowledge of: KE1. Basic climate science underpinning sustainability reporting requirements, including: KE1.1. The greenhouse effect KE1.2. Key greenhouse gases (carbon dioxide, methane, nitrous oxide, fluorinated gases) KE1.3. How human activity contributes to global warming KE1.4. The role of natural carbon sinks. KE2. Global and Australian climate policy architecture, including: KE2.1. The United Nations Framework Convention on Climate Change (UNFCCC) KE2.2. The Intergovernmental Panel on Climate Change (IPCC) KE2.3. The Paris Agreement and Nationally Determined Contributions (NDCs) KE2.4. Concepts of climate mitigation, adaptation and the global carbon budget KE2.5. Australia's national response to climate change including Australia's NDC, emissions reduction target and the National Adaptation Plan. KE3. Key sustainability reporting frameworks, standards and regulations applicable to financial services in Australia, including: KE3.1. International Sustainability Standards Board (ISSB) standards KE3.2. Taskforce on Nature-related Financial Disclosures (TNFD) KE3.3. Australian Sustainability Reporting Standards (ASRS) KE3.4. Other relevant frameworks and taxonomies. KE4. Australian legislative requirements for mandatory sustainability reporting KE5. Roles of key regulatory and standards-setting bodies, including: KE5.1. The Australian Accounting Standards Board (AASB) KE5.2. The Australian Auditing and Assurance Standards Board (AUASB)

	KE5.3. The Australian Securities and Investments Commission (ASIC) KE6. Key sustainability terminology and acronyms, including: KE6.1. Environmental, Social and Governance (ESG) KE6.2. Scope 1, Scope 2 and Scope 3 emissions KE6.3. Sustainability taxonomies. KE7. The relationship between sustainability disclosures and financial risk and opportunity KE8. Roles and responsibilities of different organisational functions in sustainability reporting KE9. How sustainability capabilities integrate across strategy, risk management, products and reporting KE10. The primary audience for mandatory climate-related disclosures under Chapter 2M of the Corporations Act and AASB S2, including: KE10.1. that disclosures are prepared for investors and other users of general-purpose financial reports KE10.2. that financial materiality under AASB S2 is assessed from the perspective of these users, not broader stakeholders KE10.3. the distinction between this mandatory reporting audience and broader voluntary stakeholder engagement. KE11. The role of broader stakeholder engagement in sustainability activities in financial services beyond mandatory reporting requirements, including: KE11.1. engagement with customers, communities and regulators to inform sustainability strategy and voluntary disclosure KE11.2. the principles of Free, Prior and Informed Consent (FPIC) for First Nations peoples at an introductory level. KE12. Common types of sustainability data and information sources KE13. Basic data quality requirements for sustainability reporting KE14. What makes financial products and services “sustainable” or “green” at an introductory level.
Assessment conditions	AC1. Skills must be assessed in a workplace or simulated environment where conditions are typical of those in a working environment in this industry or workplace This includes access to: AC2. Sustainability reporting frameworks, standards, regulations, and guidelines

	AC3. Examples of sustainability reports and disclosures from financial services organisations AC4. Information about Australian legislative requirements for sustainability reporting AC5. Sustainability resources and glossaries AC6. Examples of different types of sustainability data AC7. Case studies demonstrating how sustainability capabilities integrate across organisational functions.
Unit mapping information	No equivalent unit
Links	FNS TP Companion Volume Implementation Guide

Sustainable Finance Disclosures draft Unit of Competency

FNSXXX401 Contribute to Sustainability strategy development

Unit of Competency – Application, Elements & Performance Criteria

Unit code	FNSXXX401
Unit title	Contribute to sustainability strategy development
Application	This unit describes the skills and knowledge required to contribute to the development and implementation of sustainability strategy within organisations. It involves analysing sustainability risks and opportunities, developing strategy components, implementing sustainability initiatives with some autonomy, and monitoring progress to inform continuous improvement. The unit applies to individuals working in intermediate-level roles within organisations who contribute to sustainability strategy development with increasing autonomy and accountability. Work involves independent decision-making within established parameters, applying judgement to integrate sustainability considerations into strategy development, and working across a range of products, sectors or asset classes. Individuals performing this work analyse organisational contexts to inform strategy development, contribute to the development of sustainability initiatives including climate and nature transition plans, lead implementation activities within their area of responsibility, engage with stakeholders to support strategy development, and monitor progress against objectives. Work requires adaptation to different contexts and situations with some complexity. *No licensing, legislative or certification requirements apply to this unit at the time of publication.*
Pre-requisite unit	N/A
Competency field	N/A
Unit sector	Sustainable Finance
Elements	**Performance criteria**
Elements describe the essential outcomes.	*Performance criteria describe the performance needed to demonstrate achievement of the element.*

1. Analyse sustainability context to inform strategy	1.1 Analyse organisational goals, policies, regulations, and standards relevant to sustainability strategy development 1.2 Assess sustainability risks and opportunities across a range of contexts, and their implications for organisational strategy 1.3 Evaluate impacts of climate change, nature loss, and social issues on the organisation and its stakeholders 1.4 Analyse sustainability trends and developments to inform strategy formulation.
2. Contribute to sustainability strategy development	2.1 Contribute to the development of sustainability strategy components aligned with organisational objectives 2.2 Integrate materiality assessments and ESG considerations into strategy development activities 2.3 Develop recommendations for climate and nature transition plan elements based on analysis and stakeholder input 2.4 Apply principles of Free, Prior and Informed Consent (FPIC) when engaging with First Nations peoples in strategy development activities.
3. Implement sustainability initiatives	3.1 Lead implementation of sustainability initiatives within area of responsibility according to organisational requirements 3.2 Develop and implement activities that support climate and nature transition plans 3.3 Engage with stakeholders to support implementation of sustainability strategy across different contexts 3.4 Adapt implementation approaches to address challenges and opportunities as they arise.
4. Monitor and report on strategy progress	4.1 Monitor implementation of sustainability initiatives against established objectives and timelines 4.2 Collect and analyse progress data to identify achievements, and areas requiring attention 4.3 Prepare progress reports on sustainability strategy implementation for relevant audiences 4.4 Recommend improvements to strategy implementation based on monitoring findings.
Assessment Requirements	

Performance evidence	The learner must demonstrate the ability to perform the tasks outlined in the elements and performance criteria, and to: PE1. Analyse sustainability context and contribute to strategy development for at least two different contexts (e.g. products, sectors, asset classes) PE2. Develop recommendations for sustainability strategy components, including climate or nature transition plan elements PE3. Lead implementation of at least two sustainability initiatives within the area of responsibility PE4. Monitor and report on sustainability strategy progress, including recommending improvements. In the course of the above, the learner must: PE5. Apply relevant policies, regulations, and standards PE6. Integrate materiality assessments and ESG considerations PE7. Engage effectively with diverse stakeholders PE8. Apply Free, Prior and Informed Consent (FPIC) principles when engaging with First Nations peoples.
Knowledge evidence	The learner must demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria, which includes knowledge of: KE1. Organisational goals, relevant policies, laws, regulations and standards for sustainability strategy relevant to financial services KE2. Sustainability risks and opportunities relevant to financial services, including climate, nature and social dimensions KE3. How climate-related opportunities arise from mitigation responses (e.g. low-carbon products and services), and adaptation responses (e.g. resilience-focused services) at an introductory level KE4. Basic concepts of materiality assessment and Environmental, Social and Governance (ESG) integration KE5. Climate and nature transition plan concepts, and components at an introductory level KE6. How climate and nature transition plans connect to Australia's national climate commitments, and to organisational sustainability strategy KE7. Introductory reference to best-practice transition plan guidance including the Transition Plan Taskforce (TPT) and IFRS S2 transition plan disclosures KE8. Principles of Free, Prior and Informed Consent (FPIC) for First Nations peoples

	KE9. First Nations peoples as stakeholders in sustainability strategy KE10. The role of stakeholder engagement in strategy development KE11. Basic monitoring and reporting concepts for sustainability initiatives KE12. Sustainability trends and developments affecting financial services KE13. Organisational systems and processes for strategy implementation.
Assessment conditions	AC1. Skills must be assessed in a workplace or simulated environment where conditions are typical of those in a working environment in this industry or workplace This includes access to: AC2. Organisational strategy documents, policies, and procedures AC3. Sustainability frameworks, standards, and regulations AC4. Data and information sources for strategy analysis AC5. Opportunities to engage with stakeholders AC6. Strategy development and monitoring tools, and systems AC7. Case studies or scenarios across different contexts AC8. Transition Plan Taskforce (TPT) guidance as a publicly available reference resource AC9. Sustainability resources and glossaries.
Unit mapping information	No equivalent unit
Links	FNS TP Companion Volume Implementation Guide

Sustainable Finance Disclosures draft Unit of Competency

FNSXXX402 Contribute to sustainability risk management

Unit of Competency – Application, Elements & Performance Criteria

Unit code	FNSXXX402
Unit title	Contribute to sustainability risk management
Application	This unit describes the skills and knowledge required to contribute to sustainability risk management activities within financial services organisations. It involves identifying sustainability-related risks, supporting risk assessment processes, assisting with the implementation of risk management responses, and collecting information to support ongoing risk monitoring. The unit applies to individuals working in roles within financial services organisations or operating as independent practitioners providing financial services, who contribute to sustainability risk management activities across a broad range of industries and organisations. Work involves following established risk management procedures with some scope to exercise judgement within defined parameters and supporting risk management activities across familiar and some unfamiliar contexts. Individuals performing this work identify sustainability-related risks including climate, nature and social risks, support risk assessment and due diligence activities, assist with the implementation of risk management responses within their area of responsibility, and collect data to support ongoing risk monitoring. Work is performed within the scope of the individual's role and professional responsibilities with access to specialist advice for complex or unfamiliar matters. It requires development of knowledge of how sustainability risks apply across a range of financial services contexts. *No licensing, legislative or certification requirements apply to this unit at the time of publication.*
Pre-requisite unit	N/A
Competency field	N/A
Unit sector	Sustainable Finance
Elements	**Performance criteria**

Elements describe the essential outcomes.	*Performance criteria describe the performance needed to demonstrate achievement of the element.*
1. Identify sustainability-related risks	1.1 Identify and describe sustainability-related risks relevant to the organisation, including climate risks (acute and chronic physical risks; policy, legal, market, technology, and reputational transition risks), nature-related risks, and social risks including modern slavery, circular economy, community impacts, First Nations considerations, and gender considerations 1.2 Recognise how sustainability risks and opportunities apply across different sectors and organisational contexts 1.3 Describe the connections between sustainability risks and broader organisational risk 1.4 Explain key sustainability risk terminology and use it accurately in documentation.
2. Support sustainability risk assessment processes	2.1 Support sustainability due diligence activities by collecting required information according to established procedures 2.2 Assist with gathering information about sustainability risks in identified sectors within scope of role 2.3 Collect, collate and organise data to support assessment of sustainability risks across different business contexts 2.4 Recognise basic materiality assessment concepts and their application to sustainability risks.
3. Assist with risk management responses	3.1 Implement assigned tasks to support risk management responses according to requirements 3.2 Assist with monitoring of sustainability risks within scope of role 3.3 Follow good practices for avoiding and mitigating sustainability risks within the area of responsibility 3.4 Recognise the importance of considering impacts on First Nations communities when supporting risk management activities, including awareness of Free, Prior and Informed Consent (FPIC) principles.
4. Support risk monitoring and reporting	4.1 Collect and record sustainability risk information in systems following established formats 4.2 Assist with monitoring of risk management activities and record outcomes

	4.3 Identify and report issues or emerging risks through appropriate channels when identified during routine work 4.4 Support the alignment of sustainability risk activities with the risk management framework.
Assessment Requirements	
Performance evidence	The learner must demonstrate the ability to perform the tasks outlined in the elements and performance criteria, and to: PE1. Collect and organise sustainability risk information covering climate, nature, and social risks from at least three different sources PE2. Assist with risk assessment activities within scope of role PE3. Record risk information in systems accurately PE4. Identify and report basic sustainability risks or issues through appropriate channels. In the course of the above, the learner must: PE5. Follow risk management procedures consistently PE6. Demonstrate accurate data collection and recording PE7. Use systems correctly PE8. Communicate clearly with supervisor and team members.
Knowledge evidence	The learner must demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria, which includes knowledge of: KE1. Sustainability-related risks relevant to financial services, including: KE1.1. Climate risks (physical and transition) KE1.2. Nature-related risks KE1.3. Social risks including modern slavery, community impacts, and First Nations considerations KE1.4. Circular economy considerations KE1.5. Gender considerations. KE2. Core concepts of climate-related physical risk, including: KE2.1. The IPCC framework of hazard, exposure and vulnerability KE2.2. Acute physical risks (e.g. floods, cyclones, heatwaves, bushfires) and chronic physical risks (e.g. sea-level rise, long-term temperature change) in the Australian context KE2.3. How climate impacts in one geography may affect entities in another through value chains and risk transmission.

	KE3. Core concepts of climate-related transition risk including: KE3.1. How transition risks differ from physical risks KE3.2. Categories of transition risk: policy, legal, market, technology and reputational KE3.3. How transition risks may affect organisational operations, strategy, and financial performance. KE4. Australian decarbonisation policy context and climate commitments of major trading partners at an introductory level KE5. Basic connections between sustainability risks and broader organisational risks KE6. Basic risk management concepts and procedures KE7. Regulatory guidelines and industry standards for sustainability risk management at an introductory level, including APRA Prudential Standard CPS 229, which applies to APRA-regulated entities (banks, insurers and superannuation funds). Basic materiality assessment concepts and their application KE8. Principles of Free, Prior and Informed Consent (FPIC), and their relevance to risk assessment KE9. First Nations peoples as stakeholders in sustainability risk management KE10. Organisational policies and procedures for sustainability risk management KE11. Common sources of sustainability risk data and information KE12. Basic Environmental, Social and Governance (ESG) due diligence concepts KE13. Sustainability risk terminology and language KE14. Organisational systems used for risk management.
Assessment conditions	AC1. Skills must be assessed in a workplace or simulated environment where conditions are typical of those in a working environment in this industry or workplace This includes access to: AC2. Organisational risk management frameworks and procedures AC3. Sustainability risk data and information sources AC4. Risk assessment tools and templates AC5. Opportunities to interact with supervisor and team members AC6. Regulatory guidelines and industry standards AC7. Case studies or scenarios across different contexts AC8. Sustainability resources and glossaries.
Unit mapping information	No equivalent unit

Links	FNS TP Companion Volume Implementation Guide

Sustainable Finance Disclosures draft Unit of Competency

FNSXXX403 Analyse and support sustainable finance products and services

Unit of Competency – Application, Elements & Performance Criteria

Unit code	FNSXXX403
Unit title	Analyse and support sustainable finance products and services
Application	This unit describes the skills and knowledge required to analyse and support sustainable finance products and services within financial services organisations. It involves identifying sustainable finance product concepts, supporting the implementation and monitoring of sustainability-focused products, collecting information about product impacts on stakeholders, and assisting with product performance reporting. The unit applies to individuals working within financial services organisations or operating as independent practitioners providing financial services across a broad range of industries and organisations, who support sustainable finance product activities. Work involves following established procedures with some scope to exercise judgement within defined parameters and supporting product-related activities across familiar and some unfamiliar contexts. Individuals performing this work identify key sustainable finance and investment concepts and products, support the implementation of sustainability-focused products according to organisational or professional procedures, collect information about the impacts of products on customers and stakeholder groups including First Nations communities, and assist with monitoring and reporting on product sustainability performance. Work is performed within the scope of the individual’s role and professional responsibilities with access to specialist advice for complex or unfamiliar matters. It requires the development of knowledge of how sustainable finance products apply across a range of products, sectors or asset classes. *No licensing, legislative or certification requirements apply to this unit at the time of publication.*
Pre-requisite unit	N/A
Competency field	N/A
Unit sector	Sustainable Finance
Elements	**Performance criteria**

Elements describe the essential outcomes.	*Performance criteria describe the performance needed to demonstrate achievement of the element.*
1. Identify sustainable finance product concepts and requirements	1.1 Identify key sustainable finance and investment concepts and products relevant to financial services including green bonds, social loans and sustainability-linked products 1.2 Recognise relevant sustainable finance standards, taxonomies and regulations that apply to product development and management 1.3 Describe approaches for designing and implementing sustainability-focused financial products and services 1.4 Identify opportunities and barriers to integrating sustainability considerations in product design and implementation.
2. Support sustainable finance product implementation	2.1 Support the implementation of sustainability-focused products according to organisational procedures and timelines 2.2 Assist with incorporating measurable sustainability indicators into products following established specifications 2.3 Collect information to support compliance of products with relevant standards, regulations and organisational requirements 2.4 Follow organisational procedures for product implementation activities.
3. Collect information about product impacts and stakeholder considerations	3.1 Collect information about the impact of sustainable finance products on customers and other stakeholder groups 3.2 Recognise the importance of considering impacts on First Nations communities and the application of Free, Prior and Informed Consent (FPIC) principles in product activities 3.3 Support stakeholder engagement activities to assist with aligning products with sustainability priorities and organisational objectives 3.4 Gather information to support evaluation of product effectiveness in meeting sustainability objectives and stakeholder needs.
4. Support monitoring of product sustainability performance	4.1 Collect data on sustainability factors and performance of products from identified sources 4.2 Record product performance information in organisational systems or client systems according to established procedures 4.3 Assist with monitoring sustainability factors of products within scope of role

	4.4 Identify or escalate concerns about product sustainability performance through appropriate channels.
Assessment Requirements	
Performance evidence	The learner must demonstrate the ability to perform the tasks outlined in the elements and performance criteria, and to: PE1. Gather and organise information about at least two different types of sustainable finance products (e.g. green bonds, social loans, sustainability-linked products) PE2. Assist with product implementation or monitoring activities within scope of role PE3. Collect and record product performance data accurately PE4. Follow organisational procedures for product activities. In the course of the above, the learner must: PE5. Demonstrate accurate information collection and recording PE6. Use organisational systems correctly PE7. Communicate clearly with supervisor and team members PE8. Identify and report product issues when they arise.
Knowledge evidence	The learner must demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria, which includes knowledge of: KE1. Sustainable finance and investment concepts and products, including: KE1.1. Green loans and bonds KE1.2. Social loans and bonds KE1.3. Sustainability-linked products KE1.4. Impact investment approaches at an introductory level. KE2. Relevant sustainable finance standards, taxonomies and regulations, including international and Australian frameworks at an introductory level KE3. Approaches for designing and implementing sustainability-focused financial products KE4. Key performance indicators, targets, and data requirements for sustainable finance products at a basic level KE5. Approaches to incorporating measurable sustainability indicators that are meaningful to stakeholders KE6. Barriers and opportunities to integrating sustainability in product design KE7. How sustainable finance products operationalise climate-related mitigation and adaptation responses at an introductory level

	KE8. The concept of financed emissions and how product structure can affect a financial services entity's financed emissions exposure at an introductory level KE9. Methods for collecting information about product impacts on customers and stakeholders including First Nations communities KE10. Principles of Free, Prior and Informed Consent (FPIC) and its relevance to product design KE11. First Nations peoples as stakeholders in sustainable finance product activities KE12. Basic monitoring and performance reporting approaches for sustainability factors KE13. Organisational policies and procedures for sustainable finance product activities.
Assessment conditions	AC1. Skills must be assessed in a workplace or simulated environment where conditions are typical of those in a working environment in this industry or workplace This includes access to: AC2. Sustainable finance product documentation, frameworks, and templates AC3. Relevant standards, taxonomies, regulations, and guidelines AC4. Product performance data and information sources AC5. Opportunities to interact with supervisor and team members AC6. Product development and management tools, and systems AC7. Case studies or examples across different product types and contexts AC8. Sustainability resources and glossaries.
Unit mapping information	No equivalent unit
Links	FNS TP Companion Volume Implementation Guide

Sustainable Finance Disclosures draft Unit of Competency

FNSXXX404 Support sustainability reporting and disclosure processes

Unit of Competency – Application, Elements & Performance Criteria

Unit code	FNSXXX404
Unit title	Support sustainability reporting and disclosure processes
Application	This unit describes the skills and knowledge required to support sustainability reporting and disclosure processes within financial services organisations. It involves identifying reporting requirements and data needs, collecting and organising sustainability data, assisting with the preparation of sustainability information for reporting, and supporting reporting quality and documentation processes. The unit applies to individuals working in roles within financial services organisations or operating as independent practitioners across a broad range of industries and organisations providing financial services to support sustainability reporting activities. Work involves following established reporting procedures with some scope to exercise judgement within defined parameters and supporting reporting activities across familiar and some unfamiliar contexts. Individuals performing this work identify sustainability reporting requirements relevant to the organisation or professional procedures, collect and organise sustainability data from identified sources, assist with the preparation of sustainability information for reporting against required frameworks, and support quality assurance and documentation processes. Work is performed within the scope of the individual's role and professional responsibilities, with access to specialist advice for complex or unfamiliar matters. It requires the development of knowledge of sustainability reporting frameworks, standards and data requirements. *No licensing, legislative or certification requirements apply to this unit at the time of publication.*
Pre-requisite unit	N/A
Competency field	N/A
Unit sector	Sustainable Finance
Elements	**Performance criteria**
Elements describe the essential outcomes.	*Performance criteria describe the performance needed to demonstrate achievement of the element.*

1. Identify reporting requirements and data needs	1.1 Identify sustainability reporting frameworks, standards and regulations applicable to the organisation at an introductory level 1.2 Recognise the data requirements to support reporting obligations across sustainability and impact dimensions 1.3 Identify sources of sustainability data relevant to reporting requirements 1.4 Describe the relationship between different reporting frameworks and the organisation's disclosure obligations.
2. Collect and organise sustainability data	2.1 Collect sustainability data from identified sources following established procedures and timelines 2.2 Organise sustainability data in organisational or client systems according to established procedures and templates 2.3 Check data for accuracy and completeness, and identify issues for escalation through appropriate channels 2.4 Record sustainability data using accurate terminology and following organisational requirements.
3. Assist with preparation of sustainability information for reporting	3.1 Assist with preparation of sustainability information for at least one reporting requirement within scope of role 3.2 Support the compilation of data against required sustainability and impact reporting frameworks, disclosures, standards, and regulations 3.3 Follow established procedures to support the accuracy and compliance of reporting information 3.4 Assist with the documentation of reporting processes and decisions according to organisational requirements.
4. Support reporting quality and documentation	4.1 Follow organisational quality assurance procedures for sustainability reporting data 4.2 Maintain reporting documentation according to organisational procedures and timelines 4.3 Identify and report data quality issues or discrepancies through appropriate channels 4.4 Assist with organising reporting materials and records for review processes.
Assessment Requirements	

Performance evidence	The learner must demonstrate the ability to perform the tasks outlined in the elements and performance criteria, and to: PE1. Collect and organise sustainability data from at least three different sources PE2. Assist with preparation of sustainability information for at least one reporting requirement PE3. Check data for accuracy and identify issues for escalation through appropriate channels PE4. Maintain reporting documentation according to organisational or professional procedures. In the course of the above, the learner must: PE5. Follow reporting procedures and timelines PE6. Demonstrate accuracy and attention to detail PE7. Use organisational or professional systems correctly PE8. Communicate clearly with relevant stakeholders.
Knowledge evidence	The learner must demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria, which includes knowledge of: KE1. Sustainability reporting concepts relevant to financial services KE2. Key sustainability reporting frameworks used in financial services at an introductory level, including: KE2.1. International Sustainability Standards Board (ISSB) standards KE2.2. Taskforce on Nature-related Financial Disclosures (TNFD) KE2.3. Australian Sustainability Reporting Standards (ASRS) KE2.4. Other relevant frameworks and taxonomies KE2.5. ASIC Regulatory Guide 280 as a reference for climate-related disclosure preparation at an introductory level. KE3. Common types of sustainability data collected for reporting KE4. Organisational policies and procedures for sustainability reporting KE5. Data sources relevant to sustainability reporting KE6. Data quality requirements for sustainability reporting KE7. Documentation and record-keeping requirements KE8. Record retention requirements for sustainability disclosures at an introductory level, including NGER record retention (5 years) and AASB S2 record retention (7 years) KE9. Sustainability terminology used in reporting KE10. Organisational systems used for reporting data management KE11. The importance of First Nations perspectives in sustainability reporting

	KE12. The relationship between sustainability reporting and organisational decision-making KE13. How sustainability reporting integrates with financial reporting processes, including timing, audit, and assurance considerations at an introductory level KE14. Financed emissions reporting touchpoint at an introductory level, including what financed emissions are and how they appear in financial services reporting.
Assessment conditions	AC1. Skills must be assessed in a workplace or simulated environment where conditions are typical of those in a working environment in this industry or workplace This includes access to: AC2. Reporting templates and procedures AC3. Identified sources of sustainability data AC4. Organisational reporting systems AC5. Opportunities to interact with relevant stakeholders, including colleagues, clients or professional networks AC6. Reporting timelines and requirements AC7. ASIC Regulatory Guide 280 (Sustainability reporting) AC8. Sustainability resources and glossaries.
Unit mapping information	No equivalent unit
Links	FNS TP Companion Volume Implementation Guide

Sustainable Finance Disclosures draft Unit of Competency

FNSXXX405 Collect and record sustainability data for financial disclosures

Unit of Competency – Application, Elements & Performance Criteria

<table>
<tr><td>Unit code</td><td>FNSXXX405</td></tr>
<tr><td>Unit title</td><td>Collect and record sustainability data for financial disclosures</td></tr>
<tr><td>Application</td><td> This unit describes the skills and knowledge required to collect and record sustainability data for financial disclosures within the financial services industry. It involves identifying sustainability data requirements for disclosure purposes, collecting data from identified sources following established procedures, recording and organising data in systems, and supporting data quality processes. The unit applies to individuals working in roles within financial services organisations or operating as independent practitioners across a broad range of industries and organisations who collect and record sustainability data. Work involves following established data collection procedures with some scope to exercise judgement within defined parameters and performing data tasks across familiar and some unfamiliar contexts. Individuals performing this work identify the types of sustainability data required for financial disclosures, collect data from internal and external sources following organisational or professional procedures and timelines, record and organise data accurately in systems using appropriate templates and formats, and support data quality assurance processes by checking data for accuracy and completeness. Work is performed within the scope of the individual's role and professional responsibilities, with access to specialist advice for complex or unfamiliar matters. It requires the development of knowledge of sustainability data types, sources and quality requirements relevant to financial disclosures. No licensing, legislative or certification requirements apply to this unit at the time of publication. </td></tr>
<tr><td>Pre-requisite unit</td><td>N/A</td></tr>
<tr><td>Competency field</td><td>N/A</td></tr>
<tr><td>Unit sector</td><td>Sustainable Finance</td></tr>
<tr><td>Elements</td><td>Performance criteria</td></tr>
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Elements describe the essential outcomes.	*Performance criteria describe the performance needed to demonstrate achievement of the element.*
1. Identify sustainability data requirements for financial disclosures	1.1 Identify the types of sustainability data required for financial disclosure obligations relevant to the organisation 1.2 Recognise data requirements for different sustainability reporting frameworks, including Environmental, Social and Governance (ESG) metrics, emissions data (Scope 1, Scope 2 and Scope 3), greenhouse gas accounting principles, and other relevant sustainability indicators 1.3 Identify internal and external sources of sustainability data relevant to disclosure requirements 1.4 Describe the relationship between sustainability data collection and the organisation's financial disclosure obligations.
2. Collect sustainability data from identified sources	2.1 Collect sustainability data from internal and external sources, following established procedures and timelines 2.2 Follow data collection specifications and instructions for different types of sustainability information 2.3 Organise data collection activities to meet reporting deadlines and organisational requirements 2.4 Identify and escalate data collection issues or gaps through appropriate channels when encountered.
3. Record and organise sustainability data	3.1 Record sustainability data accurately in organisational systems using appropriate templates and formats 3.2 Organise sustainability data according to organisational classification and storage requirements 3.3 Implement data entry procedures that support accuracy and consistency of sustainability records 3.4 Maintain documentation of data sources, collection methods and any assumptions applied.
4. Support data quality processes	4.1 Check collected data for accuracy, completeness and consistency following established quality procedures 4.2 Identify obvious errors, inconsistencies or gaps in sustainability data and escalate through appropriate channels 4.3 Follow organisational procedures for data validation and verification

	4.4 Support data reconciliation activities to ensure alignment between sustainability data and financial records.
Assessment Requirements	
Performance evidence	The learner must demonstrate the ability to perform the tasks outlined in the elements and performance criteria, and to: PE1. Identify sustainability data requirements for at least two different disclosure obligations PE2. Collect sustainability data from at least three different internal or external sources following established procedures PE3. Record and organise sustainability data accurately in systems PE4. Check data for accuracy and completeness and identify issues for escalation through appropriate channels. In the course of the above, the learner must: PE5. Follow data collection procedures and timelines consistently PE6. Demonstrate accuracy and attention to detail in data recording PE7. Use organisational systems and templates correctly PE8. Maintain appropriate documentation of data sources and methods.
Knowledge evidence	The learner must demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria, which includes knowledge of: KE1. Types of sustainability data required for financial disclosures, including: KE1.1. Environmental, Social and Governance (ESG) metrics KE1.2. Emissions data (Scope 1, Scope 2 and Scope 3) KE1.3. Other sustainability indicators. KE2. Greenhouse gas (GHG) accounting principles, including: KE2.1. Relevance, completeness, consistency, transparency, and accuracy KE2.2. The purpose of GHG accounting principles in producing reliable emissions data. KE3. Basic GHG accounting concepts at an introductory level, including: KE3.1. The GHG Protocol Corporate Standard as the primary GHG accounting reference KE3.2. Organisational and operational boundary concepts KE3.3. Equity share and control approaches to consolidation

	KE3.4. The basic emissions calculation method (activity data multiplied by emission factor) and use of National Greenhouse Accounts (NGA) Factors. KE4. The National Greenhouse and Energy Reporting (NGER) scheme at an introductory level as a key Australian source of emissions data and emissions factors KE5. Financed emissions at an introductory level, including the concept of attributing portfolio or lending emissions to a financial services entity KE6. Key sustainability reporting frameworks that drive data requirements, including: KE6.1. International Sustainability Standards Board (ISSB) standards KE6.2. Taskforce on Nature-related Financial Disclosures (TNFD) KE6.3. Australian Sustainability Reporting Standards (ASRS) at a data collection level. KE7. Common internal and external sources of sustainability data KE8. Data collection procedures, specifications, and timelines for sustainability reporting KE9. Data quality requirements for sustainability disclosures including accuracy, completeness, and consistency KE10. Organisational systems and templates used for sustainability data management KE11. Documentation requirements for data sources, collection methods, and assumptions KE12. The relationship between sustainability data and financial reporting data KE13. Basic data validation and verification procedures KE14. Organisational policies and procedures for sustainability data management.
Assessment conditions	AC1. Skills must be assessed in a workplace or simulated environment where conditions are typical of those in a working environment in this industry or workplace This includes access to: AC2. Data collection procedures and specifications AC3. Identified internal and external sources of sustainability data AC4. Organisational data management systems and templates AC5. Data quality procedures and checklists AC6. Opportunities to interact with relevant stakeholders, clients or professional networks AC7. Reporting timelines and requirements AC8. National Greenhouse and Energy Reporting (NGER) Measurement Determination and National Greenhouse Accounts

	(NGA) Factors, as published by the Department of Climate Change, Energy, the Environment and Water (DCCEEW) AC9. Sustainability resources and glossaries.
Unit mapping information	No equivalent unit
Links	FNS TP Companion Volume Implementation Guide

Sustainable Finance Disclosures draft Unit of Competency

FNSXXX501 Develop and implement sustainability strategy

Unit of Competency – Application, Elements & Performance Criteria

Unit code	FNSXXX501
Unit title	Develop and implement sustainability strategy
Application	This unit describes the skills and knowledge required to develop and implement sustainability strategy within financial services organisations. It involves analysing sustainability considerations to inform strategy development, integrating sustainability into organisational planning and decision-making, implementing sustainability strategy initiatives, including transition plans, and overseeing monitoring and evaluation of strategy progress. The unit applies to individuals working in senior practitioner roles within financial services across a broad range of industries and organisations who develop and implement sustainability strategy with substantial autonomy and responsibility for outcomes. Work involves strategic decision-making, exercising significant judgement across complex and sometimes novel situations, and taking responsibility for developing and overseeing implementation of strategies that integrate sustainability across the organisation. Individuals performing this work analyse sustainability considerations using scenario analysis and materiality assessment, develop strategies that align finance activities with organisational sustainability goals, implement transition plans and sustainability initiatives, oversee governance arrangements for strategy implementation, and evaluate progress towards sustainability outcomes. They apply best practice approaches to setting targets and use climate, nature and social models, and frameworks to develop and benchmark organisational strategy. *No licensing, legislative or certification requirements apply to this unit at the time of publication.*
Pre-requisite unit	N/A
Competency field	N/A
Unit sector	Sustainable Finance
Elements	**Performance criteria**

Elements describe the essential outcomes.	*Performance criteria describe the performance needed to demonstrate achievement of the element.*
1. Analyse sustainability considerations to inform strategy development	1.1 Analyse organisational goals, policies, laws, regulations, and standards to inform sustainability strategy development 1.2 Assess impacts of sustainability trends on organisational assets and products across a range of contexts 1.3 Evaluate climate, energy and nature scenarios using established scenario analysis methods, including consideration of scenario construction, assumptions, pathways, and time horizons 1.4 Assess impacts of sustainability factors on organisational stakeholders using appropriate methodologies.
2. Develop sustainability strategy	2.1 Develop sustainability strategy components, ensuring alignment with broader organisational strategy and objectives 2.2 Integrate materiality assessments and Environmental, Social and Governance (ESG) considerations into strategy development across a range of products, sectors or asset classes 2.3 Develop climate and nature transition plan elements based on analysis and stakeholder input, incorporating best practice approaches to setting quantitative and qualitative targets 2.4 Use climate, nature and social models, and frameworks to develop and benchmark the organisation's sustainability strategy.
3. Implement sustainability strategy initiatives	3.1 Implement sustainability strategy initiatives according to organisational requirements and timelines 3.2 Manage the development and implementation of climate and nature transition plans, in consultation with relevant stakeholders 3.3 Coordinate stakeholder engagement to inform strategy development, and support implementation 3.4 Develop measurement and governance arrangements to oversee strategy implementation.
4. Oversee monitoring and evaluation of strategy progress	4.1 Oversee monitoring of sustainability strategy implementation against established objectives and timelines 4.2 Analyse progress data to evaluate achievements, gaps, and areas requiring improvement

	4.3 Prepare reports on sustainability strategy progress for relevant stakeholders 4.4 Recommend adjustments to strategy implementation based on monitoring findings and emerging developments.
Assessment Requirements	
Performance evidence	The learner must demonstrate the ability to perform the tasks outlined in the elements and performance criteria, and to: PE1. Analyse sustainability considerations and conduct materiality assessments to inform strategy development for at least two different contexts (e.g. products, sectors, asset classes) PE2. Develop sustainability strategy components, including climate or nature transition plan elements, incorporating best practice target-setting approaches PE3. Implement at least two sustainability strategy initiatives including stakeholder engagement PE4. Oversee monitoring and reporting on sustainability strategy progress, including recommending adjustments based on findings. In the course of the above, the learner must: PE5. Demonstrate compliance with relevant policies, laws, regulations, and standards PE6. Engage effectively with diverse stakeholders at senior levels PE7. Apply strategic thinking and judgement across complex situations PE8. Use climate, nature and social models, and frameworks appropriately.
Knowledge evidence	The learner must demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria, which includes knowledge of: KE1. Local and international developments in sustainable finance, and their implications for organisational strategy KE2. Relevant policies, laws, regulations, and standards that apply to sustainability strategy, including compliance requirements KE3. Best practice approaches to setting quantitative and qualitative sustainable finance targets, and incorporating these into transition plans KE4. Best practice transition plan content guidance, including the Transition Plan Taskforce (TPT) Framework and IFRS S2 transition plan disclosure requirements

	KE5. Climate, nature and social models, and frameworks relevant for developing and benchmarking organisational sustainability strategy KE6. The climate-related scenario analysis process at an applied level, including: KE6.1. Scenario construction, assumptions, pathways, and time horizons KE6.2. Qualitative, quantitative, and mixed-method scenario analysis approaches KE6.3. Use of reference scenarios such as those published by the Network for Greening the Financial System (NGFS), International Energy Agency (IEA), and IPCC KE6.4. How to locate and use information sources for climate-related scenario analysis, including the National Climate Risk Assessment KE7. Materiality assessment approaches and Environmental, Social and Governance (ESG) integration methods KE8. Principles of economic self-determination, and Free, Prior and Informed Consent (FPIC) for First Nations peoples, and how these apply in practice to strategy development KE9. How First Nations frameworks and cultural competency apply to sustainability strategy KE10. Governance arrangements and structures for overseeing sustainability strategy development and implementation KE11. Stakeholder engagement and partnership development approaches for supporting strategy delivery KE12. Methods for overseeing monitoring of strategy implementation and evaluating progress towards outcomes KE13. Approaches to influencing systems-level changes through organisational strategy KE14. Relationship between sustainability strategy, and broader organisational strategy, planning, and decision-making KE15. Emerging developments and best practices in sustainable finance strategy at national and international levels.
Assessment conditions	AC1. Skills must be assessed in a workplace or simulated environment where conditions are typical of those in a working environment in this industry or workplace This includes access to: AC2. Organisational strategy documents, governance frameworks, and policies AC3. Sustainability frameworks, standards, regulations, models, and guidelines

	AC4. Data and information sources for strategy development and monitoring AC5. Opportunities to engage with senior internal and external stakeholders AC6. Case studies or scenarios demonstrating systems-level strategy development AC7. Examples of best practice sustainability strategies and transition plans AC8. Climate, nature and social models, and frameworks for strategic analysis AC9. Transition Plan Taskforce (TPT) Framework reference resource AC10. National Climate Risk Assessment (Commonwealth) reference resource AC11. Sustainability resources and glossaries.
Unit mapping information	No equivalent unit
Links	FNS TP Companion Volume Implementation Guide

FUTURE SKILLS ORGANISATION
Finance Technology Business

Sustainable Finance Disclosures draft Unit of Competency

FNSXXX502 Manage and evaluate sustainability risk frameworks

Unit of Competency – Application, Elements & Performance Criteria

Unit code	FNSXXX502
Unit title	Manage and evaluate sustainability risk frameworks
Application	This unit describes the skills and knowledge required to manage and evaluate sustainability risk frameworks within financial services organisations. It involves developing and managing sustainability risk analysis and strategy, overseeing integration with organisational risk management and assurance processes, evaluating the effectiveness of risk management frameworks, and developing policies and methods for avoiding and mitigating sustainability risks. The unit applies to individuals working in senior practitioner roles within financial services organisations who manage sustainability risk frameworks with substantial autonomy and responsibility for outcomes. Work involves strategic decision-making, exercising significant judgement across complex and sometimes novel risk situations, and taking responsibility for organisational risk management frameworks and their effectiveness. Individuals performing this work develop and manage sustainability risk analysis and strategy, including industry collaborations, oversee integration of sustainability risk management with the organisation's overall risk management and assurance processes, evaluate the effectiveness of frameworks in accordance with organisational strategies and business activities, and develop and implement policies for avoiding and mitigating risks. They apply techniques to model the impact of sustainability risk on different business portfolios and at the organisational level. *No licensing, legislative or certification requirements apply to this unit at the time of publication.*
Pre-requisite unit	N/A
Competency field	N/A
Unit sector	Sustainable Finance
Elements	**Performance criteria**
Elements describe the essential outcomes.	*Performance criteria describe the performance needed to demonstrate achievement of the element.*

1. Develop sustainability risk analysis and strategy	1.1 Develop and manage sustainability risk analysis and strategy, including industry collaborations where relevant 1.2 Apply techniques to model the impact of sustainability risk on different business portfolios and at the organisational level 1.3 Develop methods to implement organisational policies for avoiding, mitigating, and compensating for sustainability risks 1.4 Manage effective risk management processes with internal and external stakeholders.
2. Oversee integration with organisational risk management	2.1 Oversee integration of sustainability risk management with the organisation's overall risk management, and assurance processes 2.2 Evaluate alignment between sustainability risk management activities and organisational strategies, and business activities 2.3 Coordinate the embedding of sustainability risk considerations into broader risk assessment and decision-making processes 2.4 Manage governance arrangements for sustainability risk management, including consideration of impacts on First Nations communities.
3. Evaluate effectiveness of risk management frameworks	3.1 Evaluate the effectiveness of sustainability risk management frameworks in accordance with organisational strategies, and business activities 3.2 Analyse risk data and trends to assess the performance of risk management approaches 3.3 Review risk management responses and recommend improvements, based on evaluation findings 3.4 Assess the adequacy of risk models and methodologies for emerging and evolving sustainability risks.
4. Develop risk management policies and capability	4.1 Develop and implement policies for avoiding, mitigating, and compensating for sustainability risks across different business contexts 4.2 Coordinate sustainability risk management capability development across relevant organisational functions 4.3 Oversee the application of appropriate risk modelling concepts and methodologies 4.4 Prepare risk management reports and recommendations for senior stakeholders.

Assessment Requirements	
Performance evidence	The learner must demonstrate the ability to complete the tasks outlined in the elements and performance criteria of this unit, including evidence of the ability to: PE1. Develop and manage sustainability risk analysis and strategy for at least two different contexts (e.g. different sectors, portfolios or risk types) PE2. Oversee integration of sustainability risk management with the organisation's overall risk management and assurance processes PE3. Evaluate effectiveness of sustainability risk management frameworks, and recommend improvements PE4. Develop and implement policies for avoiding, mitigating, and compensating for sustainability risks. In the course of the above, the learner must: PE5. Apply relevant regulatory requirements and industry standards for sustainability risk management, which may include APRA Prudential Standard CPS 229 for APRA-regulated entities. PE6. Engage effectively with diverse stakeholders at senior levels PE7. Demonstrate strategic thinking about risk management approaches.
Knowledge evidence	The learner must demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria, which includes knowledge of: KE1. Key sustainability-related climate (physical and transition), nature-related, and social risks, including: KE1.1. Modern slavery KE1.2. Circular economy KE1.3. Community impacts KE1.4. First Nations considerations KE1.5. Gender considerations. KE2. Risk modelling techniques and their application to different business portfolios, and at an organisational level KE3. The climate-related scenario analysis process for risk modelling at an applied level, including: KE3.1. Scenario construction, assumptions, pathways, and time horizons KE3.2. Qualitative, quantitative, and mixed-method scenario analysis approaches

	KE3.3. Use of reference scenarios such as those published by the Network for Greening the Financial System (NGFS), International Energy Agency (IEA), and IPCC KE4. Regulatory requirements and industry standards for sustainability risk management, including Australian Prudential Regulation Authority (APRA) Prudential Standard CPS 229, and other relevant frameworks KE5. Jurisdictional considerations, including AR5 Global Warming Potentials (GWP) relief for NGER reporters under AASB S2025-1 at a contextual level KE6. Reference to the Transition Plan Taskforce (TPT) Framework as it informs transition risk assessment KE7. Integration approaches for embedding sustainability risk management with overall risk management and assurance processes KE8. Governance arrangements and structures for sustainability risk management KE9. How First Nations frameworks and cultural competency apply in practice to sustainability risk management KE10. Principles of Free, Prior and Informed Consent (FPIC) and their practical application to risk assessment and management KE11. Methods for evaluating effectiveness of risk management frameworks KE12. Policies and approaches for avoiding, mitigating, and compensating for sustainability risks KE13. Stakeholder engagement approaches for risk management KE14. The role of industry collaboration in sustainability risk management KE15. Emerging developments in sustainability risk management at national and international levels.
Assessment conditions	AC1. Skills must be assessed in a workplace or simulated environment where conditions are typical of those in a working environment in this industry or workplace This includes access to: AC2. Organisational risk management frameworks, policies, and governance documents AC3. Sustainability risk data, models, and analytical tools AC4. Regulatory frameworks, guidelines, and industry standards AC5. Opportunities to engage with senior internal and external stakeholders AC6. Case studies or scenarios demonstrating organisational risk management

	AC7. Examples of risk management frameworks and industry collaboration approaches AC8. Risk modelling tools and techniques for portfolio and organisational analysis AC9. AASB S2025-1 jurisdictional guidance for AR5 GWPs as a reference resource AC10. Sustainability resources and glossaries.
Unit mapping information	No equivalent unit
Links	FNS TP Companion Volume Implementation Guide

Sustainable Finance Disclosures draft Unit of Competency

FNSXXX503 Manage sustainable finance product strategy

Unit of Competency – Application, Elements & Performance Criteria

Unit code	FNSXXX503
Unit title	Manage sustainable finance product strategy
Application	This unit describes the skills and knowledge required to manage sustainable finance product strategy within financial services organisations. It involves developing and managing the organisation's sustainable finance product portfolio and strategy, overseeing the implementation and distribution of products, managing target and outcome setting for product sustainability performance, and evaluating product effectiveness against sustainability objectives. The unit applies to individuals working in senior practitioner roles within financial services organisations who manage sustainable finance product strategy with substantial autonomy and responsibility for outcomes. Work involves strategic decision-making, exercising significant judgement across complex and novel product situations, and taking responsibility for the organisation's sustainable finance product portfolio and its alignment with sustainability objectives. Individuals performing this work develop and manage the organisation's sustainable finance and investment product strategies, oversee implementation across distribution channels and update products in response to market developments, oversee the setting of material sustainability targets, metrics and outcomes for products, and evaluate product alignment with sustainability priorities. They engage with internal and external stakeholders to ensure products meet sustainability objectives and stakeholder needs. *No licensing, legislative or certification requirements apply to this unit at the time of publication.*
Pre-requisite unit	N/A
Competency field	N/A
Unit sector	Sustainable Finance
Elements	**Performance criteria**
Elements describe the essential outcomes.	*Performance criteria describe the performance needed to demonstrate achievement of the element.*

1. Develop sustainable finance product strategy	1.1 Develop and manage the organisation's sustainable finance product strategy ensuring alignment with organisational sustainability objectives 1.2 Analyse relevant sustainable finance standards, taxonomies and regulations including emerging developments to inform product strategy 1.3 Evaluate best practice design and implementation approaches for sustainability-focused financial products and services 1.4 Assess customer, client, and investee interests in relation to sustainable finance product uptake and development.
2. Manage product implementation and distribution	2.1 Oversee implementation of sustainable finance products across distribution channels 2.2 Manage the incorporation of measurable sustainability indicators into products that are meaningful to stakeholders and aligned with standards 2.3 Coordinate compliance of products with relevant standards, regulations, and organisational requirements 2.4 Manage product updates in response to market developments and regulatory changes.
3. Oversee product sustainability targets and outcomes	3.1 Oversee the setting of material sustainability targets, metrics, and outcomes for products 3.2 Manage monitoring, reporting, and performance attribution of sustainability factors in products 3.3 Analyse product performance data to evaluate achievements, gaps, and areas for improvement 3.4 Prepare product sustainability performance reports for senior stakeholders.
4. Evaluate product alignment with sustainability priorities	4.1 Evaluate the effectiveness of products in meeting sustainability objectives and stakeholder needs 4.2 Assess the impact of sustainable finance products on customers and stakeholder groups 4.3 Coordinate stakeholder engagement to ensure products align with sustainability priorities and organisational objectives

	4.4 Recommend adjustments to product strategy based on evaluation findings and market developments.
Assessment Requirements	
Performance evidence	The learner must demonstrate the ability to perform the tasks outlined in the elements and performance criteria, and to: PE1. Develop and manage sustainable finance product strategy, ensuring alignment with organisational sustainability objectives PE2. Oversee implementation of sustainable finance products, including setting material sustainability targets, metrics, and outcomes PE3. Manage monitoring, reporting, and performance attribution of sustainability factors for at least two different product types PE4. Evaluate product effectiveness and recommend adjustments based on findings. In the course of the above, the learner must: PE5. Apply best practice design and implementation approaches PE6. Evaluate customer, client, and investee interests PE7. Manage compliance with relevant standards and regulations PE8. Demonstrate strategic thinking about product sustainability performance.
Knowledge evidence	The learner must demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria, which includes knowledge of: KE1. Relevant sustainable finance standards, taxonomies and regulations, including emerging developments at national and international levels KE2. Best practice design and implementation approaches for sustainability-focused financial products and services, including: KE2.1. key performance indicators, targets and data requirements KE2.2. structuring approaches for sustainability-linked loans and bonds at an applied level, including selection of key performance indicators, sustainability performance targets, and pricing mechanisms KE3. Methods for setting material sustainability targets and outcomes for products KE4. Monitoring, reporting and performance attribution approaches for sustainability factors in products at an applied level, including

	separating sustainability contribution from other performance drivers. KE5. Financed emissions implications for product portfolio strategy at an applied level KE6. Customer, client and investee interests in relation to uptake of sustainable finance products and services KE7. Distribution channel considerations for sustainable finance products KE8. First Nations considerations in sustainable finance product development, including: KE8.1. how First Nations frameworks and cultural competency apply in practice KE8.2. principles of Free, Prior and Informed Consent (FPIC) and their practical application to product design and stakeholder engagement KE9. Stakeholder engagement approaches for product strategy development and evaluation KE10. Organisational policies and procedures for sustainable finance product management.
Assessment conditions	AC1. Skills must be assessed in a workplace or simulated environment where conditions are typical of those in a working environment in this industry or workplace This includes access to: AC2. Sustainable finance product documentation, strategies, and frameworks AC3. Relevant standards, taxonomies, regulations, and guidelines AC4. Product performance data and analytical tools AC5. Opportunities to engage with senior internal and external stakeholders AC6. Case studies or scenarios demonstrating product strategy management AC7. Examples of best practice sustainable finance product strategies and performance reporting AC8. Distribution channel information and market development data AC9. Sustainability resources and glossaries.
Unit mapping information	No equivalent unit
Links	FNS TP Companion Volume Implementation Guide

Unit of Competency – Application, Elements & Performance Criteria

Unit code	FNSXXX504
Unit title	Oversee sustainability reporting and disclosure
Application	This unit describes the skills and knowledge required to oversee sustainability reporting and disclosure within financial services organisations. It involves developing and managing the organisation's strategy and policies for taxonomy use, impact reporting and disclosures, ensuring accuracy and clarity of reporting with robust review processes, applying reporting to inform strategic decision-making, and overseeing governance arrangements for sustainability reporting. The unit applies to individuals working in senior practitioner roles within financial services organisations who oversee sustainability reporting with substantial autonomy and responsibility for outcomes. Work involves strategic decision-making, exercising significant judgement about reporting priorities and approaches, and taking responsibility for the organisation's sustainability reporting frameworks and their effectiveness. Individuals performing this work develop and manage the organisation's strategy and policies related to taxonomy use, impact reporting, and disclosures. They ensure accuracy and clarity of reporting with robust review and sign-off processes, prioritise concise and consistent reporting that maximises alignment across obligations, critically assess data and narratives for meaningful disclosure to diverse stakeholder groups, and apply reporting to the management of sustainability-related risks and opportunities, and inform broader strategy. *No licensing, legislative or certification requirements apply to this unit at the time of publication.*
Pre-requisite unit	N/A
Competency field	N/A
Unit sector	Sustainable Finance
Elements	**Performance criteria**

Elements describe the essential outcomes.	*Performance criteria describe the performance needed to demonstrate achievement of the element.*
1. Develop reporting and disclosure strategy	1.1 Develop and manage the organisation's strategy and policies related to taxonomy use, impact reporting, and disclosures 1.2 Apply regulatory requirements and international best practice to shape and oversee the organisation's sustainability reporting 1.3 Ensure reporting strategy aligns with organisational sustainability objectives and stakeholder information needs 1.4 Manage reporting practices to keep pace with evolving standards, requirements, and best practices.
2. Manage reporting quality and compliance	2.1 Manage processes to ensure accuracy and clarity of reporting, compliance with laws and regulations, and robust review and sign-off processes 2.2 Critically assess the accuracy of data and narratives to ensure meaningful disclosures to a range of stakeholder groups, including shareholders, investors, regulators, and broader community 2.3 Prioritise concise and consistent reporting, maximising alignment across reporting obligations 2.4 Oversee quality assurance processes for sustainability reporting and disclosures.
3. Apply reporting to strategic decision-making	3.1 Apply reporting outputs to the management of sustainability-related risks and opportunities at organisational level 3.2 Use reporting insights to inform broader organisational strategy and decision-making processes 3.3 Analyse reporting data and trends to identify strategic issues requiring management attention 3.4 Manage integration between reporting processes and strategic planning, risk management, and performance management systems.
4. Oversee reporting governance and capability	4.1 Oversee governance arrangements for sustainability reporting, including roles, responsibilities and accountabilities 4.2 Manage organisational capability in sustainability reporting and disclosure 4.3 Coordinate engagement with internal and external stakeholders on reporting matters

	4.4 Prepare recommendations for senior leadership on reporting strategy and improvements.
Assessment Requirements	
Performance evidence	The learner must demonstrate the ability to perform the tasks outlined in the elements and performance criteria, and to: PE1. Develop and manage the organisation's strategy and policies related to taxonomy use, impact reporting and disclosures, ensuring practices are kept up-to-date with evolving standards and requirements PE2. Manage processes to ensure accuracy and clarity of reporting, compliance with laws and regulations, and robust review and sign-off processes PE3. Prioritise concise and consistent reporting, maximising alignment across reporting obligations PE4. Apply reporting outputs to the management of sustainability-related risks and opportunities, and to inform broader organisational strategy PE5. Oversee governance arrangements for sustainability reporting. In the course of the above, the learner must: PE6. Apply regulatory requirements and international best practice PE7. Critically assess accuracy of data and narratives for meaningful disclosure to diverse stakeholder groups PE8. Engage effectively with internal and external stakeholders at senior levels PE9. Demonstrate strategic thinking about reporting and its role in organisational decision-making.
Knowledge evidence	The learner must demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria, which includes knowledge of: KE1. Regulatory requirements and international best practice to shape and oversee organisational sustainability reporting, including: KE1.1. Mandatory reporting requirements in Australia under Chapter 2M of the Corporations Act KE1.2. International Sustainability Standards Board (ISSB) standards (IFRS S1 and S2) KE1.3. Taskforce on Nature-related Financial Disclosures (TNFD) KE1.4. Australian Sustainability Reporting Standards (ASRS) including AASB S2

	KE1.5. ASIC Regulatory Guide 280 (Sustainability reporting) as an authoritative practitioner reference for climate-related disclosure preparation. KE1.6. Other relevant frameworks and standards KE2. Jurisdictional considerations including AR5 Global Warming Potentials relief for NGER reporters under AASB S2025-1 KE3. Record retention requirements for sustainability disclosures, including NGER (5 years) and AASB S2 (7 years), and the implications of the longer retention period for reporting strategy KE4. Financed emissions reporting at an applied level, including how financed emissions are scoped, calculated, and disclosed in financial services reporting KE5. Methods for critically assessing the accuracy of data and narratives to ensure meaningful disclosures to a range of stakeholder groups, including: KE5.1. Shareholders KE5.2. Investors KE5.3. Regulators KE5.4. Broader community. KE6. Approaches to prioritising concise and consistent reporting and maximising alignment across reporting obligations KE7. Reporting quality, governance, and compliance, including: KE7.1. quality assurance processes and robust review and sign-off processes KE7.2. governance arrangements and structures for sustainability reporting, including roles, responsibilities, and accountabilities KE8. Methods for applying reporting to management of sustainability-related risks and opportunities KE9. Integration of reporting processes with strategic planning, risk management, and performance management systems KE10. Stakeholder engagement approaches for reporting matters KE11. First Nations considerations in sustainability reporting, including: KE11.1. How First Nations frameworks and cultural competency apply in practice to sustainability reporting KE11.2. Governance obligations relevant to First Nations corporations, including the role of the Office of the Registrar of Indigenous Corporations (ORIC) and the Corporations (Aboriginal and Torres Strait Islander) Act 2006 (CATSI Act) at an applied level KE11.3. Principles of Free, Prior and Informed Consent (FPIC) and their practical application to sustainability reporting and disclosure

	KE12. Approaches to building organisational capability in sustainability reporting and disclosure KE13. Evolving standards, requirements, and best practices in sustainability reporting at national and international levels.
Assessment conditions	AC1. Skills must be assessed in a workplace or simulated environment where conditions are typical of those in a working environment in this industry or workplace This includes access to: AC2. Organisational reporting strategies, policies, and governance frameworks AC3. Sustainability reporting frameworks, standards, regulations, and guidelines AC4. Reporting data, systems, and quality assurance processes AC5. Opportunities to engage with senior internal and external stakeholders AC6. Case studies or scenarios demonstrating organisation-wide reporting strategy and governance AC7. Examples of reporting strategies and best practice disclosures AC8. Consultation documents for reporting standards and regulatory requirements AC9. ASIC Regulatory Guide 280 AC10. AASB S2025-1 jurisdictional guidance AC11. Sustainability resources and glossaries.
Unit mapping information	No equivalent unit
Links	FNS TP Companion Volume Implementation Guide

FUTURE SKILLS ORGANISATION
Finance Technology Business

Sustainable Finance Disclosures draft Unit of Competency

FNSXXX505 Manage sustainability data processes for financial disclosures

Unit of Competency – Application, Elements & Performance Criteria

Unit code	FNSXXX505
Unit title	Manage sustainability data processes for financial disclosures
Application	This unit describes the skills and knowledge required to manage sustainability data processes for financial disclosures within financial services organisations. It involves developing and managing data collection frameworks and processes, overseeing data quality assurance and governance, managing data systems and infrastructure for sustainability reporting, and evaluating data processes to drive continuous improvement. The unit applies to individuals working in Diploma-level roles within financial services organisations who manage sustainability data processes with substantial autonomy and responsibility for data outcomes. Work involves strategic decision-making about data management approaches, exercising significant judgement about data quality and governance, and taking responsibility for the effectiveness of sustainability data processes that underpin organisational disclosures. Individuals performing this work develop and manage data collection frameworks that meet the requirements of multiple sustainability reporting obligations. They oversee data quality assurance processes to ensure accuracy, completeness and auditability of sustainability data, manage data systems and infrastructure to support efficient and reliable data flows, and evaluate data processes to identify improvements and respond to evolving disclosure requirements. They coordinate across organisational functions to ensure sustainability data is integrated with financial reporting processes. *No licensing, legislative or certification requirements apply to this unit at the time of publication.*
Pre-requisite unit	N/A
Competency field	N/A
Unit sector	Sustainable Finance
Elements	**Performance criteria**

Elements describe the essential outcomes.	*Performance criteria describe the performance needed to demonstrate achievement of the element.*
1. Develop and manage data collection frameworks	1.1 Develop data collection frameworks and processes that meet the requirements of multiple sustainability reporting obligations 1.2 Manage data collection specifications including scope, frequency, sources, and methodologies for different sustainability metrics 1.3 Coordinate data collection activities across organisational functions to ensure completeness and timeliness 1.4 Evaluate and select data sources to ensure reliability and relevance for disclosure requirements.
2. Oversee data quality assurance and governance	2.1 Develop and manage data quality assurance processes to ensure accuracy, completeness, and consistency of sustainability data 2.2 Implement data governance frameworks including roles, responsibilities, and accountabilities for sustainability data 2.3 Oversee data validation, verification, and reconciliation processes to support auditability of sustainability disclosures 2.4 Manage the resolution of data quality issues and implement corrective actions.
3. Manage data systems and infrastructure	3.1 Manage organisational systems and infrastructure for sustainability data collection, storage, and reporting 3.2 Coordinate the integration of sustainability data processes with financial reporting systems and processes 3.3 Oversee data classification, security, and access controls for sustainability information 3.4 Evaluate the data management tools and technologies to improve efficiency and reliability of data processes.
4. Evaluate and improve data processes	4.1 Evaluate the effectiveness of sustainability data processes in meeting disclosure requirements and stakeholder expectations 4.2 Analyse data process performance to identify gaps, inefficiencies, and areas for improvement 4.3 Manage the adaptation of data processes in response to evolving reporting standards, regulatory requirements, and organisational needs

	4.4 Prepare recommendations for senior leadership on data management strategy and investment.
Assessment Requirements	
Performance evidence	The learner must demonstrate the ability to perform the tasks outlined in the elements and performance criteria, and to: PE1. Develop and manage data collection frameworks that meet the requirements of at least two different sustainability reporting obligations PE2. Oversee data quality assurance processes to ensure accuracy, completeness, and auditability of sustainability data PE3. Manage integration of sustainability data processes with financial reporting systems PE4. Evaluate effectiveness of data processes and recommend improvements. In the course of the above, the learner must: PE5. Implement data governance frameworks with clear roles and accountabilities PE6. Manage resolution of data quality issues effectively PE7. Coordinate across organisational functions PE8. Demonstrate strategic thinking about data management approaches.
Knowledge evidence	The learner must demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria, which includes knowledge of: KE1. Data requirements for major sustainability reporting frameworks, including: KE1.1. International Sustainability Standards Board (ISSB) standards KE1.2. Taskforce on Nature-related Financial Disclosures (TNFD) KE1.3. Australian Sustainability Reporting Standards (ASRS). KE2. Data collection methodologies for different types of sustainability metrics, including: KE2.1. Environmental, Social and Governance (ESG) indicators KE2.2. Emissions data (Scope 1, Scope 2 and Scope 3) KE2.3. Nature-related metrics KE2.4. Social indicators. KE3. Greenhouse gas (GHG) accounting principles and how they shape data process design, including:

	KE3.1. Relevance, completeness, consistency, transparency, and accuracy KE3.2. Implications of these principles for data collection scope, frequency, and methodology. KE4. GHG accounting methodologies at an applied level, including: KE4.1. Organisational and operational boundary setting KE4.2. Equity share and control approaches to consolidation KE4.3. Treatment of Scope 1, Scope 2, and Scope 3 under the GHG Protocol Corporate Standard KE4.4. Use of the National Greenhouse and Energy Reporting (NGER) scheme and National Greenhouse Accounts (NGA) Factors as Australian methodological inputs. KE5. Financed emissions, including: KE5.1. The concept of attributing financed emissions to a financial services entity KE5.2. Implications of financed emissions methodology for portfolio data collection and reporting processes. KE6. Data quality assurance approaches including validation, verification and reconciliation methods for sustainability data KE7. Data governance frameworks including roles, responsibilities, and accountabilities KE8. Data systems and infrastructure for sustainability data management KE9. Approaches to integrating sustainability data with financial reporting systems and processes KE10. Data classification, security, and access control requirements KE11. Methods for evaluating and improving data process effectiveness KE12. Regulatory requirements for sustainability data including auditability and assurance requirements KE13. Emerging developments in sustainability data management, including digital technologies and automation KE14. Organisational policies and procedures for data management and governance.
Assessment conditions	AC1. Skills must be assessed in a workplace or simulated environment where conditions are typical of those in a working environment in this industry or workplace This includes access to: AC2. Sustainability data management systems and tools AC3. Data collection frameworks, specifications, and procedures AC4. Data quality assurance processes, and governance documents AC5. Sustainability reporting frameworks, standards, and regulatory requirements

	AC6. Opportunities to engage with senior internal stakeholders across organisational functions AC7. Case studies or scenarios demonstrating data process management AC8. Examples of data governance frameworks, and quality assurance approaches AC9. Sustainability resources and glossaries.
Unit mapping information	No equivalent unit
Links	FNS TP Companion Volume Implementation Guide

FUTURE SKILLS ORGANISATION
Finance Technology Business

Sustainable Finance Disclosures draft Unit of Competency

FNSXXX601 Direct organisational sustainability strategy and governance

Unit of Competency – Application, Elements & Performance Criteria

Unit code	FNSXXX601
Unit title	Direct organisational sustainability strategy and governance
Application	This unit describes the skills and knowledge required to direct organisational sustainability strategy and governance within financial services organisations. It involves setting strategic direction for sustainability that drives organisational transformation, directing integration of sustainability across all organisational functions and decision-making, establishing executive-level governance and accountability frameworks, leading strategic partnerships at government, industry and community levels, and driving systems-level change that positions the organisation as a leader in sustainable finance. The unit applies to individuals working in executive-level roles within financial services organisations who direct sustainability strategy with full autonomy and accountability for organisational outcomes. Work involves executive decision-making, exercising highly developed judgement across complex, novel and ambiguous situations, setting strategic direction for the organisation and taking ultimate responsibility for sustainability strategy effectiveness and organisational transformation. Individuals performing this work set strategic direction for sustainability initiatives that transform organisational practices, and influence industry and policy developments. They drive integration of sustainability across all organisational functions and decision-making processes, establish executive-level governance structures and accountability mechanisms, lead strategic partnerships with government, industry, and community stakeholders, including First Nations leaders, and ensure the organisation achieves measurable progress towards sustainability targets while influencing broader systems change. They drive innovation in sustainable finance and position the organisation as a leader in the field. *No licensing, legislative or certification requirements apply to this unit at the time of publication.*
Pre-requisite unit	N/A
Competency field	N/A

Unit sector	Sustainable Finance
Elements	**Performance criteria**
Elements describe the essential outcomes.	*Performance criteria describe the performance needed to demonstrate achievement of the element.*
1. Set strategic direction for sustainability	1.1 Set strategic direction for sustainability that drives organisational transformation and positions the organisation as a leader in sustainable finance 1.2 Direct the development of quantitative and qualitative targets that advance sustainability objectives and influence industry standards 1.3 Lead the application of advanced climate, nature and social models, and frameworks to drive strategic innovation 1.4 Ensure organisational sustainability strategy drives compliance with current and anticipated regulatory requirements, while influencing policy development.
2. Drive organisational transformation	2.1 Direct integration of sustainability across all organisational functions, business lines, and decision-making processes 2.2 Drive transformation of organisational culture, capabilities, and practices to embed sustainability principles 2.3 Ensure principles of economic self-determination and Free, Prior and Informed Consent (FPIC) for First Nations are embedded in organisational strategy and operations 2.4 Lead organisational change initiatives that deliver measurable sustainability outcomes and competitive advantage.
3. Establish governance and strategic partnerships	3.1 Establish executive-level governance structures with clear accountability for sustainability strategy and outcomes 3.2 Lead strategic partnerships with government, industry bodies, investors, and community stakeholders, including First Nations leaders 3.3 Direct engagement with regulators and policy makers to influence development of sustainable finance frameworks and regulations 3.4 Build strategic alliances that advance organisational sustainability objectives and drive industry-wide change.

4. Drive performance and systems-level change	4.1 Direct monitoring of organisational sustainability performance against strategic objectives, and industry benchmarks 4.2 Evaluate the effectiveness of sustainability strategy in delivering organisational transformation and systems-level change 4.3 Assess organisational progress in influencing industry practices and policy developments 4.4 Drive strategic adjustments based on performance analysis, emerging risks and opportunities, and stakeholder expectations.
Assessment Requirements	
Performance evidence	The learner must demonstrate the ability to perform the tasks outlined in the elements and performance criteria, and to: PE1. Set strategic direction for sustainability that drives organisational transformation, and positions the organisation as an industry leader PE2. Direct integration of sustainability across all organisational functions, and drive transformation of organisational culture and practices PE3. Establish executive-level governance structures with clear accountability for sustainability outcomes PE4. Drive monitoring of organisational sustainability performance, and strategic adjustments to achieve objectives and influence systems-level change. In the course of the above, the learner must: PE5. Demonstrate executive decision-making and highly developed judgement across complex situations PE6. Ensure compliance with regulatory requirements, while influencing policy development PE7. Embed Free, Prior and Informed Consent (FPIC) principles for First Nations peoples in organisational strategy and operations PE8. Position the organisation as a leader in sustainable finance innovation.
Knowledge evidence	The learner must demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria, which includes knowledge of: KE1. Global and national developments in sustainable finance policy, regulation, and practice KE2. Strategic approaches to setting organisational direction that drives transformation and industry leadership

	KE3. Advanced climate, nature and social models, and frameworks for strategic innovation KE4. Executive-level use of climate-related scenario analysis to inform board-level decision-making and disclosure KE5. International best-practice transition plan guidance at executive level, including the Transition Plan Taskforce (TPT) Framework and IFRS S2 transition plan disclosure requirements KE6. Methods for directing integration of sustainability across organisational functions and business lines KE7. Approaches to driving organisational culture change, and capability development KE8. Embedding of economic self-determination, and Free, Prior and Informed Consent (FPIC) principles for First Nations peoples at organisational level KE9. Executive-level governance structures and accountability frameworks for sustainability KE10. Strategic partnership and alliance development approaches at government and industry levels KE11. Methods for influencing policy and regulatory development through strategic engagement KE12. Approaches to monitoring organisational transformation and systems-level impact KE13. Industry benchmarking and competitive positioning strategies KE14. Emerging developments and innovations in sustainable finance globally KE15. Stakeholder management and communication strategies at executive level.
Assessment conditions	AC1. Skills must be assessed in a workplace or simulated environment where conditions are typical of those in a working environment in this industry or workplace This includes access to: AC2. Organisational strategy documents, governance frameworks, and executive-level policies AC3. Global sustainability frameworks, standards, regulations, and policy developments AC4. Organisational performance data and industry benchmarking information AC5. Opportunities to engage with boards, executives, government officials, and senior industry leaders AC6. Case studies or scenarios demonstrating organisational transformation and systems-level change AC7. Examples of executive-level sustainability strategy, and governance approaches

	AC8. Advanced climate, nature and social models, and frameworks AC9. Transition Plan Taskforce (TPT) Framework and IFRS S2 transition plan disclosure guidance AC10. Sustainability resources and glossaries.
Unit mapping information	No equivalent unit
Links	FNS TP Companion Volume Implementation Guide

Sustainable Finance Disclosures draft Unit of Competency

FNSXXX602 Direct enterprise-wide sustainability risk management

Unit of Competency – Application, Elements & Performance Criteria

Unit code	FNSXXX602
Unit title	Direct enterprise-wide sustainability risk management
Application	This unit describes the skills and knowledge required to direct enterprise-wide sustainability risk management within organisations. It involves setting strategic direction for sustainability risk management, ensuring integration with enterprise risk management and board governance, driving the development of industry standards and regulatory frameworks, and establishing organisational capability to manage emerging and complex sustainability risks. The unit applies to individuals working in executive-level roles within organisations who direct sustainability risk management with full autonomy and accountability for enterprise-wide risk outcomes. Work involves executive decision-making, exercising highly developed judgement across complex, novel and uncertain risk situations, setting strategic direction for risk management approaches, and taking ultimate responsibility for the effectiveness of enterprise-wide sustainability risk frameworks. Individuals performing this work set strategic direction for sustainability risk management that protects organisational value and reputation, while supporting sustainable outcomes. They ensure integration with enterprise risk management and board-level oversight, direct the development of risk models and frameworks for novel and emerging risks, lead industry collaboration on risk standards and practices, influence regulatory frameworks through strategic engagement with policy makers, and build organisational capability to anticipate and manage complex sustainability risks across climate, nature, social and governance dimensions. *No licensing, legislative or certification requirements apply to this unit at the time of publication.*
Pre-requisite unit	N/A
Competency field	N/A
Unit sector	Sustainable Finance
Elements	**Performance criteria**

Elements describe the essential outcomes.	*Performance criteria describe the performance needed to demonstrate achievement of the element.*
1. Set strategic direction for sustainability risk management	1.1 Set strategic direction for enterprise-wide sustainability risk management that protects organisational value, while supporting sustainable outcomes 1.2 Direct the development of advanced risk models and frameworks for assessing impacts across portfolios, and at enterprise level 1.3 Establish organisational policies and approaches for avoiding, mitigating, and compensating for sustainability risks across all dimensions 1.4 Ensure risk management approaches address novel and emerging sustainability risks, with strategic foresight.
2. Integrate with enterprise risk management and governance	2.1 Ensure sustainability risk management is fully integrated with enterprise risk management, and board-level governance processes 2.2 Direct the embedding of sustainability risk considerations in all organisational risk processes and decision-making 2.3 Establish board and executive accountability frameworks for sustainability risk management and outcomes 2.4 Ensure risk management frameworks address organisational impacts on, and dependencies with stakeholders, including First Nations communities.
3. Influence policy and regulatory development	3.1 Lead industry collaboration to develop sustainability risk management standards and best practices 3.2 Direct strategic engagement with regulators and policy makers to influence development of risk management frameworks and requirements 3.3 Represent organisational and industry perspectives in development of national and international risk standards 3.4 Lead approaches to sustainability risk management that drive industry-wide improvements and support policy objectives.
4. Build organisational capability and drive performance	4.1 Establish enterprise-wide capability to identify, assess, and manage complex sustainability risks 4.2 Direct the development of a risk culture that anticipates and responds effectively to emerging sustainability challenges

	4.3 Monitor the effectiveness of enterprise risk management frameworks in addressing sustainability risks, and driving outcomes 4.4 Drive continuous improvement in risk management approaches based on organisational performance, industry developments, and stakeholder expectations.
Assessment Requirements	
Performance evidence	The learner must demonstrate the ability to perform the tasks outlined in the elements and performance criteria, and to: PE1. Set strategic direction for enterprise-wide sustainability risk management that protects organisational value while supporting sustainable outcomes PE2. Ensure sustainability risk management is fully integrated with enterprise risk management, and board-level governance PE3. Lead industry collaboration to develop risk management standards and influence regulatory frameworks, through strategic engagement PE4. Establish enterprise-wide capability to manage complex sustainability risks and drive continuous improvement in risk management approaches. In the course of the above, the learner must: PE5. Direct development of advanced risk models for novel and emerging risks PE6. Establish board and executive accountability frameworks PE7. Represent organisational and industry perspectives in development of national and international standards PE8. Demonstrate executive decision-making across complex and uncertain risk situations.
Knowledge evidence	The learner must demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria, which includes knowledge of: KE1. Strategic approaches to setting direction for enterprise-wide sustainability risk management KE2. Advanced risk models and frameworks for assessing sustainability risks across portfolios and at an enterprise level KE3. Executive-level use of climate-related scenario analysis for enterprise risk assessment (NGFS, IEA, IPCC and National Climate Risk Assessment)

	KE4. International best-practice transition risk and transition plan guidance at executive level (Transition Plan Taskforce (TPT) Framework and IFRS S2) KE5. Methods to establish organisational policies for avoiding, mitigating, and compensating for sustainability risks, including: KE5.1. Climate (physical and transition) KE5.2. Nature-related KE5.3. Social risks, including modern slavery, community impacts KE5.4. First Nations considerations KE5.5. Gender equity KE5.6. Financial inclusion. KE6. Approaches to managing novel and emerging sustainability risks, with strategic foresight KE7. Integration of sustainability risk management with enterprise risk management and board governance, including board and executive accountability frameworks KE8. Approaches to engaging with and influencing external stakeholders, regulators, and policy frameworks, including industry collaboration, regulatory engagement, and participation in standards development KE9. First Nations considerations in enterprise-wide sustainability risk management KE10. Approaches to building enterprise-wide risk management capability and culture KE11. Monitoring and evaluation frameworks for assessing enterprise risk management effectiveness KE12. Global developments in sustainability risk management and regulatory requirements.
Assessment conditions	AC1. Skills must be assessed in a workplace or simulated environment where conditions are typical of those in a working environment in this industry or workplace This includes access to: AC2. Organisational risk management frameworks, policies, and board governance documents AC3. Advanced sustainability risk models and analytical tools AC4. Regulatory frameworks, policy developments, and consultation processes AC5. Opportunities to engage with boards, executives, regulators, and senior industry leaders AC6. Case studies or scenarios demonstrating enterprise-wide risk management, and industry leadership

	AC7. Examples of executive-level risk governance frameworks, and industry collaboration approaches AC8. Sophisticated risk modelling tools and techniques for enterprise-level analysis AC9. Transition Plan Taskforce (TPT) Framework, IFRS S2 transition plan disclosure guidance, and the National Climate Risk Assessment AC10. Sustainability resources and glossaries.
Unit mapping information	No equivalent unit
Links	FNS TP Companion Volume Implementation Guide

FUTURE SKILLS ORGANISATION
Finance Technology Business

Sustainable Finance Disclosures draft Unit of Competency

FNSXXX603 Direct sustainable finance product innovation and market development

Unit of Competency – Application, Elements & Performance Criteria

Unit code	FNSXXX603
Unit title	Direct sustainable finance product innovation and market development
Application	This unit describes the skills and knowledge required to direct sustainable finance product innovation and market development within organisations. It involves setting strategic direction for the organisation's sustainable finance product portfolio, driving innovation to address market gaps and emerging sustainability challenges, establishing organisational capability for product leadership, and influencing market development and industry standards. The unit applies to individuals working in executive-level roles within organisations who direct sustainable finance product strategy with full autonomy and accountability for product portfolio performance and market positioning. Work involves executive decision-making, exercising highly developed judgement about product innovation and market opportunities, setting strategic direction for product development, and taking ultimate responsibility for the organisation's sustainable finance product leadership and market impact. Individuals performing this work set strategic direction for sustainable finance product innovation that positions the organisation as a market leader and drives achievement of sustainability objectives. They direct the development of innovative products and approaches that address complex sustainability challenges, ensure alignment between product strategy and organisational sustainability goals, lead engagement with investors, customers, and stakeholders, including First Nations communities, to outline product offerings, establish governance and accountability for product sustainability performance, and influence market development and industry standards through thought leadership and strategic partnerships. *No licensing, legislative or certification requirements apply to this unit at the time of publication.*
Pre-requisite unit	N/A
Competency field	N/A
Unit sector	Sustainable Finance
Elements	**Performance criteria**

Elements describe the essential outcomes.	*Performance criteria describe the performance needed to demonstrate achievement of the element.*
1. Set strategic direction for product innovation	1.1 Set strategic direction for sustainable finance product innovation that positions the organisation as a market leader 1.2 Direct development of innovative products and approaches that address complex sustainability challenges and market gaps 1.3 Ensure product strategy drives achievement of organisational sustainability objectives, and delivers competitive advantage 1.4 Lead product innovation through application of advanced standards, taxonomies, and frameworks.
2. Drive market development and industry leadership	2.1 Lead market development initiatives that expand sustainable finance opportunities and drive industry innovation 2.2 Direct engagement with investors, customers, and stakeholders, including First Nations communities, to structure market development 2.3 Influence development of industry standards and best practices for sustainable finance products 2.4 Position the organisation as a thought leader through strategic communications and industry engagement.
3. Establish governance and accountability frameworks	3.1 Establish executive-level governance for sustainable finance product strategy, and performance 3.2 Direct the setting of ambitious sustainability targets and outcomes for product portfolio, aligned with organisational goals 3.3 Ensure accountability frameworks are in place for delivering product sustainability performance and market impact 3.4 Monitor product portfolio performance against strategic objectives and drive adjustments to maximise sustainability outcomes.
4. Build organisational capability for product leadership	4.1 Establish enterprise-wide capability for sustainable finance product innovation and delivery 4.2 Drive the development of organisational culture that advocates sustainability innovation and leadership 4.3 Ensure integration of product strategy across distribution channels, and business functions

	4.4 Build strategic partnerships that enhance organisational product capabilities and market positioning.
Assessment Requirements	
Performance evidence	The learner must demonstrate the ability to perform the tasks outlined in the elements and performance criteria, and to: PE1. Set strategic direction for sustainable finance product innovation that positions the organisation as a market leader PE2. Lead market development initiatives and influence industry standards through strategic engagement PE3. Establish executive-level governance and accountability frameworks for product sustainability performance PE4. Build enterprise-wide capability for sustainable finance product innovation, and leadership. In the course of the above, the learner must: PE5. Direct development of innovative products addressing complex sustainability challenges PE6. Engage strategically with investors, customers, and stakeholders, including First Nations communities PE7. Ensure integration of product strategy across distribution channels, and business functions PE8. Demonstrate executive decision-making and thought leadership in sustainable finance.
Knowledge evidence	The learner must demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria, which includes knowledge of: KE1. Strategic approaches to setting direction for sustainable finance product innovation and market leadership KE2. Innovative sustainable finance products, instruments and approaches at an executive level KE3. Complex sustainability challenges and market gaps that product innovation can address KE4. Methods for ensuring product strategy drives organisational sustainability objectives and competitive advantage KE5. Advanced sustainable finance standards, taxonomies, and regulatory frameworks KE6. Market development, stakeholder engagement, and industry influence approaches KE7. Executive-level governance and accountability frameworks for product performance

	KE8. Methods for setting ambitious sustainability targets and outcomes aligned with organisational goals KE9. Approaches to building enterprise-wide capability, culture, and partnerships for product innovation KE10. First Nations considerations in sustainable finance product strategy KE11. Global developments and innovations in sustainable finance products and markets.
Assessment conditions	AC1. Skills must be assessed in a workplace or simulated environment where conditions are typical of those in a working environment in this industry or workplace This includes access to: AC2. Organisational product strategy documents, governance frameworks, and executive-level policies AC3. Sustainable finance standards, taxonomies, regulations, and market intelligence AC4. Product performance data, market research, and investor insights AC5. Opportunities to engage with boards, executives, investors, and senior industry leaders AC6. Case studies or scenarios demonstrating product innovation and market leadership at organisational level AC7. Examples of executive-level product governance frameworks and industry collaboration approaches AC8. Information on innovative sustainable finance products and emerging market developments AC9. Sustainability resources and glossaries.
Unit mapping information	No equivalent unit
Links	FNS TP Companion Volume Implementation Guide

FUTURE SKILLS ORGANISATION
Finance Technology Business

Sustainable Finance Disclosures draft Unit of Competency

FNSXXX604 Direct sustainability reporting frameworks and assurance

Unit of Competency – Application, Elements & Performance Criteria

Unit code	FNSXXX604
Unit title	Direct sustainability reporting frameworks and assurance
Application	This unit describes the skills and knowledge required to direct sustainability reporting frameworks and assurance within financial services organisations. It involves setting strategic direction for reporting and disclosure that meets stakeholder expectations and regulatory requirements, establishing executive-level governance and quality assurance frameworks, leading engagement with investors and regulators on reporting matters and standards development, and ensuring reporting drives organisational strategy, performance, and stakeholder confidence. The unit applies to individuals working in executive-level roles within financial services organisations who direct sustainability reporting with full autonomy and accountability for reporting strategy, and stakeholder engagement. Work involves executive decision-making, exercising highly developed judgement about reporting priorities and stakeholder expectations, setting strategic direction for reporting approaches, and taking ultimate responsibility for the quality, impact, and strategic value of organisational sustainability reporting. Individuals performing this work set strategic direction for sustainability reporting that positions the organisation as transparent and accountable while delivering strategic value. They establish executive-level governance and quality assurance frameworks, lead engagement with investors, regulators, and other stakeholders on reporting matters, influence development of reporting standards and frameworks, ensure reporting drives management of sustainability-related risks and opportunities, and position reporting as a strategic asset that supports organisational objectives and stakeholder confidence. *No licensing, legislative or certification requirements apply to this unit at the time of publication.*
Pre-requisite unit	N/A
Competency field	N/A
Unit sector	Sustainable Finance

Elements	Performance criteria
Elements describe the essential outcomes.	*Performance criteria describe the performance needed to demonstrate achievement of the element.*
1. Set strategic direction for reporting and disclosure	1.1 Set strategic direction for sustainability reporting that positions the organisation as transparent, accountable, and leading practice 1.2 Direct the organisation's approach to reporting frameworks, standards, and disclosure requirements at enterprise level 1.3 Direct reporting strategy to anticipate and respond to evolving regulatory requirements and stakeholder expectations 1.4 Ensure reporting strategy drives compliance with current and anticipated requirements, while influencing the development of reporting standards.
2. Establish executive-level governance and assurance	2.1 Establish executive-level governance and quality assurance frameworks for sustainability reporting 2.2 Direct implementation of robust quality assurance and sign-off protocols 2.3 Govern the accuracy, clarity, and integrity of sustainability disclosures at enterprise level 2.4 Ensure reporting governance frameworks address obligations relevant to First Nations corporations, including the role of the Office of the Registrar of Indigenous Corporations (ORIC) and the Corporations (Aboriginal and Torres Strait Islander) Act 2006 (CATSI Act).
3. Lead stakeholder engagement and standards influence	3.1 Lead strategic engagement with investors, regulators, and other stakeholders on reporting matters and standards development 3.2 Represent organisational perspectives in development of reporting standards at national and international levels 3.3 Direct engagement with boards, audit committees, and senior leadership on reporting strategy and outcomes 3.4 Direct industry dialogue on sustainability reporting practice and innovation.
4. Drive reporting as a strategic asset	4.1 Ensure sustainability reporting outputs inform strategic decision-making and drive organisational performance

	4.2 Direct the integration of reporting with strategic planning, risk management, and performance management systems 4.3 Govern monitoring of reporting effectiveness and its contribution to organisational and sustainability objectives 4.4 Drive continuous improvement in reporting approaches based on stakeholder feedback, regulatory developments, and industry best practice.
Assessment Requirements	
Performance evidence	The learner must demonstrate the ability to perform the tasks outlined in the elements and performance criteria, and to: PE1. Set strategic direction for sustainability reporting that positions the organisation as transparent, accountable, and leading practice PE2. Establish executive-level governance and quality assurance frameworks for sustainability reporting PE3. Lead strategic engagement with investors, regulators, and other stakeholders on reporting matters and standards development PE4. Ensure sustainability reporting outputs inform strategic decision-making and drive organisational performance. In the course of the above, the learner must: PE5. Direct implementation of robust quality assurance and sign-off protocols PE6. Represent organisational perspectives in development of reporting standards at national and international levels PE7. Ensure integration of reporting with strategic planning and performance management systems PE8. Demonstrate executive decision-making and strategic thinking about reporting value and impact.
Knowledge evidence	The learner must demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria, which includes knowledge of: KE1. Strategic approaches to setting direction for sustainability reporting and disclosure at executive level KE2. Regulatory requirements and international best practice in sustainability reporting, including: KE2.1. Mandatory reporting requirements in Australia KE2.2. International Sustainability Standards Board (ISSB) standards

- KE2.3. Taskforce on Nature-related Financial Disclosures (TNFD)
- KE2.4. Australian Sustainability Reporting Standards (ASRS)
- KE2.5. Other relevant frameworks and standards.

KE3. Methods for anticipating and responding to evolving regulatory requirements and stakeholder expectations

KE4. Executive-level governance frameworks for sustainability reporting, including roles, accountabilities, and sign-off processes

KE5. Quality assurance and verification approaches for sustainability disclosures at an enterprise level

KE6. Sustainability assurance standards landscape at executive level, including:

- KE6.1. The role of the Australian Auditing and Assurance Standards Board (AUASB) in setting Australian assurance standards
- KE6.2. ASAE 3000 (Assurance Engagements Other than Audits or Reviews of Historical Financial Information) and ASAE 3410 (Assurance Engagements on Greenhouse Gas Statements)
- KE6.3. Emerging international assurance standards, including ISSA 5000 (General Requirements for Sustainability Assurance Engagements).

KE7. Executive-level governance obligations relevant to First Nations corporations, including the role of the Office of the Registrar of Indigenous Corporations (ORIC) and the Corporations (Aboriginal and Torres Strait Islander) Act 2006 (CATSI Act)

KE8. Principles of Free, Prior and Informed Consent (FPIC) at an executive governance level, and their application to sustainability reporting

KE9. Approaches to influencing development of reporting standards at national and international levels

KE10. Methods for engaging with boards, audit committees, investors, and regulators on reporting strategy

KE11. Integration of reporting with strategic planning, risk management, and performance management systems

KE12. Approaches to positioning reporting as a strategic asset that drives organisational performance

KE13. Emerging developments and innovations in sustainability reporting globally

KE14. Stakeholder management and communication strategies at executive level for reporting matters.

Assessment conditions	AC1. Skills must be assessed in a workplace or simulated environment where conditions are typical of those in a working environment in this industry or workplace This includes access to: AC2. Organisational reporting strategies, governance frameworks, and executive-level policies AC3. Global sustainability reporting frameworks, standards, regulations, and regulatory developments AC4. Reporting data, quality assurance systems, and verification processes AC5. Opportunities to engage with boards, investors, regulators, and senior industry leaders AC6. Case studies or scenarios demonstrating executive-level reporting strategy and governance AC7. Examples of leading practice sustainability reporting and disclosure AC8. Consultation documents for reporting standard development and regulatory requirements AC9. AUASB sustainability assurance standards (ASAE 3000, ASAE 3410), and ISSA 5000 AC10. Sustainability resources and glossaries.
Unit mapping information	No equivalent unit
Links	FNS TP Companion Volume Implementation Guide