

# ESG LEGAL SECONDMENT PROGRAMME (ESG LSP)

EXPANDING ESG EXPERTISE. BUILDING FUTURE-READY LAW PRACTICES

## OVERVIEW

The ESG LSP is a **secondment initiative** by the Ministry of Law (MinLaw). It places Singapore-qualified lawyers into **corporate sustainability teams**, where they work on live ESG projects. Secondees gain practical ESG experience, sharpen commercial acumen, and return ready to strengthen their law firms' ESG practice.

## WHY IT MATTERS

Sustainability is no longer optional - it is transforming how companies operate, invest, and report. Across the world, businesses face increasing scrutiny from regulators, investors, and customers on their ESG performance.

Singapore is positioning itself as a **regional leader in sustainable finance, carbon markets, and green infrastructure**. According to PwC, sustainability-related legal work in Singapore is projected to grow from S\$180M in 2023 to S\$500M by 2033.

For the legal sector, this represents a major growth opportunity. Law firms with **practical ESG expertise** will be better positioned to capture high-value mandates and advise clients with confidence.



## PROGRAMME HIGHLIGHTS



Minimum 6 months immersive secondment in corporate sustainability teams



50% co-funding by MinLaw, up to S\$75,000 per secondee



Overseas stints that are relevant to ESG exposure may be eligible for funding



Secondee to submit a reflection report at the end of the secondment

# WHO CAN PARTICIPATE

## Law firms:

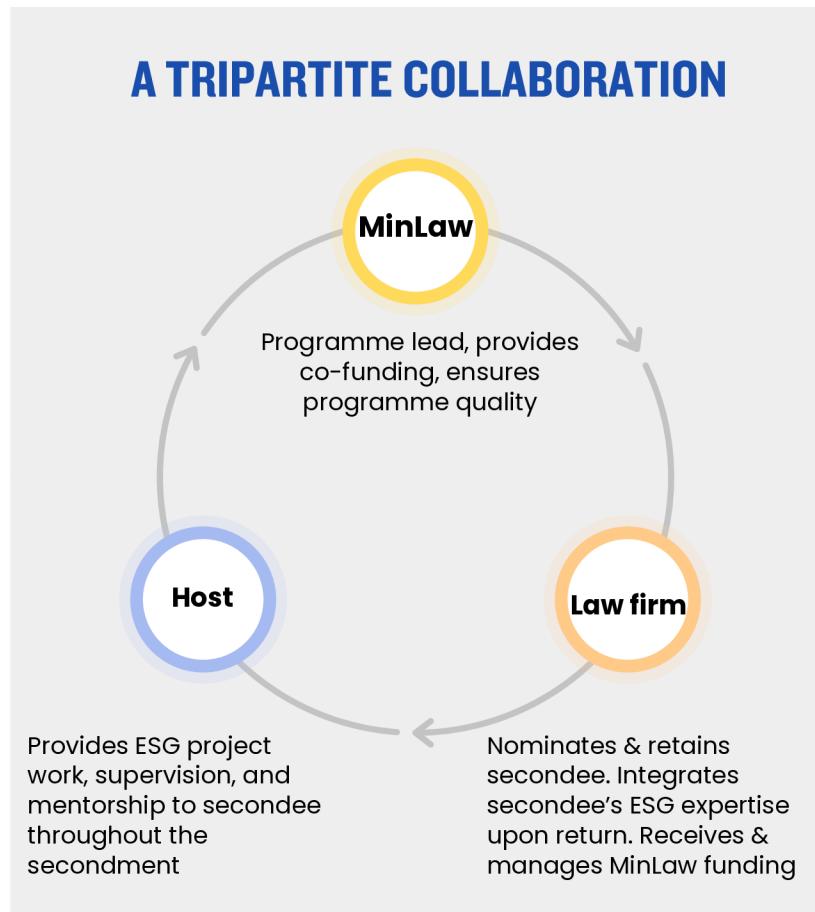
- Must be a Singapore Law Practice (SLP) with an existing ESG practice
- Committed to retain the secondee as an employee during the secondment, and to reintegrate the secondee into ESG work upon return

## Host organisations:

- Corporates with active or emerging ESG agendas
- Must have sustainability teams based in Singapore (e.g. ESG units, in-house legal, compliance, procurement)
- Be able to appoint a supervisor, provide ESG projects, and facilitate overseas exposure if relevant

## Secondees (lawyers):

- Singapore Citizen or Permanent Resident who are Singapore-qualified, employed by a Singapore Law Practice
- Ideally, has between 5 and 8 years of post-qualification experience
- Able to commit to a minimum secondment duration of 6 months



# WHY YOU SHOULD JOIN

## Law firms:

- Strengthen ESG practice by equipping lawyers with practical ESG experience
- Broaden client relationships by connecting with host in meaningful ways

## Host organisations:

- Advance ESG initiatives with secondees with legal insights
- Build lasting partnerships with law firms to support your ESG journey

## For secondees:

- Gain hands-on ESG experience through live ESG projects
- Grow commercial acumen by experiencing how ESG decisions are made in business settings

# HOW TO APPLY

1. **Submit an application** – Host organisation and law firm jointly identify a secondee and submit the ESG LSP application form to MinLaw.

*Note: the pilot run will be on a by-invite basis. Information of subsequent runs will be provided in due course.*

2. **Selection process** – MinLaw reviews the application form. Once selected, the parties enter into an agreement setting out the terms of placement in the ESG-LSP.

3. **Secondment begins** – the secondee joins the host organisation for a minimum duration of 6 months, working on live ESG projects.

4. **Funding support** – MinLaw co-funds 50% of eligible costs, up to S\$75,000 per secondee. Funds are disbursed to the law firm on a reimbursement basis.

5. **Completion** – at the end of secondment, the secondee submits a reflection report and may be requested to participate in knowledge-sharing with the wider legal community.

## ANNEX A: DETAILED FUNDING SUPPORT

**MinLaw co-funds 50% of eligible costs, up to S\$75,000 per secondee.**

Eligible Costs	Funding Cap
<p><b>Salary:</b> Secondee's gross monthly salary (including CPF contributions) for the duration of the secondment.</p> <p>Note: this does not cover variable components of compensation, such as bonuses, overtime, payments and allowances that are not part of the monthly salary.</p>	Up to S\$50,000
<p><b>Overseas component:</b> For secondees placed in host organisations' overseas offices as part of the agreed secondment scope.</p> <p>Supportable costs include:</p> <ol style="list-style-type: none"><li>Return airfare, up to S\$5,000</li><li>Monthly overseas allowance, up to S\$3,000/month</li></ol>	Up to S\$25,000
<b>Maximum funding support</b>	<b>Up to S\$75,000</b>