

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:

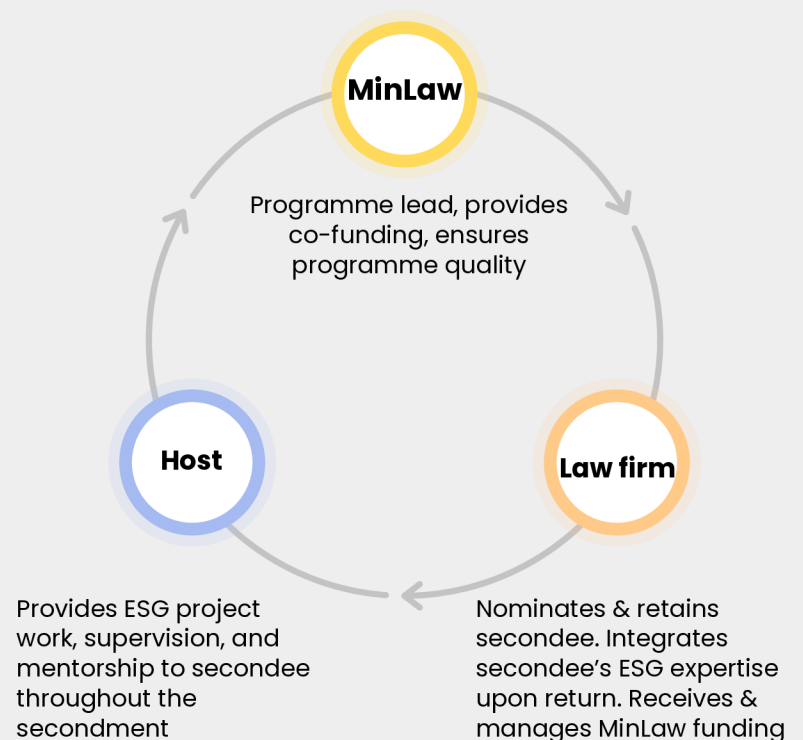
- Corporates with active or emerging ESG agendas
- Must have sustainability teams based in Singapore (e.g. ESG units, in-house legal, compliance, procurement)
- Be able to appoint a supervisor, provide ESG projects, and facilitate overseas exposure if relevant

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



A TRIPARTITE COLLABORATION



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 from Oct 2025 to Jun 2026 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
Salary: Secondee’s gross monthly salary (including CPF contributions) for the duration of the secondment. Note: this does not cover variable components of compensation, such as bonuses, overtime, payments and allowances that are not part of the monthly salary.	Up to S\$50,000
Overseas component: For secondees placed in host organisations’ overseas offices as part of the agreed secondment scope. Supportable costs include: a. Return airfare, up to S\$5,000 b. Monthly overseas allowance, up to S\$3,000/month	Up to S\$25,000
Maximum funding support	Up to S\$75,000