Draft GSSB Work Program 2023-2025 for public consultation

Comments to be received by 17 February 2023

Date   21 November 2022

Description

This paper sets out the draft GSSB Work Program 2023-2025 and the accompanying Project Schedule 2023, approved by the GSSB on 17 November 2022 for public comment.

In line with the GSSB Due Process Protocol, the GSSB invites all stakeholders to comment on the draft GSSB Work Program 2023-2025 and the accompanying Project Schedule 2023 between 21 November 2022 and 17 February 2023.

In addition to comments on the activities and priorities set out in the draft GSSB Work Program 2023-2025 and the accompanying Project Schedule 2023, the GSSB invites all stakeholders to consider the following four questions:

1. Should the GSSB change the order of prioritization of the existing GRI Topic Standards for review during the period covered by this work program (see page 8)?
2. Which topics should the GSSB prioritize for the development of new GRI Topic Standards during the period covered by this work program (see page 10)?
3. Are there any sectors currently listed in priority groups 2, 3, and 4 in the list of prioritized sectors that should be prioritized for development during the period covered by this work program?
4. What activities or materials should the GSSB prioritize with regard to cooperation with other standard-setting bodies and international organizations (see page 14)?

When commenting on the draft GSSB Work Program 2023-2025 and the accompanying Project Schedule 2023, stakeholders are requested to indicate their proposed priorities together with a brief rationale and, where relevant, the line number(s) of the respective section.

Only written comments submitted in English will be considered. Comments will be published on the GRI website and considered a matter for public record.

Comments should be submitted to **gssbsecretariat@globalreporting.org** indicating '**Public Comment GSSB Work Program 2023-2025'** in the subject line.

The deadline to submit feedback is **17 February 2023**, 12.00 pm CET.

The GSSB will consider the feedback received before approving the final GSSB Work Program 2023-2025.

Contents

Preamble

51

52 The Global Sustainability Standards Board's (GSSB) Work Program 2023-2025 is issued at a time
53 when environmental and societal challenges have reached a new level of urgency. As custodian of
54 the world's most comprehensive and widely used sustainability reporting standards,[1] the GSSB
55 continues with its mission to provide high-quality and up-to-date standards to drive transparency and
56 accountability about impacts related to sustainable development in the interests of humanity and our
57 shared environment.

58 The GRI Standards are a comprehensive set of standards provided as a free public good for
59 organizations to report their impacts on the economy, environment, and people. The GSSB will
60 ensure that the GRI Standards are developed and revised in line with expectations for responsible
61 business conduct and due diligence, as outlined in authoritative intergovernmental instruments, such
62 as the UN Guiding Principles on Business and Human Rights, as well as other instruments from the
63 International Labour Organization (ILO) and the Organisation for Economic Co-operation and
64 Development (OECD). This work program builds on the 2020-2022 program achievements, which led
65 to the most significant update since the launch of the GRI Standards in 2016. The update included the
66 revision of the Universal Standards - the foundation of GRI reporting - and the release of the first
67 three GRI Sector Standards.

68 The 2023-2025 work program comes at a pivotal moment in the evolution of corporate reporting. GRI
69 and the International Financial Reporting Standards (IFRS) Foundation have committed to
70 establishing a comprehensive, global corporate reporting regime for sustainability information.
71 Together, the standards will cover disclosure of the most significant impacts on the economy,
72 environment, and people (GRI Standards) and provide sustainability-related financial information to
73 investors and other capital markets participants to assess the financial implications of sustainability
74 topics on an organization (IFRS Standards). To this end, GRI and the IFRS have agreed to make
75 interoperability a core ambition of their respective standard-setting activities and to promote
76 disclosure perspectives as complementary and on an equal footing.

77 The mission GRI embarked on 25 years ago – to make sustainability reporting common practice – is
78 becoming a reality. This has been achieved partly through comprehensive policy mandates, one of
79 which, the Corporate Sustainability Reporting Directive (CSRD) in the European Union, will enter into
80 force in the coming years. At the same time, the GSSB will continue to support the Sustainability
81 Reporting Board (SRB) of the European Financial Reporting Advisory Group (EFRAG) as it develops
82 the European Sustainability Reporting Standards (ESRS). The GSSB has reserved the capacity to
83 proactively pursue joint work programs and standard-setting activities to support the regulatory
84 agenda in other regions and countries.

85 Against this backdrop, the GSSB is committing to its most ambitious work program to date. In 2023-
86 2025, the GSSB will significantly scale up its standard-setting capacity to enable an ongoing review of
87 all existing GRI Standards within a four-year cycle. This will guarantee a set of Standards to keep
88 pace with evolving expectations about organizational transparency. The GSSB will solidify its
89 commitment to developing a comprehensive set of Sector Standards designed to help identify a
90 sector's most significant impacts and to reflect stakeholder expectations of sustainability reporting.

91 The GSSB recognizes that global leadership and continuous improvement are more crucial than ever.
92 In all its activities, from standard-setting and collaboration, to supporting regulatory efforts to advance
93 GRI's mission to make sustainability reporting a matter of course, the GSSB will aim to optimize the
94 reporting process for those who issue reports. The GSSB will facilitate informed dialogue based on
95 consistent and comparable information, enabling informed decision-making by all stakeholders.

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[1] KPMG, 'Big shifts, small steps', Survey of Sustainability Reporting 2022.

96 Introduction

97 The Global Sustainability Standards Board is responsible for setting the globally accepted standards
98 for sustainability reporting – the GRI Sustainability Reporting Standards (GRI Standards).

99 Established as an independent standard-setting body under the auspices of GRI, the GSSB is formed
100 of 15 members representing a wide range of expertise and multi-stakeholder perspectives on
101 sustainability reporting. The GSSB operates under the GSSB Terms of Reference to oversee the
102 development of the GRI Standards according to a formally defined due process.

103 The GSSB works exclusively in the public interest and according to the vision and mission of GRI.

104 This document outlines all the elements of the draft work program of the GSSB for the years 2023 to
105 2025. Appendix I presents the Project Schedule 2023.

106 The GSSB will publish and update the project schedule annually in 2024 and 2025 on the GSSB
107 website.

108 Overview of the GSSB Work Program 2023-2025

109 The Work Program 2023-2025 is based on stakeholder feedback to the GSSB, recommendations
110 from GRI Topic Standards expert groups, the Sector Program recommendations to the GSSB, and
111 priorities identified by the GSSB.

112 It covers a list of priorities for the next three years, which will be explained in more detail in this
113 document, including:

114 • Development of GRI Standards
115   o Revision of Topic Standards
116   o Development of new Topic Standards
117   o Development of new Sector Standards (according to the GSSB Sector program)
118   o Revision of Sector Standards
119 • Implementation of GRI Standards
120 • Cooperation with other standard-setting bodies and international organizations

Development of GRI Standards

Revision of Topic Standards

The GSSB is committed to revising all GRI Standards periodically to guarantee they remain up to date, continue to promote the public interest, and represent a globally relevant consensus validated through a multi-stakeholder process

As a result, by the end of 2025, all existing GRI Topic Standards will be revised or be under revision. The GSSB identified the priorities (see Table 1) to revise Topic Standards based on:

- recommendations from the Sector Program (see Consultation Annex 1);
- feedback from internal and external stakeholders (see Consultation Annex 2); and
- research carried out by the Standards Division and third parties.

Most of the recommendations and feedback from stakeholders and the GRI Sector Program can be considered in the revision of existing Topic Standards. In all cases, the GSSB identifies the most pressing needs based on stakeholder feedback, in line with the GSSB mandated procedure for project identification and prioritization as described in the Due Process Protocol. In doing so, the GSSB is also paying particular attention to enabling convergence and harmonization among sustainability reporting standards, frameworks, and related (regulatory) initiatives.

Sector Program inputs on existing topics to the GSSB

The Sector Program develops Sector Standards that support the enhancement and expansion of the GRI Standards by bringing to the surface issues not previously covered in the Standards.

As part of each Sector Standards project, feedback and recommendations related to developing a new Topic Standard or revising existing ones are collated throughout the project. These are submitted to the GSSB for consideration and prioritized during the regular revision of the GSSB work program.

Feedback collected during the development of *GRI 11: Oil and Gas Sector 2021*, *GRI 12: Coal Sector 2022*, and *GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022* were submitted to the GSSB at the end of each project in the form of the following reports:

- [GRI Sector Standards Project for Oil and Gas - Input on GRI Topic Standards](#)
- [GRI Sector Standard Project for Coal - Input on GRI Topic Standards](#)
- [GRI Sector Standard Project for Agriculture, Aquaculture and Fishing - Input on GRI Topic Standards](#)

Consultation Annex 1 of this document summarizes the topics included in the first three Sector Standards for which there is no corresponding or closely related GRI Topic Standard. It also includes topics in which disclosure gaps were identified that are highly relevant but likely not unique to the sector. Topics without a corresponding GRI Topic Standard – 'Climate adaptation and resilience' and 'Land and resource rights' – were included in all three published Sector Standards. Similarly, 'Rights of indigenous peoples' had substantial reporting for all three.

The highest volume of comments collected during the public exposures considered outside the scope of the Sector Standards projects was submitted on *GRI 304: Biodiversity 2016* and *GRI 305: Emissions 2016*. The comments on biodiversity are considered part of the revision of *GRI 304: Biodiversity 2016*.

The GSSB prioritized revision work to commence in 2024 for the topics 'Rights of indigenous peoples' and 'Local Communities' based on feedback and recommendations given by stakeholders (see Consultation Annex 2). For all three Sector Standards, there is substantial additional reporting in

163 relation to 'Rights of indigenous peoples' and the topic of 'Land and resource rights'. Comments from
164 working group members and those collected during the public exposure of all three Sector Standards
165 referenced challenges in reporting consistently and completely on impacts experienced by local
166 communities.

167 For the topic of 'Climate change', the Oil, Gas and Coal Working Group focused much of its attention
168 on climate change-related reporting. They consistently advocated for enhanced reporting on climate
169 resilience, adaptation, and transition. It was concluded that climate change, particularly the transition
170 to a low-carbon economy, is the single most important issue for these sectors, and the existing
171 reporting was identified as insufficient. They indicated that stakeholders expect reporting on aspects
172 such as board responsibility for climate change, setting emissions targets, investment in emissions-
173 intensive activities, climate change-related lobbying, and the consideration of a just transition.

174 Based on the comments and recommendations, the revision of the climate-related Topic Standards
175 was already prioritized by the GSSB. The project's scope will be covered in more detail under the
176 topic of 'Climate adaption, resilience, and transition'.

177 The Agriculture, Aquaculture and Fishing Working Group identified areas for refinement when
178 reporting on natural ecosystem conversation and impacts on communities, particularly rural or low
179 socio-economic communities or those that rely on natural resources. Their recommendations also
180 suggest an alignment of scopes across employment topics. This includes the consistent coverage of
181 workers and employees and the potential for other under-represented or marginalized groups to be
182 part of disclosures focused on equity measures where relevant.

183 Comments from working group members and those collected during the public exposure of all three
184 Standards referenced challenges on issues of diversity and discrimination, and on impacts felt
185 uniquely or more severely by women. These recommendations and comments will be considered in
186 the ongoing revision work for the Labor topics.

187 The projects being worked on or already prioritized by the GSSB are part of the work program. These
188 include the revision of:

189 • *GRI 304: Biodiversity 2016* – revision is ongoing from 2022 until 2023.
190 • Labor-related Topic Standards – revision started in 2022 and will continue until 2025.
191 • Climate change-related Topic Standards – project proposal in 2022, revision until 2024.

192 Furthermore, the GSSB will prioritize the start of the following two topics during this work program
193 based on the availability of resources:

194 • Spills and leaks (Critical incident management)

195 In October 2016, the GSSB initiated a project to revise *GRI 303: Water 2016* and the effluents
196 related disclosures from *GRI 306: Effluents and Waste 2016*. In this revision, it was decided
197 not to include Disclosure 306-3 Significant spills in the revised *GRI 303: Water and Effluents*
198 *2018*, as it was not exclusively relevant to the topic of water and effluents.

199 The proposal was to develop a new standalone GRI Topic Standard to report spills and leaks
200 and their impacts, after which the *GRI 306: Effluent and Waste 2016* will be withdrawn. [2]
201 Based on research and feedback from the GRI Sector Program, it is proposed to enlarge the
202 scope to Critical Incident Management.

203 • Economic impacts

204 The revision of *GRI 201: Economic Performance 2016*, *GRI 202: Market Presence 2016,* and
205 *GRI 203: Indirect Economic Impacts 2016* was prioritized by the GSSB in the previous work

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[2] https://www.globalreporting.org/standards/media/1789/item_05_-_gssb_project_proposal_on_spills_and_leaks.pdf;
https://www.globalreporting.org/media/bgwf4s1g/item-04-gri-sector-standards-project-for-oil-and-gas-input-on-gri-topic-standards.pdf

| 206 | program based on the feedback of reporters who indicated that the current disclosures are |
| 207 | unclear and inconsistently interpreted and would benefit from a thorough content review.[3] |

208	The labor-related disclosure of *GRI 202: Market Presence 2016* will be revised in the labor
209	project, and the climate-related disclosure of *GRI 201: Economic Performance 2016* will be
210	revised in the climate project. It is, therefore, the right moment to revise the economic-related
211	disclosures to ensure alignment and consistency with the labor and climate change project.

| 212 | Based on initial research by the Standards Division, various topics could fall within the scope |
| 213 | of the economic impacts project. These include: |

214	o impacts of organizations on local labor markets, including job creation;
215	o monetary flows into local economies, including local procurement;
216	o investment in infrastructure and services, often tied in with community investment;
217	o securing livelihoods impacts of business models, for example, employee-owned
218	businesses and social enterprises;
219	o economic contributions of an organization's products and services;
220	o externalities, for example, impacts of investment decisions.

221 Table 1 provides the general outlook for the revision work of Topic Standards for 2023 to 2025. The
222 GSSB's ambition is to revise all existing GRI Standards by the end of 2025 to guarantee that they
223 reflect the global multi-stakeholder consensus and continue to promote the public interest. As a result,
224 the standard setting activity will increase over the next three years resulting in up to ten Topic
225 Standard revision projects in 2025. The final scope of work for each Topic Standard project will be
226 defined during the project proposal preparation and presented to the GSSB for approval.

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[3] https://www.globalreporting.org/standards/media/1485/item-03-final-project-proposal-for-review-of-gri-201-202-203.pdf

227 **Table 1: Planned revisions of Topic Standards for 2023-2025**

Project	Scope including but not limited to	Status
Biodiversity	GRI 304: Biodiversity 2016	Publication Q3 2023
Labor	Revision program including: GRI 202: Market Presence 2016 (Disclosure 202-1) GRI 401: Employment 2016 GRI 402: Labor/Management Relations 2016 GRI 404: Training and Education 2016 GRI 405: Diversity and Equal Opportunity 2016 GRI 406: Non-discrimination 2016 (TBD) GRI 407: Freedom of Association and Collective Bargaining 2016 GRI 408: Child Labor 2016 GRI 409: Forced or Compulsory Labor 2016 GRI 414: Supplier Social Assessment 2016	Started Q3 2022
Climate change	GRI 302: Energy 2016 GRI 305: Emissions 2016 GRI 201: Economic Performance 2016 (Disclosure 201-2)	Start Q4 2022
Spills and leaks - critical incident management	GSSB priority for new Topic Standard (GRI 306: Effluents and Waste 2016, Disclosure 306-3)	Start Q4 2023
Economic impacts	GRI 201: Economic Performance 2016 (Disclosures 201-1, 201-3, and 201-4) GRI 202: Market Presence 2016 (Disclosure 202-2) GRI 203: Indirect Economic Impacts 2016	Start Q2 2023
Indigenous peoples and local communities	GRI 411: Rights of Indigenous Peoples 2016 GRI 413: Local Communities 2016	Start 2024
Security practices	GRI 410: Security Practices 2016	Start 2024
Anti-corruption and public policy	GRI 205: Anti-corruption 2016 GRI 206: Anti-competitive Behavior 2016 GRI 415: Public Policy 2016	Start 2024
Customer privacy	GRI 418: Customer Privacy 2016	Start 2024
Customer impact	GRI 416: Customer Health and Safety 2016 GRI 417: Marketing and Labeling 2016	Start 2025
Circularity and material resources	GRI 301: Materials 2016 GRI 306: Waste 2020	Start 2025
Procurement practices	GRI 204: Procurement Practices 2016 GRI 308: Supplier Environmental Assessment 2016 GRI 414: Supplier Social Assessment 2016	Start 2025

Research

229 For 2023, research will be done in line with the revision of the climate change project, and depending
230 on available resources, research will extend to the topics of anti-corruption and public policy.

231 The need for the revision of *GRI 205: Anti-corruption 2016* and *GRI 415: Public Policy 2016* was
232 raised by several stakeholders. Based on research, further steps will be discussed.

Development of new Topic Standards

234 The GSSB identifies priorities for developing new Topic Standards based on:

235 • recommendations from the Sector Program (see Consultation Annex 1);
236 • feedback from internal and external stakeholders (see Consultation Annex 2); and
237 • research carried out by the Standards Division and third parties.

238 As mentioned, Spills and leaks (Critical incident management) will be prioritized for revision. Due to
239 the amendment of the scope, a considerable amount of new work will be involved. Furthermore, the
240 scope of work on the topic of 'climate change' will be broadened considerably by incorporating new
241 disclosure requirements and guidance. The GSSB will prioritize this work for 2023

242 New Topic Standards are required to address topics not covered by the GRI Standards, including
243 those identified through the Sector Program. Feedback from the Oil, Gas and Coal Working Group
244 suggested that the GRI Standards have gaps relating to reporting on cybersecurity and data privacy,
245 as well as the payments to and contractual arrangements between organizations and governments.

246 The grouping of topics related to digitalization, data protection, cybersecurity, and privacy is prioritized
247 by the GSSB as a potential new topic to be researched in 2023 and to start in early 2024.
248

249 **Development of new Sector Standards**

250 Sustainability reporting by organizations operating within specific sectors has not consistently
251 addressed their most significant impacts. Therefore, the GSSB initiated the GRI Sector Program to
252 develop GRI Sector Standards to address this issue. To report in accordance with the 2021 GRI
253 Universal Standards, effective on 1 January 2023, an organization is required to use the applicable
254 GRI Sector Standards, if available. Sector Standards will be developed in line with the Program
255 description and the list of prioritized sectors.

256 The Sector Program will develop Standards for around 40 high-impact sectors. Sectors are prioritized
257 based primarily on their sustainability impacts. This takes into account the significance of the sector's
258 impacts, the size of the sector, the sector's distribution around the world, and the number of
259 organizations from that sector that are likely to use the GRI Standards. Other criteria for prioritizing a
260 sector include learnings and synergies from other recently developed GRI Sector Standards.

261 The list of prioritized sectors may be refined throughout this Work Program's duration. Future
262 revisions of the list will be discussed in the public GSSB meetings and published on the GSSB
263 website.

264 Following the completion of the pilot projects for the Sector Program on oil, gas, coal, agriculture,
265 aquaculture, and fishing, work commenced on *Priority Group 1: Basic Materials and Needs.*

266 The following sectors from priority group 1 commenced in 2022 and will continue into the period
267 covered by this Work Program:

268 • Mining
269 • Textiles and apparel
270 • Food and beverages
271 • Banks
272 • Insurance
273 • Capital markets

274 In addition, the remaining priority group 1 sector projects for utilities, renewable energy, forestry, and
275 metal processing, will also commence during the period covered by this Work Program.

276 Table 2 outlines the complete list of Sector Standards under development during this Work Program.[4]

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[4] The scope and names of individual sectors may be adjusted as a result of research and stakeholder input at the
commencement and throughout the development of each sector project.

278   **Table 2: Outlook for the development of Sector Standards for 2023-2025**

Project	Outcome	Description of the sector	Expected start
GRI Sector Standards Project for Mining	Sector Standard for mining	Exploration and extraction of minerals, except coal; suppliers of equipment and services to mining; storage and transportation; refining and marketing of minerals	Started Q1 2022
GRI Sector Standards Project for Textile and Apparel	Sector Standard for textiles and apparel	Manufacturing and retail of textiles, apparel, footwear, and accessories	Started Q4 2022
GRI Sector Standards Project for Food and Beverages	Sector Standard for food and beverages	Manufacturing of food, beverages, and tobacco	Start Q1 2023
GRI Sector Standards Project for Financial Services	Sector Standard for banks	Commercial banks; consumer finance; savings institutions; mortgage finance; microfinance institutions	Start Q1 2023
	Sector Standard for insurance	Life, non-life, and reinsurance	
	Sector Standard for capital markets	Asset owners and managers, investment banks, custody, and stock exchanges	
Expected to be undertaken as a single project (name TBC)	Sector Standard for utilities	Electricity generation (except renewables), transmission and distribution; gas utilities and distributors; water utilities and services; waste management	Start 2024
	Sector Standard for renewable energy	Solar and wind project developers; biofuels producers; producers of fuel cells and industrial batteries	
GRI Sector Standards Project for Forestry	Sector Standard for forestry	Forestry and logging, production of pulp and paper	Start 2025
GRI Sector Standards Project for Metal Processing	Sector Standard for metal processing	Steel and aluminum production; smelting and processing of other metals	Start 2025

279   In 2024, the potential to expand the number of Sector Standards developed simultaneously will be
280   assessed. This may result in the commencement of Standards for sectors in *Priority Group 2:*
281   *Industrial.*

Additional research project on the public sector

283   While GRI Sector Standards can be used by any organization undertaking relevant public or private
284   activities, the Sector Program does not currently contemplate developing a Standard that considers
285   the unique perspective and functions of the public sector. As such, a research project will be
286   undertaken to understand existing practices, needs, and a workable structure for sustainability
287   reporting in the public sector. The intention is that this will be collaborative, working in conjunction with

288 the evolving agenda of the International Public Sector Accounting Standards Board (IPASB) and other
289 regional and national level standard setting bodies to ensure access to the most useful information
290 and alignment.

291 Revision of Sector Standards

292 The GRI Sector Standards list the disclosures, GRI and non-GRI, identified as relevant for reporting
293 by an organization in a sector. Most disclosures listed in a Sector Standard are drawn from the GRI
294 Topic Standards, so revising Topic Standards creates the need to update Sector Standards that refer
295 to disclosures in the updated Topic Standards.

296 The planned publication of the revised *GRI 304: Biodiversity* will result in the first revision of Sector
297 Standards, but this process will grow in scale and complexity. As a priority in 2023, a process will be
298 designed and tested to preserve the linkage between Topic and Sector Standards and ensure that
299 Sector Standards include references to best practice reporting on the relevant topics.

300 All Topic Standards, either revised or new, published during this work program's duration will be
301 followed by a revision to any published Sector Standards that include relevant disclosures.
302

Implementation of GRI Standards

The GSSB is committed to supporting the implementation of the GRI Standards by making them available in a wide range of languages, developing materials to support the interpretation and application of the Standards, and supporting information users to more easily access and consume information reported based on the GRI Standards.

Translations

Translations of the GRI Standards are a strategic part of the GSSB work program.

Although English is the authoritative language of the GRI Standards, authorized translations ensure that the world's most widely used standards for sustainability reporting are accessible to a diverse global audience.

The first translations were launched in 2017, and the goal was to provide authorized translations of the GRI Standards in 10 key languages (Arabic, Bahasa Indonesia, French, German, Italian, Japanese, Portuguese, Simplified Chinese, Spanish, and Traditional Chinese). This goal was reached in 2020 with the launch of the Portuguese translation.

For the next work program, the translation work will continue. Translation projects will be initiated for each GRI Standard approved by the GSSB, and translations will be published in the quarter following the release of the English version of a new or revised GRI Standard.

Standard Interpretations, FAQs and guidance material

Stakeholders can submit feedback to the GSSB about the application of the GRI Standards to gssbsecretariat@globalreporting.org. After reviewing the feedback, if necessary, the GSSB will issue Standard Interpretations or FAQs or provide additional guidance to address implementation issues identified by the users of the GRI Standards.

Digital taxonomy

The GSSB will allocate the necessary resources to develop a digital taxonomy of the GRI Standards to enable the organizations using the GRI Standards to report in a digital format. This will enable information users to access, analyze, and compare this information more easily. The GSSB will aim to ensure compatibility with digital taxonomies to be developed by other standard-setting bodies and will seek to develop the taxonomy in conjunction with them.

Cooperation with partners

332

333 The GSSB is committed to cooperating with global and jurisdictional standard-setting bodies to
334 ensure complementarity and interoperability between standards. As opportunities arise, this
335 cooperation may take the form of coordinating work programs, joint standard-setting, or the
336 development of guidance materials to explain the complementary and alignment between standards.

337 GRI and the IFRS Foundation signed in March 2022 a memorandum of understanding under which
338 their respective standard-setting boards – the GSSB and the International Sustainability Standards
339 Board (ISSB) – will seek to coordinate their work programs and standard-setting activities. Specific
340 activities will be defined and announced throughout 2023-2025.

341 The GSSB will continue to provide its support to the Sustainability Reporting Board (SRB) of the
342 European Financial Reporting Advisory Group (EFRAG) in the development of the European
343 Sustainability Reporting Standards (ESRS) over the following years.

344 The GSSB is open to considering the coordination of work programs and standard-setting activities to
345 support the evolving regulatory agenda in the European Union and other regions and countries. The
346 GSSB will conduct a comprehensive assessment of ongoing and anticipated regulatory initiatives in
347 2023 and prioritize its cooperative efforts in support of regulators.

348 The GSSB will continue the dialogue with the International Auditing and Assurance Standards Board
349 (IAASB) and the International Ethics Standards Board for Accountants (IESBA) and is committed to
350 contributing to their respective standard-setting agendas with relevance to the practice of
351 sustainability reporting.

352 The GSSB seeks to address the needs of the public sector for specific guidance on sustainability
353 reporting by exploring a collaboration with the International Public Sector Accounting Standards Board
354 (IPSASB). Initially, this effort will entail allocating the necessary resources for research on basis of
355 which the further coordination of potential standard-setting activities for the public sector can be
356 discussed between the GSSB and IPSASB.

357 In keeping with its commitment to developing the GRI Standards in line with authoritative
358 intergovernmental instruments, including those developed by the United Nations (UN), the
359 Organisation for Economic Co-operation and Development (OECD), and the International Labour
360 Organization (ILO), the GSSB is committed to continuing to work closely with these international
361 organizations. This includes inviting representation from these organizations to serve in expert groups
362 to develop the GRI Standards.

Appendix 1: Project schedule 2023

The table in this appendix outlines the schedule of projects for 2023. A significant number of projects underway as part of the GSSB Work program 2020-2022 (project schedule 2022) will continue in 2023.

The development of a GRI Standard takes approximately 24 months to complete.

Project	Outcome	Status at the end of 2022	2023			
			Q1	Q2	Q3	Q4
Sector Standards						
GRI Sector Standards Project for Mining	Sector Standard for mining	Project underway and exposure draft of the Standard currently being developed	Public exposure of the draft Standard			Expected approval & release of the final Standard
GRI Sector Standards Project for Textile and Apparel	Sector Standard for textiles and apparel	Project proposal approved; call for applications to the working group open	Working group membership announced			

Project	Outcome	Status at the end of 2022	2023			
			Q1	Q2	Q3	Q4
GRI Sector Standards Project for Food and Beverages	Sector Standard for food and beverages	Project proposal approved	Call for applications to the working group	Working group membership announced		
GRI Sector Standards Project for Financial Services	Sector Standard for banks Sector Standard for insurance Sector Standard for capital markets	Draft project proposal under consultation	Expected approval of the project proposal	Technical committee membership announced		
Public sector research project	Consultation paper on sustainability reporting for the public sector	To start			Expected release of the research paper	
Topic Standards						
GRI Topic Standards Project for Biodiversity	Revision including but not limited to: GRI 304: Biodiversity 2016	Public exposure (PCP) of the draft Standard	PCP deadline	Review public comments	Expected approval & release of the final Standard	Translations

GSSB

Project	Outcome	Status at the end of 2022	2023			
			Q1	Q2	Q3	Q4
GRI Topic Standards Project for Labor	Revision program including but not limited to: GRI 202: Market Presence 2016 (Disclosure 202-1) GRI 401: Employment 2016 GRI 402: Labor/Management Relations 2016 GRI 404: Training and Education 2016 GRI 405: Diversity and Equal Opportunity 2016 GRI 406: Non-discrimination 2016 (TBD) GRI 407: Freedom of Association and Collective Bargaining 2016 GRI 408: Child Labor 2016 GRI 409: Forced or Compulsory Labor 2016 GRI 414: Supplier Social Assessment 2016	Project underway and scoping ongoing; call for applications to the Advisory Group	Project underway and exposure drafts of the Standards being developed			Public exposure of the first set draft standards
GRI Topic Standards Project for Climate	Revision including but not limited to: GRI 302: Energy 2016 GRI 305: Emissions 2016 GRI 201: Economic Performance 2016 (Disclosure 201-2)	Draft project proposal currently being developed	Expected approval of the project proposal	Technical committee membership announced		

Project	Outcome	Status at the end of 2022	2023			
			Q1	Q2	Q3	Q4
GRI Topic Standards Project for Economic Impacts	Revision including but not limited to: GRI 201: Economic Performance 2016 (Disclosures 201-1, 201-3 and 201-4) GRI 202: Market Presence 2016 (Disclosure 202-2) GRI 203: Indirect Economic Impacts 2016	To start		Expected approval of the project proposal	Technical committee membership announced	
GRI Topic Standards Project for Spills and Leaks - Critical Incident Management	Revision including but not limited to: GRI 306: Effluents and Waste 2016 disclosure 306-3)	To start			Draft project proposal under consultation	Expected approval of the project proposal
GRI Topic Standards Project for the Digitalization and Data Privacy	New Topic Standards for the grouping of topics in relation but not limited to digitalization, data protection, cybersecurity, and data privacy	To start		Research to start		

Consultation Annex 1. Summary of input collected during projects to develop GRI Standards

Topic		Sector Standard this topic is included in			Comments
Topic	Overview	GRI 11	GRI 12	GRI 13	
Topics that feature in Sector Standards to date for which no dedicated (or closely related) Topic Standard exists and which are likely to be relevant for more than one sector					
Asset integrity and critical incident management	Asset integrity and critical incident management deal with preventing and controlling incidents that can lead to fatalities, injuries or ill health, environmental impacts, and damage to local communities and infrastructure. This topic covers impacts from such incidents.	x	x		
Climate adaptation and resilience	Organizations contribute to climate change and are simultaneously affected by it. Climate adaptation and resilience refer to how an organization adjusts to current and anticipated climate-related risks, as well as how it contributes to societies' and economies' ability to withstand climate change impacts.	x	x	x	GRI 11 and GRI 12 also included 'transition', which covers an organization's strategy in relation to the transition to a low-carbon economy and the impacts of that transition on workers and local communities.

Two topics in Sector Standards comprise the body of 'climate change reporting' – emissions and climate adaptation and resilience. The scale of reporting expectations for the sectors covered by *GRI 11, 12 & 13*, as well as intricacies related to the structure of these topics, such as where mitigation should be reported, made structuring this reporting difficult. |

					See the summary of comments on climate change below.
Closure and rehabilitation	At the end of commercial use, organizations are expected to close assets and facilities and rehabilitate operational sites. Impacts can occur during and after closure. This topic covers impacts on the environment, local communities, and workers.	x	x		
Land and resource rights	Land and resource rights encompass the rights to use, manage and control land, fisheries, forests, and other natural resources. An organization's impacts on the availability and accessibility of these can affect local communities and other users. This topic covers impacts on human rights and tenure rights that result from an organization's use of land and natural resources.	x	x	x	Reporting in *GRI 11* & *GRI 12* focuses on involuntary resettlement, while reporting in *GRI 13* focuses more broadly on land and natural resource rights (including customary, collective, and informal tenure rights) affected by the organization's operations.
Forced labor & 'modern slavery'	As part of a global effort, several governments have issued legislation requiring public reporting on addressing traditional and emerging forced labor practices, including modern slavery.	x	x		Legislation in the UK and Australia, in particular, means that many large organizations require a level of transparency. It was seen as incomplete to leave this expectation out of *GRI 11* and *GRI 12.*
Natural ecosystem conversion	Natural ecosystem conversion refers to changing a natural ecosystem to another use or a profound change in a natural ecosystem's species composition, structure, or function. This topic covers impacts related to natural ecosystem conversion, including discrete incidents of land clearance, severe degradation, or the introduction of management practices that lead to substantial and sustained change in natural ecosystems.			x	In many instances, natural ecosystem conversion may be covered by the topic of biodiversity. However, the issue of ecosystem conservation and deforestation is of such concern for agriculture, aquaculture, and fishing sectors that natural ecosystem conservation was considered significant enough to constitute a separate likely material topic. Clear and normative expectations of responsible behavior and

						transparency related to conservation and deforestation were deemed not to be sufficiently reflected in the current *GRI 304: Biodiversity 2016.*
Soil health	Soil health is the capacity of soil to function as a living ecosystem and to sustain plant and animal productivity, promote plant and animal health, and maintain or enhance water and air quality. This topic covers soil erosion, soil loss, and a reduction in soil fertility.			x		Likely to be relevant only to the sectors covered by *GRI 13* and the associated value chain sectors, such as the food and beverages sector.
Pesticides use	Pesticides are chemical or biological substances that regulate plant growth or control, repel, or destroy any pest. This topic covers impacts related to pesticide use, including the impact of their toxicity on non-target organisms.			x		Likely to be relevant only to the sectors covered by *GRI 13* and the associated value chain sectors, such as the food and beverage sector.
Food security	Food security means that people have physical and economic access to sufficient, safe, and nutritious food that is acceptable within a given culture and meets people's dietary needs and food preferences for an active and healthy life. Adequate food is a human right and crucial to enjoying all rights. This topic covers impacts on food availability, access, use, stability, and sustainability.			x		Food security is a significant global issue, but at the organizational level, likely to be relevant only to the sectors in the food value chain.
Animal health and welfare	Animal health and welfare refers to an animal's physical and mental state in relation to the conditions in which it lives and dies. The 'Five Freedoms' of animal welfare are freedom from hunger and thirst, discomfort, pain, injury, and disease; freedom to express normal behavior; and fear and distress.			x		Animal health and welfare has been consistently identified as a topic that could be usefully covered by a Topic Standard and may be relevant to some sectors outside of the food value chain, such as pharmaceuticals. This topic presented challenges in reaching consensus on the specific reporting that is appropriate and

Topic	Description				Notes
					feasible and would likely benefit from further dedicated discussions on the topic, as well as reporting guidance.
Living income and living wage	Living income and living wage refer to such level of income or wage which is sufficient to afford a decent standard of living for all household members, including nutritious food, clean water, housing, education, healthcare, and other essential needs, such as provision for unexpected events. This topic covers the organization's approach to worker compensation in the context of whether it provides for living income or living wage.			x	Living income and living wage are forecast to be relevant for other sectors where a large proportion of the workforce has low wages. A body of work and common methodologies for calculating living income and wage across sectors and geographic regions is emerging, but not agreed upon. The issue of wages and wage setting is not currently addressed in the GRI Standards, apart from one disclosure focused on market presence.
Economic inclusion	Economic inclusion concerns an organization's impacts on access to economic opportunities for local communities and the productive potential of actual and possible suppliers. This topic covers economic inclusion of those with low and/or vulnerable incomes, such as farmers and fishers, and their communities.			x	Disclosures from *GRI 201: Economic Performance 2016* and *GRI 203: Indirect Economic Impacts 2016* were identified as relevant, and guidance for clause 1.1 in *GRI 204: Procurement Practices 2016* provided the basis for additional sector recommendations. However, there are no clear references to the concepts of economic or financial inclusion in the GRI Standards.
Supply chain traceability	Traceability is the ability to trace raw materials and final products' source, origin, or production conditions. Traceability provides a way to identify and prevent potential negative impacts linked to an organization's products.			x	
Topics where disclosures gaps were identified that are highly relevant but likely not to be unique to the sector					
Anti-corruption		x	x		Additional reporting for this topic included in GRI 11 & 12 was related to impacts of corruption or risks of corruption in the

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					supply chain, whistleblowing mechanism, contract transparency, and beneficial ownership.
Local communities		x	x		Additional reporting for this topic included the approach to identifying and engaging with stakeholders in local communities, in particular with vulnerable groups. Reporting was also included on community health impacts and grievances raised, addressed, and resolved.
Rights of Indigenous Peoples		x	x	x	The working groups for all three Sector Standards projects flagged that *GRI 411: Rights of Indigenous Peoples 2016* is potentially inadequate to report on the rights of indigenous peoples, and, in particular, they noted the lack of reporting on free, prior and informed consent (FPIC). This is of key relevance for any sector engaging with indigenous peoples or when activities may affect the rights of indigenous peoples, including via land and resource use. Additional reporting for this topic included the approach to engaging with Indigenous Peoples and Indigenous women, seeking FPIC, and further information on reported incidents.
Non-discrimination and equal opportunity				x	Topic disclosures relevant to employment practices, non-discrimination, and equal opportunity focus primarily on employees, using comparisons between full-time and part-time and/or temporary employees or by age and gender. The disclosures do not

					systematically consider the differences between the benefits and conditions afforded to workers (who are not employees) compared to employees, which may become increasingly relevant considering the shift in employment arrangements and supply chain structures. More consideration of the disparity between employees and other workers may also introduce consistency across the Standards, aligning with the revised glossary definitions for employee and worker, introduced as part of the transition from the G4 Guidelines to the GRI Standards and the categories of workers introduced as part of the *GRI 403: Occupational Health and Safety 2018*. Additional reporting on this topic included impacts associated with the recruitment and employment of migrant workers.
Employment practices				x	The additional reporting for this topic related to the organization's recruitment practices, non-wage remuneration, and the workers who fall outside institutional and legal frameworks.

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Consultation Annex 2. Summary of Stakeholder feedback during GSSB meetings 2022

Development of new Topic Standards

The following inputs have been gathered to date by the GSSB to inform the development of new Topic Standards.

Stakeholder feedback during GSSB meetings 2022

In 2022, as part of our multi-stakeholder consultation process, the GSSB invited stakeholders to recommend future efforts in the standard setting area, particularly for the GSSB work program. This feedback will also be an important input to the revision of existing and the development of new GRI Standards.

In 2022 the following topics were presented to the GSSB:

- **Anti-corruption**

Transparency International UK invited GSSB and GRI to review the anti-corruption standards in light of corporate transparency, research, and guidance. Transparency International UK has found that while transparency is becoming a norm in the corporate world, meaningful disclosures remain limited, particularly in governance and anti-corruption. In a gap analysis conducted between open business principles and GRI principles, findings suggest that GRI is strong on tax disclosures, including country-by-country reporting. However, the following areas require improvement: organizational structure transparency and beneficial ownership transparency. There is also room for improvement in corporate political engagement transparency (*GRI 415*) and anti-corruption program transparency (*GRI 205*).

- **Children's rights**

UNICEF invited the GSSB to put more effort into changing the child rights focus in our GRI Standards. UNICEF has been working specifically on children's rights and how they relate to business. It looks at aspects such as parents' working conditions, workplace breastfeeding, online safety, and community and environment. Other issues include land use, relocation of communities, access to schools, and healthcare. A child rights lens on sustainability can help to understand the root causes and the impacts of business. Why children? Children are marginalized and vulnerable and therefore disproportionally impacted; child labor is on the rise; two-thirds of children suffer physical abuse, 260 million are not in school; while physical stunting impacts 150 million

children. Stunting results from early life malnutrition and has high healthcare costs. Malnutrition costs the global economy $3.5 trillion per year. Universal breastfeeding alone can save $300 billion. Family-friendly policies look at three areas: time, resources, and services. UNICEF has evidence, guidance, and tools that map to GRI and can help inform child rights disclosure. From its research, UNICEF found that most companies surveyed used GRI Standards, which led UNICEF and GRI to work together. UNICEF Working Paper (2012) – the reporting on child rights has not progressed since due to a lack of balance, not systematic, not holistic, and often focusing only on positive reporting. A new study was published in 2022 and shared with GRI.

- **Animal welfare**

Mercy for Animals invited the GSSB to develop relevant GRI Standards to ensure more corporate attention to animal welfare in supply chains, creating species-specific standards, and establishing more quantitative reporting. The use of animals in the supply chain is ubiquitous: 1.2-2.7 trillion aquatic animals are used for feed, over 60 billion land animals are used for food, and over 192 million animals are used for scientific research. Business considerations include how animal welfare, corporate procurement policies, and external stakeholder responses influence one another. The increasing prevalence of meaningful public commitments to animal welfare and global progress reporting are steps in the right direction.

- **International humanitarian law (IHL)**

Australian Red Cross and RMIT University presented the possibility of integrating international humanitarian law into GRI Standards and guidance: A recommendation is to develop a topic-specific IHL standard as a natural continuation of GRI's commitment to strengthening human rights-related standards to reflect the increased attention given to conflict settings. In the interim, the following actions are for consideration: a commitment to research into the relevance of IHL to responsible business practices; a gap analysis of existing GRI Standards to identify potential areas for IHL inclusion; the development of practical guidance on IHL for reporting; the inclusion of IHL into education and training for businesses, including in relevant GRI Academy courses; and strengthening of other relevant GRI Standards' conflict sensitivity.

- **Living wage and living income**

ISEAL, on behalf of the Living Income Community of Practice, presented their considerations as input to the GSSB work program 2023-2025. Living wage applies to an individual worker in any sector; living income applies to a household, usually in an agricultural context. The living income benchmark estimates the cost of a basic and decent standard of living for a household. The living wage is the cost of a decent standard of living for a family. Adoption of the living income and living wage concepts is growing; for example, many companies and investors use the concepts to frame and inform strategies and make commitments. Living income was high on the agenda at the 2021 UN Food Systems Summit. For GRI's consideration, it is important to note that while living wage and living income are highly material in most sectors, the two concepts pose different challenges in measurement. Measurement and reporting on living wage and living income should be truthful and meaningful, designed to incentivize investment and drive impact.

- **Land acquisition and involuntary resettlement (land rights)**

The International Finance Corporation (IFC) presented their considerations as input to the GSSB work program 2023-2025 on transparency related to land acquisition and resettlement

The *IFC Performance Standard 5: Land Acquisition and Involuntary Resettlement (PS5)* is a key reference in *GRI 11: Oil and Gas Sector 2021* and *GRI 12: Coal Sector 2022*. PS5 applies to cases where land is acquired through expropriation or compulsory legal procedures, lands acquired through negotiations with owners where expropriation is possible, and involuntary restrictions on land use or access to resources for local communities. PS5 also includes community engagement and grievance mechanisms as a part of its guidance, with reference to decision-making processes, transparent disclosures, and additional provisions for consultations with indigenous peoples.

PS5's recommendations on resettlement and livelihood restoration planning include conducting a census, developing a resettlement framework with room for expansion, and monitoring implementation. Further information was provided about potential indicators, including the number of persons displaced, the amount of land impacted, and the number of displaced persons with livelihoods restored.

- **Digitalization and the impact of Artificial intelligence**

WIH (Worker info Exchange) invited the GSSB to consider the impacts of digitalization and more specific the impacts of the gig economy as input to the GSSB work program 2023-2025. Issues mentioned in relation to the Gig economy are wrongly classification of employees as self-employed; Insecure piece work pa; None or few statutory protections in employment; 55% earning less than minimum wage and Lack of social protection. The "wrong" use of algorithms can have harmful effects and impacts on human rights and lead to for example faulty discriminatory biometric ID; unfair predictive & other profiling in work allocation; arbitrary dismissals; misclassifying poor performance as 'fraud and poor safety management.

Algorithmic transparency and the impact of the use of algorithms should be elevated and be part of the GRI Standards.