



Item 01 – Draft summary of the GSSB meeting held on 20 February 2025

For GSSB approval

Date	26 February 2025
Meeting	20 February 2025
Description	This document presents the summary of the GSSB meeting held on 20 February 2025

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1 Participants

2 Present:

Name	Constituency
Carol Adams	Chair
Jeff Robertson	Vice-Chair
Charles Cho	Civil society
Rebecca Coriat	Investment institution
Chulendra De Silva	Mediating institution
Yan Dong	Civil society
Giulia Genuardi	Business enterprise
Anne Lindsay	Labor
Tomoo Machiba	Mediating institution
Anna Nefedova	Mediating institution
Deborah Ng	Investment institution
Igazeuma Okoroba	Business enterprise
Felipe Martinez Rodriguez	Business enterprise
Galya Tsonkova	Business enterprise

3 Apologies:

Name	Constituency
Zuzanna Muskat Gorska	Labor

4 In attendance from GRI:

Name	Position
Bastian Buck	Chief Standards Officer
Harold Pauwels	Director Standards
Izzy Ensor	Manager Standards
Gillian Balaban	Sr. Coordinator Governance Relations

5 List of abbreviations

Abbreviation	Full name
GRI	Global Reporting Initiative
GSSB	Global Sustainability Standards Board
SD	Standards Division
TC	Technical committee
AG	Advisory group

6 Decisions and action items

7 The GSSB resolved to approve the following:

GSSB Decision	Item number
2025.04	01 – Draft summary of the GSSB meeting held on 23 January 2025
2025.05	03 – GRI Topic Standard Project for Labor – Annex – Explanatory memorandum to the exposure drafts
	04 – GRI Topic Standard Project for Labor – Training and Education
	05 – GRI Topic Standard Project for Labor – Working Parents and Caregivers
	06 – GRI Topic Standard Project for Labor – Proposed public comment survey for phase 2 drafts

8 Action items for consideration are as follows:

Action items	
Session 1	N/A

9 Session 1: Welcome to meeting

10 The Global Sustainability Standards Board (GSSB) Chair Carol Adams (henceforth the Chair)
11 welcomed the GSSB. The Chair presented an overview of the meeting agenda. A quorum was
12 established, and the above items were presented to the GSSB for approval.

13 The Chair enquired about the process used to track GSSB comments on exposure drafts. Chief of
14 Standards Bastian Buck explained the process as follows:

- 15 • If GSSB comments are made on exposure drafts, the Standards Division (SD) will agree as
16 part of the approval which of these comments (if any) are to be implemented before public
17 consultation.
- 18 • GSSB comments not implemented before public consultation will be brought to the attention
19 of the respective working group / technical committee (TC) for consideration.
- 20 • At the end of a project, the SD will review all GSSB comments received and provide an
21 overview to the GSSB on how comments have been addressed before the final approval.

22 The action point list was briefly discussed and clarified. There are no updates or additions to the list.

23 Session 2: Topic Standards Project 24 for Labor

25 Director Standards, Harold Pauwels, and Manager Standards, Izzy Ensor presented the GRI Topic
26 Standard Project for Labor, phase 2, for approval. An overview of the exposure drafts for Training and

27 Education, and Working Parents and Caregivers was provided. This was followed by a presentation of
28 the comments received from GSSB members on the exposure drafts.

29 The following are SD responses to additional GSSB questions:

- 30 • The TC highlighted the importance of financial investments and training hours, which the
31 guidance addresses through optional reporting. Disclosure is not mandatory, but
32 organizations can show their investments in this aspect if they wish.
- 33 • New terms can be defined in the guidance using authoritative instruments. Terms used
34 across Standards can be included in the glossary as part of the revision process.
- 35 • The revision of the current non-discrimination Standard, which is being developed in
36 collaboration with the TC and advisory group (AG), will look at all parts of the employment
37 relationship. The TC and the AG will consider all forms of discrimination in the coming
38 meetings.

39 The GSSB approves the following:

GSSB Decision	Item number
2025.05	03 – GRI Topic Standard Project for Labor – Annex – Explanatory memorandum to the exposure drafts
	04 – GRI Topic Standard Project for Labor – Training and Education
	05 – GRI Topic Standard Project for Labor – Working Parents and Caregivers
	06 – GRI Topic Standard Project for Labor – Proposed public comment survey for phase 2 drafts

40 **Session 3: Any other business and** 41 **close of public sessions**

42 No other business was raised, and the Chair closed the public meeting at 13.17 Central European
43 Time (CET).