



**Item 01 Summary 16-17 May 2016 in-person meeting
Meeting summary incl. private sessions – DRAFT v2**

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Participants

Present:

Name	Constituency
David Russell	Business
Daniel Ingram	Investment Institution
Daniel Taillant	Civil Society Organization
Dwight Justice	Labor
Eric Hespeneide (Chairman)	
Hidemi Tomita	Business
Judy Kuszewski	Mediating Institution
Kirsten Margrethe Hovi	Business
Michael Nugent (Vice-Chair)	(Mediating Institution)
Robin Edme (16 May)	Mediating Institution
Simeon Cheng	Business
Stiaan Wandrag	Business
Sulema Pioli	Mediating Institution
Vadakepatth Nandkumar	Mediating Institution

Apologies:

Name	Designation
Jürgen Buxbaum	Labor
Robin Edme (17 May)	Mediating Institution

In attendance:

Name	Designation
Bastian Buck	Director, Standards Division
Chelsea Reinhardt	Deputy Director, Standards Division
Katja Kriege	Manager Reporting Standard
Laura Espinach	Manager Reporting Standard
Sarah Kempke	Junior Writer, Standards Division
Tamara Bergkamp	Manager Reporting Standard
Maggie Lee	Senior Coordinator, Governance Relations
Pamela Carpio	Senior Coordinator, Governance Relations

List of abbreviations

GSSB	Global Sustainability Standards Board	SRSs	Sustainability Reporting Standards
OHS	Occupational health and safety		

1 Meeting summary

2 Please see a list of decision and action items deriving from the meeting on pp. 11-16.

3 Session 1.1: Welcome

4 The Chairman (henceforth “the Chair”) of the Global Sustainability Standards Board (GSSB),
5 welcomed everyone the meeting. An overview of the meeting was presented and the Chair
6 moved for the approval of the Agenda item listed below.

- 7 • Item 01 - *Summary 05-07 April 2016 in-person meeting*

8 The GSSB unanimously approved the meeting summaries without any changes.

9 Session 1.2: Transition to Standards - Introduction

10 [Agenda item 02 – Summary of key changes to the second set of Exposure Drafts](#) was circulated and
11 considered as read. The GSSB were informed of the structure of day 1 and day 2 of the meeting.
12 Twelve standards were identified to be discussed and approved individually on day 1 and the
13 remaining standards are to be approved as a batch on day 2.

14 The GSSB were informed of the meeting’s objectives and suggested process steps to take to
15 achieve the objectives.

16 Session 1.3: Recommendations from the 17 'employee'/'worker' ad-hoc Technical Committee

18 [Agenda item 03 Employee-worker terminology revisions \(Part 2\)](#) was circulated and considered as
19 read. A high level overview of the recommendations contained in the document was presented
20 to the GSSB, along with the key recommendations from the Technical Committee. This included
21 a specified scope of ‘workers’ for Occupational Health and Safety (OH&S)-related disclosures
22 and disclosures aligned with G4-I0. The GSSB was asked to comment on the key
23 recommendations.

- 24 The GSSB agreed that further explanation would be beneficial and that the Standards Division
25 could:
- 26 • consider developing a Venn diagram showing how the different scopes of ‘workers’ might
27 overlap with the organization’s operations, and/or develop additional guidance on ‘work
28 that is controlled by the organization.’
 - 29 • note for future work priorities the need to do a review of all ‘national’ vs ‘state’ laws and
30 regulation in the GRI Standards.

31 Session I.4: Transition to Standards - Topic-specific 32 Standards

33 [Agenda item 04 – Topic-specific Standards for public exposure](#) was circulated and considered as
34 read. The GSSB was presented with the objective of this session and an overview of the 12
35 topic-specific Standards to be discussed and approved individually. The Standards Division
36 grouped the Standards for discussion by major concerns. The GSSB was then asked to respond
37 to the preliminary actions per Standard and/or provide further feedback.

38 GSSB member discussions are reflected in the agreement and action items below.

39 **NEW FORMAT (MERGED STANDARDS)**

40 *SRS 605: Diversity and equal opportunity*

41 The GSSB agreed to revised format of *SRS 605: Diversity and equal opportunity* that combines G4
42 Aspects on ‘Diversity and Equal Opportunity’ and ‘Equal Remuneration for Women and Men’.

43 The GSSB agreed to delete line 107 (‘Diversity and equal opportunity at work is distinct from the
44 issue of non-discrimination’).

45 The GSSB agreed to delete item ‘iii’ in Disclosure 605-I-a and 605-I-b on ‘minority groups’. Item
46 ‘iv’ will become item ‘iii’ and rephrased as follows: ‘other indicators of diversity where relevant
47 (such as minority or vulnerable groups)’

48 *SRS 617: Marketing and labeling*

49 The GSSB agreed to the revised format of *SRS 617: Marketing and labeling* that combines G4
50 Aspects on ‘Product and Service Labeling’ and ‘Marketing Communications’.

51 The GSSB agreed to the proposal to discontinue Indicator G4-PR5 on customer satisfaction from
52 *SRS 617*, and to repurpose this content as guidance (‘can’) for the ‘Stakeholder engagement’
53 section of the *SRS 201: General Disclosures* – with an emphasis on balance
54 (satisfaction/dissatisfaction). It was agreed to implement the change after the public comment
55 period, but to communicate this change clearly in the public consultation materials for 3rd June.

56 **NEW GUIDANCE SUGGESTED**

57 *SRS 614: Local communities*

58 The GSSB agreed to the revised management approach guidance for *SRS 614: Local communities*
59 as proposed in Lines 149-159:

60 'When reporting its management approach for local communities, the organization can
61 also describe:

- 62 – the means by which stakeholders are identified and engaged with
- 63 – which vulnerable groups have been identified
- 64 – any collective or individual rights that have been identified that are of particular
65 concern for the community in question
- 66 – how it engages with stakeholder groups that are particular to the community
67 (for example, groups defined by age, indigenous background, ethnicity,
68 migration status)
- 69 – the means by which its departments and other bodies address risks and
70 impacts, or support independent third parties to engage with stakeholders and
71 address risks and impacts'

72 **EMPLOYEE/ WORKER RELATED CHANGES THAT IMPACT DISCLOSURES**

73 *SRS 609: Child labor*

74 The GSSB agreed to the revised definition of 'young worker', as proposed by the ad-hoc
75 Technical Committee in lines 145-146.

76 The GSSB agreed to move lines 145-146 to the end of the Guidance section 2.1, and to include
77 additional guidance explaining that the disclosure is not requesting a quantitative measure of
78 'young workers'. The GSSB agreed to footnote the UN source on which the revised definition is
79 based.

80 The GSSB requested that the public consultation documents note that this is a change related to
81 the 'employee'/worker' terminology, and not a change related to the Transition to Standards.

82 *SRS 603: Occupational health and safety*

83 The GSSB agreed to the revised 'employee'/worker' terminology as proposed by the ad-hoc
84 Technical Committee for Disclosure 603-1. In addition, the GSSB agreed to add a new reporting
85 recommendation on disclosing how the organization has calculated the percentage in 603-1-b.
86 The draft wording (pending an editorial review) reads as following: 'In reporting the information in
87 603-1-b, the reporting organization should explain how the percentage of workers was calculated,
88 including any assumptions made (such as which workers were included).'

89 The GSSB agreed to the following changes in Disclosure 603-2:

- 90 • Split 'requirement 'a' into two:
 - 91 – revised requirement 'a' to focus on 'employees'
 - 92 – revised requirement 'b' to focus on 'all workers (other than employees)
93 performing work that is controlled by the reporting organization or that is being
94 performed in workplaces that the organization controls', and to be limited to the
95 types of injury, injury rate (IR) and work-related fatalities
- 96 • Include a new reporting recommendation for organizations to report the occupational
97 disease rate (ODR), the lost day rate (LDR), and the absentee rate (AR) for 'all workers
98 (other than employees) performing work that is controlled by the reporting organization
99 or that is being performed in workplaces that the organization controls'
- 100 • Include a new reporting recommendation for organizations to explain how the
101 percentage of workers in 603-2-b was calculated, including any assumptions made (such
102 as which workers were included)

103 The GSSB also discussed the challenge with breakdowns by 'region' in the Standards. It was
104 agreed to note this for a potential future work area for the Standards Division.

105 *SRS 402: Market presence*

106 The GSSB agreed to the following changes to Disclosure 402-1:

- 107 • Split 'requirement 'a' into two:
 - 108 ○ revise requirement 'a' to focus on 'employees'.
 - 109 ○ revise requirement 'b' to focus on 'other workers (who are not employees)
 - 110 performing the organization's activities', and the quantitative requirement to be
 - 111 replaced for a narrative requirement to 'describe the actions taken to determine
 - 112 whether these workers are paid above the minimum wage'.
- 113 • In revised requirements 'a' and 'b', add 'relevant' before 'ratio' (i.e., 'report the relevant
- 114 ratio of the entry...').
- 115 • Include a new reporting recommendation for organizations to use the description of the
- 116 reporting organization's activities as reported in Disclosure 201-2 in *SRS 201: General*
- 117 *disclosures*.
- 118 • Include a new reporting recommendation for organizations to also report, for 'other
- 119 workers (who are not employees) performing the organization's activities', the relevant
- 120 ratio of the entry level wage by gender at significant locations of operation to the
- 121 minimum wage.

122 **CONTENT-RELATED COMMENTS (PRIORITIES FOR FUTURE REVIEW)**

123 *SRS 401: Economic performance*

124 The GSSB agreed to revise clause 2.2 as follows:

125 *'When compiling the information specified in Disclosure 401-1, the reporting*
126 *organization shall, **if applicable**, compile the EVG&D data, ~~where possible from~~*
127 *data in the organization's audited financial or profit and loss (P&L) statement or its*
128 *internally audited management accounts.'*

129 The GSSB agreed to revert to the original G4 wording for Disclosure 401-3 (item 'a' to refer to
130 '*plan's liabilities*'; and items 'b' and 'c' to refer to '*plan's pension liabilities*').

131 The GSSB agreed to hold off on major content revisions for this Standard, but to prioritize this
132 for review after the transition.

133 *SRS 506: Effluents and waste*

134 The GSSB agreed to include 'and/or runoff' in line 218 and in Disclosure 506-5, as follows:

135 *'Water bodies and related habitats that are significantly affected by water discharges*
136 ***and/or runoff**, including...'*

137 The GSSB agreed to hold off on major content revisions for this Standard, but to prioritize this
138 for review after the transition.

139 **MERGE STANDARDS & BROADER DISCUSSION ON ECONOMIC,** 140 **ENVIRONMENTAL, AND SOCIAL CATEGORIES**

141 The Standards referred to in this discussion are:

- 142 • SRS 508: *Supplier environmental assessment* and SRS 620: *Supplier social assessment*
143 • SRS 507: *Environmental compliance* and SRS 621: *Socioeconomic compliance*
- 144 The GSSB agreed to keep the categorization of Economic, Environmental and Social for the
145 topic-specific Standards.
- 146 The GSSB agreed not to merge these Standards (SRS 508 with SRS 620; and SRS 507 with SRS
147 621), and to keep these as separate Standards under the Environmental and Social series.
- 148 The GSSB agreed to add wording into the ‘Background context’ sections of these Standards to
149 clarify the overlap between them and to explain that they can be reported together, if applicable.

150 Session 1.5: Summary of Day 1

151 The Chair closed the day’s meeting.

152 Session 2.1: Introduction Day 2

153 The Chair opened the meeting with an overview of the day’s agenda and objectives.

154 Session 2.2: Transition to Standards - Glossary of 155 Terms - Group 2 Standards

156 [Agenda item 05 – Exposure draft of the GRI Standards Glossary \(Part 2\)](#) was circulated and
157 considered as read. An overview of the transition process from G4 to Standards was presented,
158 as well as the anticipated use of the Glossary. A summary of feedback received prior to the
159 meeting by the GSSB was presented. The GSSB was then asked to provide further feedback.

160 GSSB members discussed several changes reflected in the agreements and action items below.

161 The GSSB agreed to the following changes to the Glossary:

- 162 • Include an explanatory note indicating that the definitions of terms in the Glossary reflect
163 the GRI use of terms, for the purpose of reporting based on the GRI Standards.
- 164 • Change the term ‘fatality’ to ‘work-related fatality’.
- 165 • Delete the definition of ‘formal grievance mechanism’ from the Glossary – Part 2, as a
166 revised definition is already in the Glossary – Part 1.
- 167 • Align definitions ‘non-renewable energy source’, ‘renewable energy source’, and
168 ‘renewable material’ to include both ‘ecological cycles’ and ‘agricultural processes’
- 169 • Revise the definition of ‘basic salary’, by combining the ‘Note’ in the actual definition, as
170 follows *‘fixed, minimum amount paid to an employee for performing his or her duties,*
171 ***excluding** NOTE: Basic salary does not include any additional remuneration, such as payments*
172 *for overtime working or bonuses.’*
- 173 • Revise the definition of ‘community development program’ as follows: *‘plan that details*
174 *actions to minimize, mitigate, ~~and~~**or** compensate for adverse social and/or economic impacts,*

- 175 *and/or* to identify opportunities ~~and~~ or actions to enhance positive impacts of a project on the
176 community’.
- 177 • Revise the definition of ‘environmental laws and regulations’ as follows:
178 **‘laws and regulations** related to all types of environmental issues applicable to the organization’
 - 179 • Revise the ‘Note’ for the definition of ‘marketing communication’ to include ‘social
180 media’.
 - 181 • Delete the following definitions from the Glossary and re-purpose them as guidance in
182 relevant Standards:
 - 183 – ‘business partner’ (in *SRS 405: Anti-corruption*, and – after the public comment
184 period ends – in the Ethics and integrity section of *SRS 201: General disclosures*)
 - 185 – ‘IUCN (International Union for Conservation of Nature) Red List of Threatened
186 Species’ (in *SRS 504: Biodiversity*)
 - 187 – ‘market presence’ (in *SRS 402: Market presence*)
 - 188 – ‘total water discharge’ (in *SRS 506: Effluents and waste*)
 - 189 – ‘training’ (in *SRS 604: Training and education*)
 - 190 – ‘young worker’ (in *SRS 609: Child labor*).
- 191

192 The GSSB also confirmed the need for future discussions to establish a clear process and
193 guidelines for defining terms in the GRI Standards Glossary going forward.

194 Session 2.3: Transition to Standards - topic-specific 195 Standards

196 [Agenda item 04 – Topic-specific Standards for public exposure](#) was circulated and considered as
197 read. During this session, the remaining Topic-specific Standards not discussed in earlier sessions
198 were opened for GSSB feedback and approval.

199 The GSSB were informed that no comments were made by GSSB members after the 2 May
200 review deadline.

201 The GSSB agreed to delete the term ‘social’ in line 82 of *SRS 607: Non-discrimination*.

202 The GSSB agreed to re-number the Standards in the Social series (600s) due to the earlier
203 agreement in this meeting to merge some Standards in this series.

204 The GSSB agreed that re-numbering the Standards would only take place during this first
205 iteration of the Standards; if Standards were deleted or merged in the future the numbering
206 would not be revised.

207 Session 2.4: Transition to Standards Process Review

208 The GSSB was presented with the schedule of GSSB meetings and their related objectives for
209 discussion. The GSSB was asked for feedback on the process so far, and ideas to structure the
210 work to come.

211 GSSB members discussed:

- 212 • The reviewing process for the Group 2 Standards, including pros and cons of the
213 A.nnotate platform
214 • The schedule for upcoming GSSB meetings.
- 215 The GSSB requested that the Standards Division look into a feedback option that allows all
216 reviewing comments to be seen by all GSSB members (for final feedback rounds) instead of
217 emailing.
- 218 The GSSB agreed to schedule an additional virtual meeting in July for an update on critical issues
219 related to the public consultation. Only an agenda listing discussion points will be circulated and
220 posted online ahead of the meeting.
- 221 The GSSB agreed to schedule an additional virtual meeting 3 weeks after the August/September
222 in-person meeting in case more time is needed to review any changes implemented after the in-
223 person meeting. If this meeting goes ahead, the objective of the meeting is to approve the
224 Standards for release.
- 225 The GSSB agreed to review their previously assigned topic Standards again after any changes
226 made after the public consultation. The GSSB also agreed to the invitation to review any
227 additional standards they wished.

228 **Session 2.5: Close of the GSSB Public Meeting**

229 The Chair thanked the GSSB members for their participation and closed the meeting.

230 **Session 2.6: Public Comment Period Feedback** 231 **Analysis**

232 The GSSB was presented with an example of how the feedback received from the public
233 comment period would be analyzed and presented to them. A summary, as well as the ability to
234 see individual comments and responses will be available. The format will be an excel sheet. Major
235 points of feedback from engagements other than through the platform and letters would be
236 presented separately.

237 GSSB members asked clarifying questions and provided advice on file format.

238 The GSSB agreed to the proposed presentation of feedback from the consultation period.

239 The GSSB asked for a mock-up version of the aggregated public feedback in excel.

240 **Session 2.7: GSSB Workplan 2017-2019**

241 Agenda item 06 - *Draft GSSB Workplan 2017-2019* was circulated and considered read. The GSSB
242 were informed that this was a revision to the workplan circulated for the April 2016 meeting. A
243 detailed briefing of its contents was provided and it was indicated that there is a requirement
244 within the GSSB's Terms of Reference to release a workplan for comment by June 2016.

245 GSSB members discussed:

- 246 • That Human Rights be considered as a priority topic to review. There are recent
247 discussions and movements in this topic which GSSB could incorporate.
- 248 • The potential inclusion of translations as a priority and that the GSSB should develop a
249 standard process and set of procedures to ensure high quality translations of the
250 Standards.
- 251 • How GRI and GSSB are represented in collaboration efforts with the IIRC.
- 252 • That it may be helpful for GSSB to identify its stakeholders to consult on this workplan.
- 253 • The implementation of a review cycle for all SRSs, to ensure they are as current as
254 possible.
- 255 • A suggestion for a follow up project for the GSSB in cleaning up the 'low hanging fruit' in
256 the Standards in a year time.
- 257 • The priorities are right, but they should be presented in the workplan in a neutral i.e. not
258 ranked way.
- 259 • Whether the workplan is ready for public comment in June, as required by the Terms of
260 Reference. Also, if the workplan should contain the ambitions of the GSSB, without
261 regard for capacity and resourcing.

263 The GSSB requested that Standards Division to revise the workplan in light of the session's
264 discussion. The GSSB agreed to revisit the workplan at the planned 23 June virtual meeting with
265 the objective to approve it for public comment at that meeting.

266 Session 2.8: GRI Conference

267 The GSSB were briefed on the conference attendance numbers and GSSB relevant GRI
268 Conference sessions and asked to volunteer to assist during the event in the GSSB booth and
269 during the *Transition to Standards – Have your say* session.

270 GSSB members indicated their interest during the session. A briefing is scheduled directly after
271 the meeting close.

272 Session 2.9 Any other business

273 *Employee/ worker Technical Committee report*

274 A GSSB member noted that the 'employer'/ 'worker' ad-hoc Technical Committee plans to
275 provide a report outlining the reasons for its recommendations.

276 Session 2.10 Meeting close

277 The Chair thanked the GSSB members for their participation and closed the meeting.

278 Decisions & Action Items

279 DECISIONS

280 Session 1.1

281 **GSSB Decision 2016.010** The GSSB approved the summary of meeting held 05-07 April 2016.

282 Session 1.4

283 The Chair of the GSSB reminded members that voting to approve a draft Standard for public
284 exposure means that the GSSB must be content to publish the draft Standard 'as-is' if no
285 comments are received during the public exposure period.

286 **GSSB Decision 2016.011** The GSSB approved the following draft Standards for public
287 exposure, subject to the agreed modifications discussed in the meeting.

288 *SRS 605: Diversity and equal opportunity*

289 *SRS 617: Marketing and labeling*

290 *SRS 614: Local communities*

291 *SRS 609: Child labor*

292 *SRS 603: Occupational health and safety*

293 *SRS 402: Market presence*

294 *SRS 401: Economic performance*

295 *SRS 506: Effluents and waste*

296 *SRS 508: Supplier environmental assessment*

297 *SRS 620: Supplier social assessment*

298 *SRS 507: Environmental compliance*

299 *SRS 621: Socioeconomic compliance*

300 Note: The following GSSB members were not present during the decision-making process:
301 Jürgen Buxbaum.

302 Session 2.2

303 The Chair of the GSSB reminded members that voting to approve a draft document for public
304 exposure means that the GSSB must be content to publish the draft document 'as-is' if no
305 comments are received during the public exposure period.

306 **GSSB Decision 2016.012** The GSSB approved the GRI Standards Glossary (Part 2) for public
307 exposure subject to the agreed modifications discussed in the meeting.

308 Note: The following GSSB members were not present during the decision-making process: Robin
309 Edme and Jürgen Buxbaum.

310 Session 2.3

311 The Chair of the GSSB reminded members that voting to approve a draft Standard for public
312 exposure means that the GSSB must be content to publish the Standard 'as-is' if no comments
313 are received during the public exposure period.

314 **GSSB Decision 2016.013** The GSSB approved the following draft Standards for public
315 exposure, subject to the agreed modifications discussed in the meeting:

316 *SRS 404: Procurement practices*

- 317 SRS 405: Anti-Corruption
- 318 SRS 406: Anti-Competitive Behavior
- 319 SRS 501: Materials
- 320 SRS 502: Energy
- 321 SRS 503: Water
- 322 SRS 504: Biodiversity
- 323 SRS 601: Employment
- 324 SRS 602: Labor/management relations
- 325 SRS 604: Training and education
- 326 SRS 607: Non-discrimination
- 327 SRS 608: Freedom of association and collective bargaining
- 328 SRS 610: Forced or compulsory labor
- 329 SRS 611: Security practices
- 330 SRS 612: Indigenous rights
- 331 SRS 613: Human rights assessment
- 332 SRS 616: Customer health and safety
- 333 SRS 619: Customer privacy

334 Note: The following GSSB members were not present during the decision-making process: Robin
 335 Edme and Jürgen Buxbaum.

336 ACTIONS

337 Standards Division

338 Session 1.3

- 339 • consider developing a Venn diagram showing how the different scopes of ‘workers’ might
 340 overlap with the organization’s operations, and/or develop additional guidance on ‘work
 341 that is controlled by the organization.’
- 342 • note for future work priorities the need to do a review of all ‘national’ vs ‘state’ laws and
 343 regulation in the GRI Standards.

344 Session 1.4

- 345 • SRS 605: Diversity and equal opportunity
 - 346 ○ Delete line 107 (‘Diversity and equal opportunity at work is distinct from the
 347 issue of non-discrimination’).
 - 348 ○ Delete item ‘iii’ in Disclosure 605-I-a and 605-I-b on ‘minority groups’. Item ‘iv’
 349 will become item ‘iii’ and rephrased as follows: “other indicators of diversity
 350 where relevant (such as minority or vulnerable groups)’
- 351 • SRS 617: Marketing and labeling
 - 352 ○ Revise [SRS 201: General Disclosures](#) to include content from the discontinued
 353 Indicator G4-PR5 on customer satisfaction as guidance (‘can’) for the
 354 ‘Stakeholder engagement’ section with an emphasis on balance
 355 (satisfaction/dissatisfaction) after the close of the consultation period.
 - 356 ○ Include explanatory text in the public consultation materials for 3rd June around
 357 the deletion and repurposed content of Indicator G4-PR5.
- 358 • SRS 614: Local communities

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- Revise the management approach guidance for *SRS 614: Local communities* as proposed in Lines 149-159 to: ‘*When reporting its management approach for local communities, the organization can also describe:*
 - *the means by which stakeholders are identified and engaged with*
 - *which vulnerable groups have been identified*
 - *any collective or individual rights that have been identified that are of particular concern for the community in question*
 - *how it engages with stakeholder groups that are particular to the community (for example, groups defined by age, indigenous background, ethnicity, migration status)*
 - *the means by which its departments and other bodies address risks and impacts, or support independent third parties to engage with stakeholders and address risks and impacts’*
 - *SRS 609: Child labor*
 - Move lines 145-146 in *SRS 609: Child labor* to the end of the Guidance section 2.1, and to include additional guidance explaining that the disclosure is not requesting a quantitative measure of ‘young workers’.
 - Include the footnote the UN source on which the revised definition of ‘young worker’ is based in *SRS 609: Child labor*.
 - Include text in the public consultation documents to note that this is a change related to the ‘employee’/‘worker’ terminology, and not a change related to the Transition to Standards.
 - *SRS 603: Occupational health and safety*
 - Add a new reporting recommendation to disclose how the organization has calculated the percentage in 603-1-b using the draft wording. ‘*In reporting the information in 603-1-b, the reporting organization should explain how the percentage of workers was calculated, including any assumptions made (such as which workers were included).*’
 - Revise Disclosure 603-2 in the following manner:
 - Split ‘requirement ‘a’ into two:
 - Revise requirement ‘a’ to focus on ‘employees’.
 - Revise requirement ‘b’ to focus on ‘workers (other than employees) performing work that is controlled by the reporting organization or that is being performed in workplaces that the organization controls’, and to be limited to the types of injury, injury rate (IR) and work-related fatalities.
 - Include a new reporting recommendation for organizations to report the occupational disease rate (ODR), the lost day rate (LDR), and the absentee rate (AR) for ‘all workers (other than employees) performing work that is controlled by the reporting organization or that is being performed in workplaces that the organization controls’.
 - Include a new reporting recommendation for organizations to explain how the percentage of workers in 603-2-b was calculated, including any assumptions made (such as which workers were included).
 - *SRS 402: Market presence*
 - Revise Disclosure 402-1 in the following manner:

- 405 ○ Split requirement 'a' into two:
 - 406 ■ Revise requirement 'a' to focus on 'employees'.
 - 407 ■ Revise requirement 'b' to focus on 'other workers (who are not
 - 408 employees) performing the organization's activities', and the quantitative
 - 409 requirement to be replaced for a narrative requirement to 'describe the
 - 410 actions taken to determine whether these workers are paid above the
 - 411 minimum wage'.
- 412 ○ In revised requirements 'a' and 'b', add 'relevant' before 'ratio' (i.e., 'report the
- 413 relevant ratio of the entry...').
- 414 ○ Include a new reporting recommendation for organizations to use the
- 415 description of the reporting organization's activities as reported in Disclosure
- 416 201-2 in *SRS 201: General disclosures*.
- 417 ○ Include a new reporting recommendation for organizations to also report, for
- 418 'other workers (who are not employees) performing the organization's
- 419 activities', the relevant ratio of the entry level wage by gender at significant
- 420 locations of operation to the minimum wage.
- 421 ● *SRS 401: Economic performance*
 - 422 ○ Revise clause 2.2 in *SRS 401: Economic performance* as follows: 'When compiling the
 - 423 information specified in Disclosure 401-1, the reporting organization shall, **if**
 - 424 **applicable**, compile the EVG&D data, ~~where possible~~ from data in the organization's
 - 425 audited financial or profit and loss (P&L) statement or its internally audited
 - 426 management accounts.'
 - 427 ○ Revert to the original G4 wording for Disclosure 401-3 (item 'a' to refer to
 - 428 'plan's liabilities'; and items 'b' and 'c' to refer to 'plan's pension liabilities').
- 429 ● *SRS 506: Effluents and waste*
 - 430 ○ Revise line 218 and Disclosure 506-5 in *SRS 506: Effluents and waste* as follows:
 - 431 'Water bodies and related habitats that are significantly affected by water discharges
 - 432 **and/or runoff**, including...'
- 433 ● *SRS 508: Supplier environmental assessment, SRS 620: Supplier social assessment, SRS 507:*
- 434 *Environmental compliance and SRS 621: Socioeconomic compliance*
 - 435 ○ Add content into the 'Background context' sections of *SRS 508: Supplier*
 - 436 *environmental assessment, SRS 620: Supplier social assessment, SRS 507:*
 - 437 *Environmental compliance and SRS 621: Socioeconomic compliance* to clarify the
 - 438 overlap between them and to explain that they can be reported together, if
 - 439 applicable.
- 440 ● *General/ future work priorities* - Note for future work of the Standards Division the need
- 441 to review the use of 'region' throughout the Standards.

442 Session 2.2

- 443 ● *GRI Glossary of Terms (Part 2)*
 - 444 ○ Include an explanatory note indicating that the definitions of terms in the GRI
 - 445 Standards Glossary reflect the GRI use of terms, for the purpose of reporting
 - 446 based on the GRI Standards.
 - 447 ○ Revise the term 'fatality' to 'work-related fatality' in Agenda item 05.
 - 448 ○ Delete the definition of 'formal grievance mechanism' in Agenda item 05, as a
 - 449 revised definition is already in the Glossary – Part I.

- 450 ○ Align definitions ‘non-renewable energy source’, ‘renewable energy source’, and
- 451 ‘renewable material’ to include both ‘ecological cycles’ and ‘agricultural
- 452 processes’ in Agenda item 05.
- 453 ○ Revise the ‘Note’ in the definition of ‘basic salary’ in [Agenda item 05](#) as follows:
- 454 ‘fixed, minimum amount paid to an employee for performing his or her duties,
- 455 **excluding** NOTE: *Basic salary does not include any additional remuneration, such as*
- 456 *payments for overtime working or bonuses.*’
- 457 ○ Revise the definition of ‘community development program’ in [Agenda item 05](#) as
- 458 follows: ‘*plan that details actions to minimize, mitigate, ~~and or~~ compensate for adverse*
- 459 *social and/or economic impacts, and/or to identify opportunities ~~and or~~ actions to*
- 460 *enhance positive impacts of a project on the community*,’
- 461 ○ Revise the definition of ‘environmental laws and regulations’ in [Agenda item 05](#)
- 462 as follows: ‘**laws and** regulations related to all types of environmental issues
- 463 applicable to the organization’
- 464 ○ Revise the ‘Note’ in the definition of ‘marketing communication’ in [Agenda item](#)
- 465 [05](#) to include ‘social media’
- 466 ○ Delete the following definitions from [Agenda item 05](#) and re-purpose them as
- 467 guidance in relevant Standards:
- 468 ▪ ‘business partner’ (in SRS 405: *Anti-corruption*, and – after the public
- 469 comment period ends – in the Ethics and integrity section of SRS 201:
- 470 *General disclosures*)
- 471 ▪ ‘IUCN (International Union for Conservation of Nature) Red List of
- 472 Threatened Species’ (in SRS 504: *Biodiversity*)
- 473 ▪ ‘market presence’ (in SRS 402: *Market presence*)
- 474 ▪ ‘total water discharge’ (in SRS 503: *Water*)
- 475 ▪ ‘training’ (in SRS 604: *Training and education*)
- 476 ▪ ‘young worker’ (in SRS 609: *Child labor*)

477 Session 2.3

- 478 • SRS 607: *Non-discrimination*: Delete the term ‘social’ in line 82
- 479 • Renumber the topic-specific Standards in the Social series as indicated in the table below:

Social series (600)			
601	Employment	611	Indigenous rights
602	Labor/management relations	612	Human rights assessment
603	Occupational health and safety	613	Local communities
604	Training and education	614	Supplier social assessment
605	Diversity and equal opportunity	615	Public policy
606	Non-discrimination	616	Customer health and safety
607	Freedom of association and collective bargaining	617	Marketing and labeling
608	Child labor	618	Customer privacy
609	Forced or compulsory labor	619	Socioeconomic compliance
610	Security practices		

480 Session 2.4

- 481 • Circulate the A.nnotate tutorial to GSSB members later in the summary after the Public
- 482 Comment period

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- Look into a feedback method that allows GSSB members to see each other's comments.
 - Circulate a Doodle poll for the proposed new meeting dates – including an additional conference call in July, an additional conference call in September, and a revised date for the 11 August call
 - Circulate the list of reviewers for each Standard to the GSSB ahead of the close of the Public Comment Period

489 Session 2.6

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- Circulate among the GSSB a dummy version of the aggregated public feedback in excel.

491 Session 2.7

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- Ensure the Chair's participation in the Corporate Reporting Dialogue and the IIRC Council is clearly indicated as both GRI and GSSB.
 - Develop a process and procedures for translating GRI Standards, for circulation to the GSSB in a future meeting.
 - Review the draft workplan to include elements from the meeting's discussion and circulate it to the GSSB in time for the 23 June meeting.

498 **GSSB members**

499 Session 2.4

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- Respond with their availability for meetings in the Doodle poll that Standards will circulate.