



Item 05 – 2025 draft Project Schedule addendum to the GSSB Work Program 2023-2025

For GSSB discussion

Date	28 November 2024
Meeting	12 December 2024
Objective	<p>This document sets out the proposal for a 2025 Project Schedule addendum to the GSSB Work Program 2023-2025 and includes background and context to the draft schedule of the 2025 addendum.</p> <p>In the first instance, the GSSB is asked to discuss the 2025 Project Schedule addendum. The Standards Division will amend the document based on the discussions and present in Q1 for approval.</p> <p>After approval, the 2025 Project Schedule addendum to the GSSB Work Program 2023-2025 will be published on the GRI website.</p>

This document has been prepared by the GRI Standards Division and is made available to observers at meetings of the Global Sustainability Standards Board (GSSB). It does not represent an official position of the GSSB. Board positions are set out in the GRI Sustainability Reporting Standards. The GSSB is the independent standard setting body of GRI. For more information visit www.globalreporting.org.

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17 Introduction

18 Overview of the draft Project Schedule 2025

19 The draft Project Schedule 2025 is presented in line with the following elements in the GSSB Work
20 Program 2023-2025:

- 21 • Development of GRI Standards:
 - 22 ○ Revision of GRI Topic Standards;
 - 23 ○ Development of new Topic Standards;
 - 24 ○ Development of new GRI Sector Standards;
 - 25 ○ Revision of Sector Standards;
- 26 • Implementation of GRI Standards;
- 27 • Cooperation with other standard-setting bodies and international organizations.

28 More detailed information is presented in the addendum that contextualizes the draft Project Schedule
29 2025.

30 Development of GRI Standards

31 Revision of Topic Standards

32 The GSSB's ambition is to revise or start the revision of all existing GRI Standards by the end of 2025
33 to guarantee that they reflect the global multi-stakeholder consensus and best practices, and continue
34 to promote the public interest.

35 As a result, in line with GSSB's ambition, the standard-setting activities increased in 2023-2024,
36 resulting in five Topic Standard revision projects with 21 out of 32 Topic Standards under revision.

37 For 2025, the following Topic Standard revision projects are starting, ongoing, or will be finalised:

- 38 • *Climate change-related Topic Standards* – revision started in early 2023. The public exposure
39 period ended in February 2024, and the content development will continue until the end of
40 2024. Approval will be scheduled in Q1 2025 with subsequent publication expected in Q2
41 2025.
- 42 • *Labor-related Topic Standards* – revision started in 2022 and will continue until 2025.
43 The revision work takes a programmatic approach with three thematic sets of labor-related
44 Topic Standards. The public exposure for the second set of Labor draft standards is planned
45 to start in Q2 of 2025. Content development is on schedule to launch the publication of all
46 revised labor-related standards by Q1 2026.
- 47 • *Economic impacts-related Topic Standards* – this project started at the end of 2023, and
48 content development will continue in 2025. A first public consultation covering the topics of
49 anti-corruption, anti-competitive behaviour and public policy is expected for Q3 2025.
- 50 • *Pollution-related Topic Standards* – The project proposal was approved in the GSSB meeting
51 of March 2024. Content development will continue in 2025.

52 To deliver on its commitment to start the revision of all existing GRI Standards, the GSSB will
53 prioritize work on the following Standards as additional resources become available.

- 54 • *GRI 411: Rights of Indigenous Peoples 2016*
- 55 • *GRI 413: Local Communities 2016*

- 56 • GRI 410: Security Practices 2016
- 57 • GRI 416: Customer Health and Safety 2016
- 58 • GRI 417: Marketing and Labeling 2016
- 59 • GRI 418: Customer Privacy 2016
- 60 • GRI 308: Supplier Environmental Assessment 2016

61 Development of new Topic Standards

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

- 63 • recommendations from the Sector Program;
- 64 • feedback from internal and external stakeholders; and
- 65 • research carried out by the Standards Division and third parties.

66 New Topic Standards aim to address topics not covered by GRI Standards. Stakeholder feedback
67 suggested that GRI Standards have gaps relating to cybersecurity and data privacy reporting, as well
68 as payments to and contractual arrangements between organizations and governments.

69 The reporting on payments to and contractual arrangements between organizations and governments
70 is part of the revision of the economic impacts project, which started in 2023 and continues until 2025.

71 The grouping of subjects related to digitalization, data protection, cybersecurity, artificial intelligence,
72 and privacy was prioritized by the GSSB as a new topic to be researched in 2024. Based on the initial
73 discussion in 2024, the GSSB identified the topic as a priority for 2025. The commencement of a
74 project depends on the availability of additional resources.

75 In addition, the GSSB has identified the need for further research and the development of practical
76 guidance on international humanitarian law.

77 For other potential new topics identified, the GSSB will work together with stakeholders to:

- 78 a) Research a topic's relevance to be integrated into GRI Standards.
- 79 b) Develop reporting guidance documents to assist organizations in reporting on subjects not yet
80 covered (in detail) by the GRI Standards.

81 Development of new Sector Standards

82 Sustainability reporting by organizations operating within specific sectors has yet to address their
83 most significant impacts consistently. Therefore, the GSSB initiated the [GRI Sector Program](#) to
84 develop Sector Standards to address this issue. To report in accordance with the 2021 GRI Universal
85 Standards, effective on 1 January 2023, an organization is required to use applicable Sector
86 Standards, if available. Sector Standards will be developed in line with the [program description](#) and
87 the list of prioritized [sectors](#).

88 After the completion of the Sector Program's pilot projects on oil, gas, coal, agriculture, aquaculture,
89 and fishing, work commenced on *Priority Group 1: Basic Materials and Needs*.

90 In 2025, the following Sector Standard revision projects covering sectors from *Priority Group 1: Basic
91 Materials and Needs* will be ongoing:

- 92 • *Sector Standard Project for Financial Services*. The development of the Sector Standards for
93 the financial sector started in 2023. Three sector standards are under development:
 - 94 ○ Banking (commercial banks, consumer finance, savings institutions, mortgage
95 finance, microfinance institutions)
 - 96 ○ Insurance (life, non-life, and reinsurance)
 - 97 ○ Capital markets (asset owners and managers, investment banks, custody)
- 98 The public comment period of the three Sector Standards is planned to start in Q1 of 2025

99 The expected release of the final standards is planned for Q2 2026.
100 • *Sector Standard Project for Textile and Apparel*. The content development for this sector
101 standard will continue in 2025. The public comment period is planned for Q2/Q3 2025. The
102 project is scheduled to release the final publication in Q1 2026.

103 The GSSB identifies priorities for new Sector Standards projects based on:

- 104 • list of prioritized sectors; and
- 105 • international (ISSB) and jurisdictional level standard-setting efforts focused on sectors.

106 An evaluation of priorities announced by ISSB and EFRAG in 2024 renders the utilities/renewable
107 energy and food and beverages sector as likely next priorities. The GSSB will continue to monitor the
108 standard-setting agenda of these partners and the broader set of jurisdictional standard-setting
109 efforts.

110 The commencement of additional Sector Standards projects in 2025 depends on the availability of
111 additional resources.

112 **Revision of existing Sector Standards**

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

117 With the publication of the new *GRI 101 Biodiversity 2024* and the forthcoming climate change and
118 energy-related Topic Standards, the first revision of the existing Sector Standards is upcoming. In
119 2023, a process was designed to preserve the links between Topic and Sector Standards and ensure
120 that Sector Standards include references to best practice reporting on the relevant topics. The
121 process will be implemented with the first project starting in early 2025.

122 All Topic Standards, either revised or new, published during this Work Program's duration will be
123 followed by a revision to any published Sector Standards that include related disclosures.

124 **Interim resource for sectors without a Sector 125 Standard**

126 There are over 30 sectors in the list of sectors for the GRI Sector Program for which a Sector
127 Standard has not been developed or is not under development. To guide and orientate sector
128 reporting until a Sector Standard is published, the GSSB is discussing options to introduce an interim
129 sector resource project that would make guidance available for a significant number of sectors.

130 The GSSB will continue these discussions during Q1 2025 and decide on a course of action.

131 The commencement of a project to create an interim sector resource in 2025 would depend on
132 additional resources becoming available.

133 **Additional research project on the public sector**

134 While Sector Standards can be used by any organization undertaking relevant public or private
135 activities, the Sector Program does not currently contemplate developing a standard that considers
136 the unique perspective and functions of the public sector. A research project is underway to
137 understand existing practices, needs, and a workable structure for sustainability reporting in the public
138 sector. A first draft of the paper was discussed by the GSSB in 2024; a second version will
139 incorporate feedback from the discussion, other stakeholders, and recent developments in the
140 reporting landscape.

141 The final research output will be available in Q2 of 2025.

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142 **Implementation of GRI Standards**

143 The GSSB is committed to supporting the implementation of the GRI Standards, available in a wide
144 range of languages, by developing materials that support interpretation and application, and providing
145 users easy access to information reported based on the GRI Standards.

146 **Translations**

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

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

151 Authorized translations of the GRI Standards are provided in ten key languages. Translations will be
152 published in the quarter following the release of the English version of a new or revised GRI Standard.

153 Work will continue in 2025 with translations of the Climate Change and Energy Standards and the
154 revision of existing Sectors Standards. Translations of other standards will depend on when they are
155 finalised and the availability of resources.

156 **Standard Interpretations, FAQs, and guidance 157 material**

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

162 **Digital taxonomy**

163 The GSSB started the development of a digital taxonomy of the GRI Standards in 2023 to enable the
164 organizations using the Standards to report in a digital format. The first release is anticipated for Q1
165 2025. The GRI Standards Taxonomy will be updated to include new and revised Topic and Sector
166 Standards. The GSSB will aim to ensure compatibility with digital taxonomies to be developed by
167 other standard-setting bodies and will seek to develop the taxonomy in conjunction with them, where
168 possible.

169 **Guidance**

170 The GSSB has identified the need to issue guidance for preparers to understand the relationship and
171 chain of causation from the most significant impacts (as per *GRI 3: Material Topics 2021*) with the
172 identification of financially material sustainability-related risks and opportunities. In 2024, the GSSB
173 started collaborating with the Taskforce on Nature-related Financial Disclosures (TNFD) on
174 developing joint case studies and guidance on the links between nature-related impacts and risks and
175 opportunities with deliverables planned for Q1 2025. The GSSB also signed a cooperation agreement
176 with the Sustainability Standards Board of Japan (SSBJ) to develop generic guidance on the
177 relationship between impacts and sustainability-related risks and opportunities to assist both
178 preparers and users of corporate reports. The GSSB will seek to invite further parties to join this
179 effort. A project proposal is scheduled to be discussed by the GSSB in Q1 2025.

180 **Cooperation with partners**

181 The GSSB is committed to cooperating with global, national, and other jurisdictional standard-setting
182 bodies, regulators, and accounting bodies to ensure complementarity and interoperability between
183 standards. As opportunities arise, this cooperation may take the form of coordinating work programs,
184 joint standard-setting, or the development of guidance materials, including mapping or linkage
185 documents, to explain the complementarity and alignment between standards. Furthermore, the
186 GSSB will look for opportunities to promote the importance and relevance of impact information for all
187 stakeholders, including investors.

188 The GSSB will proactively invite partners to participate or observe in expert groups tasked with
189 developing GRI Standards, seek their input on drafts of standards, and invite them to GSSB meetings
190 to exchange views on Standards under development and standard-setting priorities.

191 Along with continued collaboration with the International Sustainability Standards Board (ISSB), the
192 European Financial Advisory Group (EFRAG) Sustainability Reporting Board (SRB), and the
193 Sustainability Standards Board of Japan (SSBJ), GSSB is also proactively seeking to establish
194 relations with a broader set of jurisdictional standard-setting bodies.

195 GSSB will continue to play a significant role in the UN Systems to ensure the GRI Standards continue
196 to form the basis for reporting requirements at a jurisdictional level and in understanding impacts at
197 different levels of economic activity.

198 The GSSB will continue to work with the TNFD and the Taskforce for Inequality and Social-related
199 Disclosures (TISFD).

200 The GSSB will continue the dialogue with the International Auditing and Assurance Standards Board
201 (IAASB) and the International Ethics Standards Board for Accountants (IESBA) and is committed to
202 contributing to their respective standard-setting agendas relevant to sustainability reporting.

203 The GSSB seeks to address the needs of the public sector for specific guidance on sustainability
204 reporting by exploring a collaboration with the International Public Sector Accounting Standards Board
205 (IPSASB).

Addendum draft Project Schedule 2025

The table in this draft addendum outlines the schedule of projects for 2025.

Project	Outcome	Status at the end of 2024	2025			
			Q1	Q2	Q3	Q4
Sector Standards						
GRI Sector Standard Project for Textiles and Apparel	Sector Standard for textiles and apparel	Content development	Content development	Expected approval public exposure draft	Public consultation	
GRI Sector Standard Project for Financial Services	Sector Standard for banks Sector Standard for insurance Sector Standard for capital markets	Content development	Expected approval public exposure draft Public consultation	Public consultation		
GRI 11, GRI 12, GRI 13, GRI 14	Alignment of Sector Standards with revised GRI Biodiversity, Climate Change and Energy Standards		Content development	Public consultation	Expected approval of revised Sector Standards	Launch

Project	Outcome	Status at the end of 2024	2025			
			Q1	Q2	Q3	Q4
Public sector research project	Consultation paper on sustainability reporting for the public sector	GSSB feedback received.		Expected release of the final research paper		
Topic Standards						
GRI Topic Standard Project for Labor	Revision program including, but not limited to: <i>GRI 202: Market Presence 2016 (Disclosure 202-1)</i> <i>GRI 401: Employment 2016</i> <i>GRI 402: Labor/Management Relations 2016</i> <i>GRI 404: Training and Education 2016</i> <i>GRI 405: Diversity and Equal Opportunity 2016</i> <i>GRI 406: Non-discrimination 2016</i> <i>GRI 407: Freedom of Association and Collective Bargaining 2016</i> <i>GRI 408: Child Labor</i>	Set 1 public consultation concluded. Content development Set 2 and 3 ongoing.	Expected approval public exposure draft Set 2	Public exposure Set 2	Expected approval public exposure draft Set 3/public exposure Set 3	

Project	Outcome	Status at the end of 2024	2025			
			Q1	Q2	Q3	Q4
	2016 GRI 409: Forced or Compulsory Labor 2016 GRI 414: Supplier Social Assessment 2016					
GRI Topic Standard Project for Climate Change	Revision including but not limited to: GRI 302: Energy 2016 GRI 305: Emissions 2016 (Disclosures 305-1 to 305-5) GRI 201: Economic Performance 2016 (Disclosure 201-2)	Content revisions after public consultation.	Expected final approval	Launch		
GRI Topic Standard 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 GRI 204: Procurement Practices 2016 GRI 205: Anti-corruption 2016 GRI 206: Anti-competitive	Approval of working group members.	Content development		Public consultation Set 1	

Project	Outcome	Status at the end of 2024	2025			
			Q1	Q2	Q3	Q4
	<i>Behavior 2016</i> <i>GRI 415: Public Policy 2016</i>					
GRI Topic Standard Project for Pollution	Revision including but not limited to: <i>GRI 305: Emissions 2016</i> (Disclosures 305-6 and 305-7) <i>GRI 306: Effluents and Waste 2016</i> (Disclosure 306-3)	Working group approved.	Content development			
Implementation of GRI Standards						
Translations	Translation of GRI Standards in ten key languages Climate Change and Energy Standards Revisions to the existing Sector Standards	To be started.			Climate Change and Energy Standards translated into ten languages	Revisions to the existing Sector Standard translated into ten languages
GRI XBRL project	GRI Standards XBRL Taxonomy development	Final stages of content development.	Release	Work on interoperability and inclusion of revised Topic Standards		Work on the inclusion of revised existing Sector Standards

Project	Outcome	Status at the end of 2024	2025			
			Q1	Q2	Q3	Q4
Guidance on impacts and risks and opportunities	Collaboration with the TNFD, SSBJ, and other interested parties	Pre-discussions held at GSSB meetings during 2024.	Discussion of a project proposal			
GRI and TNFD case studies and guidance	Joint case studies and guidance on the links between nature-related impacts and risks and opportunities (<i>developed with TNFD</i>)	Content development ongoing.	Final version to be launched			

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