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# **GSSB summary of the virtual meeting held on 7 July 2022**

**Approved by the GSSB on 15 September 2022**

# 1 Contents

Participants.....	3
List of abbreviations .....	3
Decisions and action items .....	4
Session 1: Welcome .....	4
Session 2: Standards Division update .....	4
Session 3: Topic Standard Project for Labor – Draft Project Proposal.....	5
Session 4: Topic Standard Project for Biodiversity – Project update .....	6
Session 5: The Living Income Community of Practice presentation - ISEAL .....	7
Session 6: Any other business and close of the meeting .....	8

## 2 Participants

3 Present:

Name	Constituency
Judy Kuszewski	Chair
Robyn Leeson	Vice-Chair
Loredana Carta	Labor
Peter Colley	Labor
Giulia Genuardi	Business enterprise
Evan Harvey	Investment institution
Vincent Kong	Business enterprise
Anna Nefedova	Mediating institution
Corli le Roux	Mediating institution
Gangaa Charan Sharma	Business enterprise
Kim Schumacher	Civil society organization
Kenton Swift	Civil society organization
Michel Washer	Business enterprise

4 Apologies:

Name	Constituency
Joseph Martin	Business enterprise
Jennifer Princing	Business enterprise

5 In attendance from GRI:

Name	Position
Bastian Buck	Chief of Standards
Harold Pauwels	Director Standards
Élodie Chêne	Manager Standards
Gillian Balaban	Sr. Coordinator Governance Relations

## 6 List of abbreviations

GRI	Global Reporting Initiative
GSSB	Global Sustainability Standards Board
SD	Standards Division
WG	Working group
TC	Technical committee
PCP	Public comment period

## 7 **Decisions and action items**

### 8 **Decisions**

9 The GSSB resolved to approve the following:

10 **GSSB Decision 2022.13** Item 01 – [Draft summary of GSSB meeting held on 19 May 2022](#)

11 **GSSB Decision 2022.14** Item 02 – [Draft summary of GSSB meeting held on 16 June 2022](#)

12 **GSSB Decision 2022.15** Item 03 – [GRI Topic Standards – Labor Topics – Draft project proposal](#)

## 13 **Session 1: Welcome**

14 The Global Sustainability Standards Board (GSSB) Chair Judy Kuszewski (henceforth the Chair)  
15 welcomed the GSSB. The Chair presented an overview of the meeting agenda. The GSSB was  
16 presented with the following items for approval:

17 Item 01 – [Draft summary of GSSB meeting held on 19 May 2022](#)

18 Item 02 – [Draft summary of GSSB meeting held on 16 June 2022](#)

19 Item 03 – [GRI Topic Standards – Labor Topics – Draft project proposal](#)

## 20 **Session 2: Standards Division update**

21 Chief of Standards, Bastian Buck, presented the following points for consideration:

- 22 • The Sector Standard for Agriculture, Aquaculture and Fishing (*GRI 13*) was released on 28 June  
23 and successfully launched on 30 June.
- 24 • The launch of *GRI 13* was accompanied by social media promotions, a digital campaign, a widely  
25 distributed newsletter, and at least 25 news articles.
- 26 • Over 1,000 people attended the launch event. GSSB Chair Judy Kuszewski opened the event  
27 that featured speakers from OECD, FAO, and WBA. The recording will be distributed to all  
28 registrants and made available on the project webpage.
- 29 • GRI Standards downloads were up by 51% from Q2 2021 (over 250,000 total) and contained  
30 19,135 new registered users. The top three regions were Europe, Asia, and Latin America.

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## 32 **Session 3: Topic Standard Project for**

### 33 **Labor – Draft Project Proposal**

34 Director of Standards, Harold Pauwels, presented the following points regarding the Topic Standards  
35 revision program for Labor:

- 36 • The project comprises labor-related Topic Standards identified during the second half of GRI's  
37 human-related Standards review.
- 38 • The revision project includes but is not limited to *GRI 202: Market Presence 2016*; *GRI 401:*  
39 *Employment 2016*; *GRI 402: Labor/Management Relations 2016*; *GRI 404: Training and*  
40 *Education 2016*; *GRI 405: Diversity and Equal Opportunity 2016*; *GRI 407: Freedom of*  
41 *Association and Collective Bargaining 2016*; *GRI 408: Child Labor 2016*; *GRI 409: Forced or*  
42 *Compulsory Labor 2016*.
- 43 • Based on discussions with key groups in the labor sphere, the goal of the project is to bring the  
44 standards in line with authoritative intergovernmental instruments.
- 45 • The project encompasses two layers of engagement and consultation:
  - 46 1. Technical Committee to develop draft recommendations to the GSSB, comprised of six  
47 experts from key international stakeholder groups.
  - 48 2. Advisory Group to represent academic, mediation, and financial constituencies. A call for  
49 experts is to be launched.
- 50 • The project will follow a programmatic approach, which allows the grouping of various topics and  
51 for different aspects of the review to run in parallel over two project phases.
- 52 • The proposed timeline for the project is expected to be 25 months. The next step will be to send  
53 the proposal to the GSSB, pending formal approval.
- 54 • Following the presentation of the project proposal, several GSSB members asked questions. One  
55 member asked about the possibility of new workstreams or revisions being added to the project  
56 after the approval. The SD responded that the management approach would focus on the topics  
57 outlined in the proposal.
- 58 • The GSSB approved the draft proposal (see **GSSB Decision 2022.15**).

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# 61 **Session 4: Topic Standard Project for**

## 62 **Biodiversity – Project update**

63 Project Manager Élodie Chêne provided an update on the progress of the Biodiversity project as  
64 follows:

- 65 • A 4<sup>th</sup> TC meeting was held on 14 June 2022, and the next TC meeting is to take place in early  
66 September 2022, with a final TC meeting (fatal flaw check) in late October 2022. GSSB approval  
67 of the exposure draft is expected on 17 November 2022. Public exposure will start in December.
- 68 • In terms of alignments and collaborations, the following biodiversity frameworks and tools inform  
69 the project: UN Convention on Biological Diversity (CBD), which will be under discussion at the  
70 upcoming COP15 in December 2022 in Montreal; Taskforce on Nature-related Financial  
71 Disclosures (TNFD); Science-Based Target Network (SBTN); Aligning accounting approaches for  
72 nature (Align); Intergovernmental Science-Policy Platform in Biodiversity and Ecosystem Services  
73 (IPBES); and Partnership for Biodiversity Accounting Financials (PBAF).
- 74 • The following benchmarking and reporting frameworks are also being used: EFRAG ESRS E4  
75 Biodiversity and Ecosystems; CDP questionnaire; WBA Nature Benchmark; and ISO Biodiversity  
76 Standard.
- 77 • It is worth noting that some TC members are involved in these processes and organizations.

78 An overview of the main disclosures agreed upon so far includes:

- 79 • Location of impacts – geographic location of the operations responsible for the impacts; and  
80 proximity to areas of importance to biodiversity.
- 81 • Direct drivers of biodiversity loss – climate change; invasive alien species; land and sea use  
82 change; overexploitation of resources; and pollution.
- 83 • State of biodiversity – impacts on species and ecosystems.
- 84 • Ecosystem services – description of ecosystem services that are affected.
- 85 • Management of biodiversity-related impacts – no net loss and net gains of biodiversity; application  
86 of the mitigation hierarchy; and access and benefit sharing.

87 The following issues are still under discussion:

- 88 • As the development of biodiversity-related instruments is in its infancy, there is a lack of approved  
89 methodology to measure an organization's contribution to the direct drivers of biodiversity loss  
90 and a lack of methodology to identify the baseline.
- 91 • Reporting across the value chain – the challenge here is data availability, especially from the  
92 downstream value chain.

- 93 • How to best adapt the requirements to cover terrestrial and marine environments.
- 94 • Terminology for impacts and alignment with the Universal Standards 2021.

## 95 **Session 5: The Living Income**

### 96 **Community of Practice presentation**

#### 97 **– ISEAL**

98 The Chair welcomed guest speaker Kristin Komives, Director of Programmes at ISEAL, to present the  
99 following points on living wage and living income as inputs to the GSSB work program 2023-2025:

- 100 • Living wage applies to an individual worker in any sector; living income applies to a household,  
101 usually in an agricultural context.
- 102 • The living income benchmark estimates the cost of a basic and decent standard of living for a  
103 household. The living wage is the cost of a decent standard of living for a family.
- 104 • Adoption of the living income and living wage concepts is growing rapidly: for example, many  
105 companies and investors are using the concepts to frame and inform strategies and make  
106 commitments.
- 107 • There is growing global engagement in the Living Income Community of Practice. Living income  
108 was high on the agenda at the 2021 UN Food Systems Summit.
- 109 • There are many innovative applications and tools – such as living income reference prices, tools  
110 for measuring wage gaps, and living wage and living income benchmarks.
- 111 • For GRI's consideration, it is important to note that while living wage and living income are highly  
112 material in most sectors, the two concepts pose different challenges in measurement.
- 113 • Measurement and reporting on living wage and living income should be truthful and meaningful,  
114 designed to incentivize investment and drive impact.
- 115 • Companies are looking for guidance on reporting and disclosure – more alignment between  
116 existing initiatives is needed.
- 117 • Following the presentation, several questions were raised by the GSSB, including how to reflect  
118 social security in the calculation, how to define GRI's role in articulating living wage, and whether  
119 it is a sector or topic issue.
- 120 • In response, it was concluded that GRI could work to bolster the living wage's cross-sectoral  
121 relevance by emphasizing management approaches to the issue. Standards benchmarks, in any  
122 case, are important for determining what a decent standard of living should be.

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124 **Session 6: Any other business and**  
125 **close of the meeting**

No other business was raised, and the Chair closed the public meeting at 15.42 Central European Time (CET).