

GRI Topic Standard Project for Economic Impact – Competition exposure draft

Comments to be received by 10 April 2026

This exposure draft is published for public comment by the [Global Sustainability Standards Board \(GSSB\)](#), the independent standard-setting body of GRI.

This exposure draft is intended to replace [GRI 206: Anti-Competitive Behavior 2016](#).

Any interested party can submit comments on this draft by 10 April 2026 via this [online survey](#) or by email to gssbsecretariat@globalreporting.org.

As required by the [GSSB Due Process Protocol](#), only comments submitted in writing and in English will be considered. Comments will be published on the GRI website and considered a matter of public record. Instructions on how to submit comments are outlined on the first page of the online questionnaire.

An explanatory memorandum preceding the exposure draft summarizes the objectives of the project and the significant proposals contained within this exposure draft.

This draft is published for comment only and may change before official publication. For more information, please visit the [GRI Standards webpage](#).

For questions regarding the exposure draft or the public comment period, please send an email to economicimpact@globalreporting.org.

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.

1 Explanatory memorandum

2 This explanatory memorandum sets out the objectives for the review of *GRI 206: Anti-competitive*
3 *Behavior 2016*, the significant proposals contained in the exposure draft, and a summary of the
4 GSSB's involvement and views on the development of the draft.

5 Objectives for the project

6 The objective of the economic impact project is to review and revise all GRI economic impact-related
7 Standards and incorporate new issues to reflect stakeholder expectations for reporting the
8 organization's impact on the economy. The economic impact project is divided into three sets of
9 thematic Standards to allow targeted messaging and stakeholder engagement during the public
10 comment periods. This ensures the workload is manageable for stakeholders and GRI reporters
11 worldwide reviewing the draft Standards during public inquiry, the GSSB, the working group, the GRI
12 Standards Division, and other GRI divisions. Economic impact project details can be found in the
13 [project proposal](#).

14 The review of *GRI 206: Anti-competitive Behavior 2016*, under Phase 2 of the economic impact
15 project, aims to represent internationally agreed best practice and align with authoritative
16 intergovernmental instruments related to an organization's impact on the economy, environment, and
17 people, such as the Organization for Economic Co-operation and Development (OECD) Guidelines
18 for Multinational Enterprises.

19 As part of the GSSB Work Program 2023-2025, the Global Sustainability Standards Board (GSSB)
20 identified the review of *GRI 206: Anti-competitive Behavior 2016* as a priority project for
21 commencement in 2023. Since the GRI disclosures on anti-competitive behavior were last revised,
22 the issue of competition has received significant attention in the global sustainable development
23 agenda. In line with the [GSSB Due Process Protocol](#), a multi-stakeholder working group was
24 established in January 2024 to contribute to the review and content development.

25 The revised GRI Anti-competitive Behavior Standard highlights the impacts that an organization has
26 on market concentration, its consequences, and the actions the organization pursues to minimize and
27 prevent the impacts.

28 For more information on the project, consult the [project website](#) and [Terms of Reference](#) of the
29 [Working Group](#).

30 Significant proposals

31 The exposure draft, a revision of the *GRI 206: Anti-competitive Behavior 2016* Topic Standard,
32 includes both revised disclosures and new disclosures, aligning with the project objectives outlined
33 above. Notable changes and inclusions in this exposure draft are summarized below.

34 **Title of the standard updated:** The exposure draft proposes changing the title of the Standard to
35 'Competition' to align with the OECD Guidelines for Multinational Enterprises, which use the term
36 'Competition'. This change follows GRI's naming conventions, which prioritize authoritative
37 instruments to ensure consistency across Standard titles.

38 **Expansion of scope.** The exposure draft expands the definition of anti-competitive behavior to
39 include a broader range of practices beyond traditional behaviors, such as price fixing and market
40 allocation, as well as predatory pricing and the abuse of dominant market power. The revised
41 exposure draft includes practices such as monopsony, where dominant buyers exert excessive
42 control over suppliers or labor markets. The exposure draft also highlights the systemic effects of
43 these practices on stakeholders, including small and medium-sized enterprises (SMEs), workers,
44 consumers, and investors.

45 **New topic management disclosure COM-1.** The purpose of this disclosure is to provide clarity on
46 the systems in place for preventing anti-competitive behavior, and to show proactive management of
47 competition-related impacts. It supplements Disclosure 3-3 in *GRI 3: Material Topics 2021* and

48 provides specific reporting requirements on the governance structures, policies, and internal practices
49 designed to prevent such behavior.

50 **Expanded requirements on legal actions regarding anti-competitive behavior in COM-2.** This
51 disclosure builds on Disclosure GRI 206-1 while introducing additional reporting requirements,
52 including:

- 53 • reporting of legal actions must now be disaggregated into two categories: ongoing and
54 completed;
- 55 • description of the main outcomes of completed actions, including: legal decisions, settlement
56 agreements, policy changes, or changes in governance.

57 **New disclosure on communication and training COM-3.** Disclosure COM-3 requires the
58 organization to report quantitative data on how it communicates and builds internal awareness around
59 competition. It supports Disclosure COM-1 and enables stakeholders to evaluate the breadth and
60 depth of organizational engagement on the topic. This disclosure ensures that prevention efforts
61 reported in COM-1 are supported by measurable actions.

62 **Expanded guidance for all disclosures.** The exposure draft provides organizations with structured
63 and detailed guidance for reporting on competition to align with evolving stakeholder expectations and
64 GRI's system of Standards.

65 **GSSB involvement and views on the development of 66 this draft**

67 The GSSB appointed one of its members as a sponsor for the review of *GRI 206: Anti-competitive
68 Behavior 2016*. The GSSB sponsor observed the WG process and attended most of their meetings.
69 All GSSB meetings are recorded and made available on the [GSSB GRI YouTube channel](#).

70 **Note on reading this document**

71 This document includes generic text used in all GRI Standards. This text is highlighted in grey and
72 cannot be changed – please do not comment on this text.

73 Underlined terms in the draft Standard indicate terms for which definitions have been provided. Most
74 of these terms are already defined in the GRI Standards Glossary 2021 – these definitions are
75 highlighted in grey in the Glossary and cannot be changed. The proposed new definition is not
76 highlighted in grey and is open for review

77 **GRI COM: Competition 202X**

78 **exposure draft**

Exposure draft for public comment

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Exposure draft for public comment

92 **Introduction**

93 *GRI COM: Competition 20XX* contains disclosures for organizations to report information about their
94 competition-related impacts, and how they manage these impacts. The disclosures enable an
95 organization to provide information on policy, procedures and incidents regarding their anti-
96 competitive behavior and monopoly practices.

97 The Standard is structured as follows:

- 98 • **Section 1** contains one disclosure, which provides information about how the organization
99 manages its competition-related impacts.
- 100 • **Section 2** contains two disclosures, which provide information about the organization's
101 competition-related impacts.
- 102 • The **Glossary** contains defined terms with a specific meaning when used in the GRI
103 Standards. The terms are underlined in the text of the GRI Standards and linked to the
104 definitions.
- 105 • The **Bibliography** lists authoritative intergovernmental instruments and additional references
106 used in developing this Standard.

107 The rest of the Introduction section provides a background on the topic, an overview of the system of
108 GRI Standards and further information on using this Standard.

109 **Background on the topic**

110 This Standard addresses the topic of competition.

111 Competition refers to a market environment in which organizations independently strive to attract
112 customers, deliver goods and services efficiently, and achieve business objectives such as profits,
113 sales, or market share [2].

114 When an organization behaves in line with local and national competition laws and regulations, and
115 engages transparently with regulators and competitors, its behavior can have positive impacts such
116 as promoting innovation, efficiency, consumer choice, greater support for small and medium-sized
117 enterprises (SMEs), and well-functioning markets [1].

118 Conversely, when an organization engages in practices to maintain or increase their market position
119 and profits, often without delivering lower prices or higher-quality goods or services to consumers, this
120 is considered anti-competitive behavior [2]. Anti-competitive behavior is unethical and often illegal and
121 can have a negative impact on consumers, other organizations, and the broader economy. Common
122 examples of anti-competitive behavior include collusion, price fixing, bid rigging, and the abuse of
123 dominant market power.

124 Anti-competitive behavior, by restricting competition, can also affect market structures, leading to or
125 entrenching monopoly and monopsony dynamics. A monopoly refers to a market where one seller
126 holds a dominant position and which can involve practices such as limiting market entry, setting prices
127 below cost, or using scale to reduce competition. A monopsony refers to a market where one or a
128 small number of buyers have significant influence over many sellers, which can affect market
129 outcomes, for example by lowering the prices paid to suppliers or reducing wages for workers.

130 In addition, digital platforms and global supply chains are increasingly shaping competition dynamics
131 and may present new challenges [3].

132 Ultimately, anti-competitive behavior undermines sustainable development by weakening trust in
133 markets, reducing economic efficiency, and disrupting the fair use of resources needed for long-term
134 social, economic, and environmental well-being. Competition laws and regulatory authorities seek to
135 prevent such practices, but negative impacts are often experienced by stakeholders before regulatory
136 scrutiny, highlighting the importance of transparency and proactive management of competitive
137 behavior.

138 See references [1] and [2] in the [Bibliography](#).

139 **System of GRI Standards**

140 This Standard is part of the GRI Sustainability Reporting Standards (GRI Standards). The GRI
141 Standards enable an organization to report information about its most significant impacts on the
142 economy, environment, and people, including impacts on their human rights, and how it manages
143 these impacts.

144 The GRI Standards are structured as a system of interrelated standards that are organized into three
145 series: GRI Universal Standards, GRI Sector Standards, and GRI Topic Standards (see [Figure 1](#) in
146 this Standard).

147 **Universal Standards: GRI 1, GRI 2 and GRI 3**

148 [GRI 1: Foundation 2021](#) specifies the requirements that the organization must comply with to report in
149 accordance with the GRI Standards. The organization begins using the GRI Standards by consulting
150 *GRI 1*.

151 [GRI 2: General Disclosures 2021](#) contains disclosures that the organization uses to provide
152 information about its reporting practices and other organizational details, such as its activities,
153 governance, and policies.

154 [GRI 3: Material Topics 2021](#) provides guidance on how to determine material topics. It also contains
155 disclosures that the organization uses to report information about its process of determining material
156 topics, its list of material topics, and how it manages each topic.

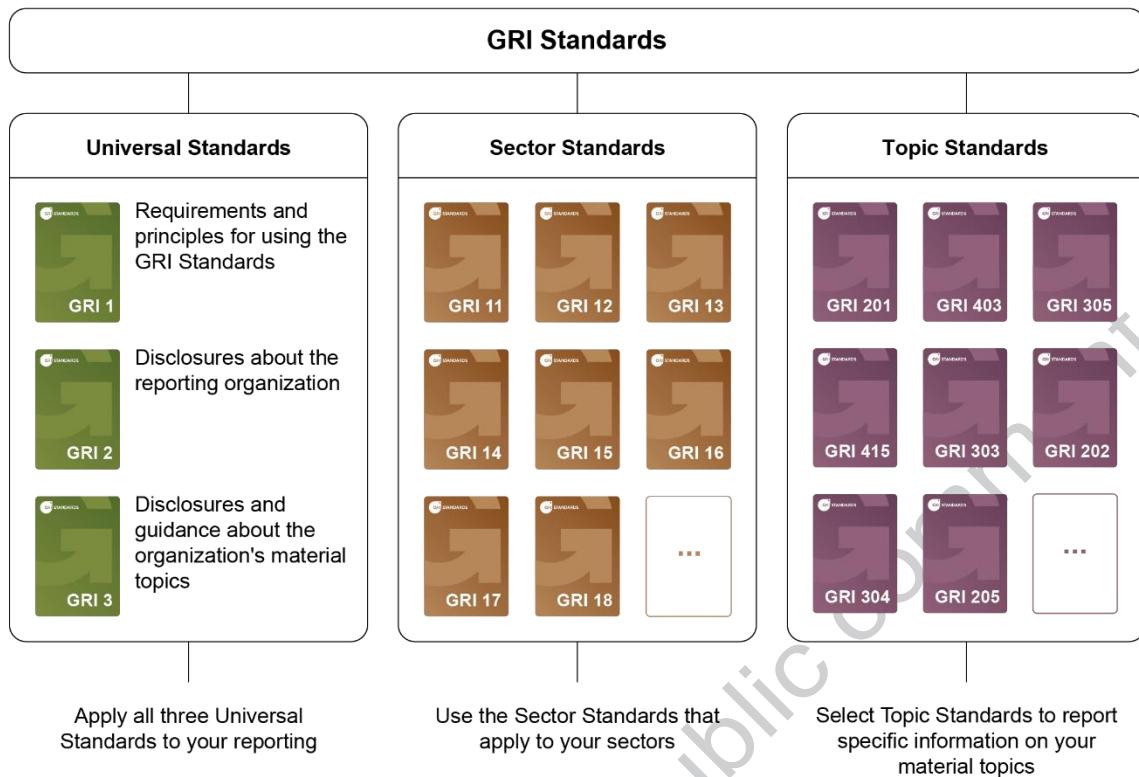
157 **Sector Standards**

158 The Sector Standards provide information for organizations about their likely material topics. The
159 organization uses the Sector Standards that apply to its sectors when determining its material topics
160 and when determining what to report for each material topic.

161 **Topic Standards**

162 The Topic Standards contain disclosures that the organization uses to report information about its
163 impacts in relation to particular topics. The organization uses the Topic Standards according to the list
164 of material topics it has determined using *GRI 3*.

165 **Figure 1. GRI Standards: Universal, Sector and Topic Standards**



166

167 Using this Standard

168 This Standard can be used by any organization – regardless of size, type, sector, geographic location, 169 or reporting experience – to report information about its competition-related impacts.

170 An organization reporting in accordance with the GRI Standards is required to report the following 171 disclosures if it has determined competition to be a material topic:

- 172 • [Disclosure 3-3 in GRI 3: Material Topics 2021](#).
- 173 • Any disclosures from this Topic Standard that are relevant to the organization's competition- 174 related impacts (Disclosure COM-1 through Disclosure COM-3).

175 See [Requirements 4 and 5 in GRI 1: Foundation 2021](#).

176 Reasons for omission are permitted for these disclosures.

177 If the organization cannot comply with a disclosure or with a requirement in a disclosure (e.g., 178 because the required information is confidential or subject to legal prohibitions), the organization is 179 required to specify the disclosure or the requirement it cannot comply with, and provide a reason for 180 omission together with an explanation in the GRI content index. See [Requirement 6 in GRI 1](#) for more 181 information on reasons for omission.

182 If the organization cannot report the required information about an item specified in a disclosure 183 because the item (e.g., committee, policy, practice, process) does not exist, it can comply with the 184 requirement by reporting this to be the case. The organization can explain the reasons for not having 185 this item, or describe any plans to develop it. The disclosure does not require the organization to 186 implement the item (e.g., developing a policy), but to report that the item does not exist.

187 If the organization intends to publish a standalone sustainability report, it does not need to repeat 188 information that it has already reported publicly elsewhere, such as on web pages or in its annual 189 report. In such a case, the organization can report a required disclosure by providing a reference in

190 the GRI content index as to where this information can be found (e.g., by providing a link to the web
191 page or citing the page in the annual report where the information has been published).

192 **Requirements, guidance and defined terms**

193 The following apply throughout this Standard:

194 Requirements are presented in **bold font** and indicated by the word 'shall'. An organization must
195 comply with requirements to report in accordance with the GRI Standards.

196 Requirements may be accompanied by guidance.

197 Guidance includes background information, explanations, and examples to help the organization
198 better understand the requirements. The organization is not required to comply with guidance.

199 The Standards may also include recommendations. These are cases where a particular course of
200 action is encouraged but not required.

201 The word 'should' indicates a recommendation, and the word 'can' indicates a possibility or option.

202 Defined terms are underlined in the text of the GRI Standards and linked to their definitions in the
203 [Glossary](#). The organization is required to apply the definitions in the Glossary.

1. Topic management disclosures

An organization reporting in accordance with the GRI Standards is required to report how it manages each of its material topics.

An organization that has determined competition to be a material topic is required to report how it manages the topic using [Disclosure 3-3 in GRI 3: Material Topics 2021](#). The organization is also required to report any disclosure from this section (Disclosure COM-1) that is relevant to its competition-related impacts.

This section is therefore designed to supplement – and not replace – Disclosure 3-3 in *GRI 3*.

Disclosure COM-1 Prevention of anti-competitive behavior

REQUIREMENTS

The organization shall:

- a. report the governance bodies or individual roles responsible for overseeing and implementing anti-competitive behavior policies and procedures, and their responsibilities;
- b. describe its approach to communication and training on anti-competitive behavior, including:
 - i. the type and content of the communications and training;
 - ii. the frequency of the communications and training;
 - iii. training requirements for governance body members and employees at a higher risk of non-compliance with anti-competition laws and regulations.

GUIDANCE

This disclosure provides insight into the organization's approach to preventing anti-competitive behavior, including who is responsible for oversight and how the organization ensures that the members of governance bodies and employees in roles at higher risk of anti-competitive conduct have the necessary knowledge and guidance to avoid such behavior.

When reporting [Disclosure 2-25 Processes to remediate negative impacts](#) and [Disclosure 2-26 Mechanisms for seeking advice and raising concerns in GRI 2: General Disclosures 2021](#), the organization should state if these mechanisms can be used to report concerns related to anti-competitive behavior.

Guidance to COM-1-a

Oversight of anti-competitive behavior policies and procedures includes activities such as approving and updating policies, assessing risks of anti-competitive conduct, reviewing strategic decisions for compliance, and managing responses to allegations or investigations by regulatory bodies. This can be done through:

- Board oversight: board committees (e.g., audit or risk committees) often have responsibility for compliance oversight, including anti-competition issues.
- Internal controls and audits: regular audits of sales, procurement, and pricing practices to check for non-compliance, such as price coordination or bid rigging.

[Disclosures 2-12 and 2-13 in GRI 2: General Disclosures 2021](#) require information on the highest governance body's role in overseeing the management of the organization's impacts and how it delegates responsibility for this. If the organization has described the roles and responsibilities of the governance bodies involved in overseeing anti-competitive behavior under Disclosures 2-12 and 2-13, it can provide a reference to this information.

Guidance to COM-1-b

249 Communication on anti-competitive behavior refers to the organization's efforts to share information
250 and conduct awareness-raising activities, internally and externally, to ensure that stakeholders such
251 as consumers, suppliers, workers, etc., understand its anti-competition policies and procedures.

252 Policies on training and education of employees are covered in [Disclosure TRED-1 in GRI TRED: Training and education \(exposure draft\)](#). If the organization has reported its approach to training on
253 anti-competitive behavior in TRED-1, the organization can provide a reference to this information.
254

255 Guidance to COM-1-b-i

256 The organization is required to provide a high-level overview of the type and content of
257 communication and training provided. A detailed description of the content is not required.
258 Types of communication include emails, annual reports or briefing sessions by compliance officers.
259 Types of training on anti-competitive behavior include general awareness sessions, role-specific
260 training for high-risk functions or business partners, induction training for new hires, and refresher
261 courses to reinforce understanding over time. The content of the communication refers to whether it
262 covers the organization's internal competition policies and procedures, provides technical knowledge,
263 or conveys other related information aimed at preventing anti-competitive behavior.
264 Requirement COM-1-b-i is related to [Disclosure TRED-2 in GRI TRED: Training and education \(exposure draft\)](#). If the information reported by the organization in Disclosure TRED-2 covers the type
265 and content of training on anti-competitive behavior, the organization can provide a reference to this
266 information.
267
268 The organization can report how it identifies the need for communication and training based on risk
269 assessments, internal audits, whistleblower reports, or external investigations. The organization can
270 describe the mechanisms it uses to evaluate the effectiveness of the communication and training.

271 Guidance to COM-1-b-iii

272 Examples of roles at a higher risk of non-compliance include employees in contact with business
273 partners, competitors, or trade associations, as well as members of governance bodies responsible
274 for strategic decisions.
275 The organization can describe the mechanisms it uses to evaluate the effectiveness of the
276 communication and training.

2. Topic disclosures

An organization reporting in accordance with the GRI Standards is required to report any disclosures from this section (Disclosure COM-2 through Disclosure COM-3) that are relevant to its competition-related impacts.

Disclosure COM-2 Legal actions regarding anti-competitive behavior

REQUIREMENTS

The organization shall:

- a. report the total number of legal actions regarding anti-competitive behavior and non-compliance with competition laws and regulations in which the organization has been identified as a participant, and a breakdown of this total by:
 - i. ongoing;
 - ii. completed;
- b. describe the main outcomes of completed legal actions, including any decisions or judgments;
- c. report contextual information necessary to understand how the data has been compiled, including standards, methodologies, and assumptions used.

GUIDANCE

Legal actions are publicly disclosed cases relating to an organization's non-compliance with applicable anti-trust, anti-monopoly, or competition laws. Legal actions are initiated by public authorities, regulators, or other third parties such as other organizations or employees, as a result of investigations, or legal proceedings.

Guidance to COM-2-a

Ongoing legal actions regarding anti-competitive behavior refers to cases that have been formally initiated but have not yet reached a final resolution within the reporting period. For example, an investigation by a competition authority into alleged price-fixing that is still underway.

Completed legal actions regarding anti-competitive behavior refer to cases that have been resolved during the reporting period through a final judgement, settlement, dismissal or other formal closure. For example, a court ruling resolving allegations of abuse of market dominance or bid rigging.

Guidance to COM-2-b

Examples of outcomes of completed legal actions include:

- fines or settlement amounts paid to regulators or consumers;
- changes to internal policies or procedures;
- consequences for the members of the governance body, such as the replacement of governance body members.

Disclosure 2-27 in GRI 2: General Disclosures 2021 requires reporting information on significant instances of non-compliance with laws and regulations, including fines. If the organization has reported this information under Disclosure 2-27, it can provide a reference to this information.

315 **Disclosure COM-3 Communication and training on**
316 **competition**

317 **REQUIREMENTS**

318 **The organization shall:**

- 319 a. **report the total head count and percentage of employees that received communication on its anti-competition policies and procedures and a breakdown of this total by significant functions;**
- 322 b. **report the total head count and percentage of governance body members that received communication on its anti-competition policies and procedures and a breakdown of this total by significant functions;**
- 325 c. **report the total head count and percentage of employees that completed training and education on its anti-competition policies and procedures and a breakdown of this total by significant functions;**
- 328 d. **report the total head count and percentage of the governance body members that completed training and education on its anti-competition policies and procedures and a breakdown of this total by significant functions;**
- 331 e. **report the definition used for 'significant functions'.**

332 **GUIDANCE**

333 Communication and training on competition policies and procedures, as well as competition law, can help prevent anti-competitive behavior and ensure consistency in compliance across the organization. According to the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, employees should be aware of relevant competition laws and regulations, and in particular, training should be provided for relevant members of the governance body.

338 Functions refer to the main activities and processes that an organization performs to achieve its objectives. These include core functions, which directly generate income or deliver value such as manufacturing, sales, finance, and procurement, and support functions, which enable and facilitate the operation of core functions, for example: marketing, human resources, research and development, and distribution.

343 Significant functions refers to areas of the organization where decisions or activities could create or influence risks of anti-competitive behavior. For example, governance body members making decisions on mergers, procurement teams applying predatory pricing practices, or sales functions engaging in market allocation.

347 The organization can report whether communication and training about anti-competitive behavior policies and procedures have been provided to any other persons or organizations than those covered by this disclosure, and, if so, to which persons or organizations.

350 See reference [1] in the [Bibliography](#)

351 **Guidance to COM-3-a and COM-3-b**

352 Where it aids transparency or comparability over time, the organization can report the information required for employees with a breakdown by:

- 354 • country;
- 355 • employee type

356 Receiving communication on anti-corruption policies and procedures refers to employees and governance body members being made aware of the organization's expectations, rules, and practices for preventing anti-competitive behavior, through channels such as policy documents, internal newsletters, or other awareness-raising activities.

360 **Guidance to COM-3-c and COM-3-d**

361 Completed anti-competitive behavior training means that the employees and governance body
362 members have fulfilled program requirements in terms of hours of attendance, activities, and
363 assessments during the reporting period.

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364 **Glossary**

365 This glossary provides definitions for terms used in this Standard. The organization is required to
366 apply these definitions when using the GRI Standards.

367 The definitions included in this glossary may contain terms that are further defined in the complete
368 *GRI Standards Glossary*. All defined terms are underlined. If a term is not defined in this glossary or in
369 the complete *GRI Standards Glossary*, definitions that are commonly used and understood apply.

370 **business partner**

371 entity with which the organization has some form of direct and formal engagement for the purpose of
372 meeting its business objectives

Source: Shift and Mazars LLP, *UN Guiding Principles Reporting Framework*, 2015; modified

Examples: affiliates, business-to-business customers, clients, first-tier suppliers, franchisees, joint venture partners, investee companies in which the organization has a shareholding position

Note: Business partners do not include subsidiaries and affiliates that the organization controls.

375 **business relationships**

376 relationships that the organization has with business partners, with entities in its value chain including
377 those beyond the first tier, and with any other entities directly linked to its operations, products, or
378 services

Source: United Nations (UN), *Guiding Principles on Business and Human Rights: Implementing the United Nations “Protect, Respect and Remedy” Framework*, 2011; modified

Note: Examples of other entities directly linked to the organization's operations, products, or services are a non-governmental organization with which the organization delivers support to a local community or state security forces that protect the organization's facilities.

380 **employee**

381 individual who is in an employment relationship with the organization according to national law or
382 practice

383 **human rights**

384 rights inherent to all human beings, which include, at a minimum, the rights set out in the *United Nations (UN) International Bill of Human Rights* and the principles concerning fundamental rights set out in the *International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work*

Source: United Nations (UN), *Guiding Principles on Business and Human Rights: Implementing the United Nations “Protect, Respect and Remedy” Framework*, 2011; modified

Note: See [Guidance to 2-23-b-i in GRI 2: General Disclosures 2021](#) for more information on 'human rights'.

389 **impact**

390 effect the organization has or could have on the economy, environment, and people, including on
391 their human rights, which in turn can indicate its contribution (negative or positive)
392 to sustainable development

Note 1: Impacts can be actual or potential, negative or positive, short-term or long-term, intended or unintended, and reversible or irreversible.

Note 2: See [section 2.1 in GRI 1: Foundation 2021](#) for more information on 'impact'.

394 **material topics**

395 topics that represent the organization's most significant impacts on the economy, environment, and
396 people, including impacts on their human rights

Note: See [section 2.2 in GRI 1: Foundation 2021](#) and [section 1 in GRI 3: Material Topics 2021](#) for more information on 'material topics'.

397 **supplier**

398 entity upstream from the organization (i.e., in the organization's supply chain), which provides a
399 product or service that is used in the development of the organization's own products or services

Examples:

brokers, consultants, contractors, distributors, franchisees, home workers, independent contractors, licensees, manufacturers, primary producers, sub-contractors, wholesalers

Note: A supplier can have a direct business relationship with the organization (often referred to as a first-tier supplier) or an indirect business relationship.

401 **supply chain**

402 range of activities carried out by entities upstream from the organization, which provide products or
403 services that are used in the development of the organization's own products or services

404 **sustainable development / sustainability**

405 development that meets the needs of the present without compromising the ability of future
406 generations to meet their own needs

Source: World Commission on Environment and Development, *Our Common Future*, 1987

Note: The terms 'sustainability' and 'sustainable development' are used interchangeably in the GRI Standards.

408 **value chain**

409 range of activities carried out by the organization, and by entities upstream and downstream from the
410 organization, to bring the organization's products or services from their conception to their end use

Note 1: Entities upstream from the organization (e.g., suppliers) provide products or services that are used in the development of the organization's own products or services. Entities downstream from the organization (e.g., distributors, customers) receive products or services from the organization.

Note 2: The value chain includes the supply chain.

412 **worker**

413 person that performs work for the organization

Examples: employees, agency workers, apprentices, contractors, home workers, interns, self-employed persons, sub-contractors, volunteers, and persons working for organizations other than the reporting organization, such as for suppliers

Note: In the GRI Standards, in some cases, it is specified whether a particular subset of workers is required to be used.

415

416 **Bibliography**

417 **Authoritative instruments:**

418 1. Organisation for Economic Co-operation and Development (OECD), *OECD Guidelines for*
419 *Multinational Enterprises on Responsible Business Conduct*, 2023.

420 **Additional references**

421 2. Organisation for Economic Co-operation and Development (OECD), *Glossary of Industrial*
422 *Organisation Economics and Competition Law*, 1993.

423 3. United Nations Conference on Trade and development (UNCTAD), *Digital Economy Report -*
424 *Value Creation and Capture: Implications for Developing Countries*, 2019

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