



# **GRI Topic Standard Project for Labor – Freedom of Association and Collective Bargaining exposure draft**

## **Comments to be received by 09 March 2026**

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This exposure draft of the GRI Labor Topic Standards 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 407: Freedom of Association and Collective Bargaining 2016.

Any interested party can submit comments on this draft by 09 March 2026 via this [online survey](#).

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 [labor@globalreporting.org](mailto:labor@globalreporting.org)

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This document has been prepared by the GRI Standards Team 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](http://www.globalreporting.org).

# Explanatory memorandum

This explanatory memorandum sets out the objectives for one of the exposure drafts of phase three of the Labor project, including the review of the [GRI 407: Freedom of Association and Collective Bargaining 2016](#), the significant proposals contained in the exposure draft, and a summary of the GSSB's involvement and views on the development of the draft.

## Objectives for the project

The objective of the [labor project](#) is to review and revise all GRI labor-related Standards and incorporate new issues to reflect stakeholder expectations for reporting labor-related impacts. In line with the [GSSB Due Process Protocol](#), a multi-stakeholder [technical committee](#) was established in September 2022 to contribute to the review and content development.

Due to the focus on labor topics, a technical committee (TC) was formed with representation from workers, employers, and the International Labour Organization (ILO). Next to this tripartite technical committee, an [advisory group](#) (AG) was established with a broad stakeholder representation to advise and assist the technical committee during the process.

The aim is to align with internationally agreed best practices, the latest developments, and relevant authoritative intergovernmental instruments related to human rights and labor conditions such as International Labor Organization (ILO) Conventions and Recommendations; the United Nations (UN) Guiding Principles on Business and Human Rights (Guiding Principles, UNGPs) and the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

The project reviews the current contents of existing GRI labor-related disclosures, and it also includes new labor issues to reflect the stakeholders' expectations related to reporting impacts to provide decent work that contributes to sustainable development, poverty alleviation, and dignity to workers.

The revised labor disclosures will facilitate the organization to disclose its impacts regarding:

- How the organization manages labor impacts – with employees, workers who are not employees and whose work is controlled by the organization, and workers in business relationships – enhances accountability and trust with workers and other stakeholders.
- The implementation of international labor standards, including fundamental labor rights, by offering decent work and dignified working conditions, as well as the involvement of workers' representatives in developing and implementing policies.
- Its approach to human rights is to provide decent work in terms of decent remuneration and working time, employment conditions, skills, career development, and work-life balance, improving workers' satisfaction and talent retention.

The labor project is divided into three sets of thematic Standards to allow targeted messaging and stakeholder engagement during the public comment periods. This ensures the workload is manageable for stakeholders and GRI reporters worldwide reviewing the draft Standards during the public comment periods.

## **Phase 1 – Employment practices and conditions**

This set of Standards asks how the organization manages its employment conditions and relationships. This includes working time, remuneration, employment practices such as recruitment, performance management and termination, data, and worker privacy, as well as how the organization responds to changes that substantially affect workers.

Set 1 comprises three Topic Standards and one Standard interpretation as follows:

- Employment
- Remuneration and Working Time
- Significant Changes for Workers
- Control of work Standard interpretation to *GRI 2*

This first phase of exposure drafts was made available for discussion and approval at the May 2024 meeting of the GSSB. The public comment period was from 10 June to 4 October 2024.

## **Phase 2 – Working life and career development**

This set of Standards focuses on the equal treatment and the development of an organization's workers. It requests information on how the organization responds to the training and education programs and their effectiveness, family-related policies at the workplace, and measures to provide work-life balance and an inclusive and diverse environment.

Set 2 includes the following Topic Standards:

- Training and Education
- Working Parents and Caregivers

This second set of labor exposure drafts was made available for discussion and approval at the February 2025 meeting. The public comment period was from 25 February to 29 April 2025.

## **Phase 3 – Workers' rights and protection**

This set of Standards focuses on four of the ILO's Fundamental Principles and Rights at Work. In addition, it has a specific Standard to target the labor rights and working conditions for workers in business relationships with a due diligence approach.

Set 3 is divided into two and includes the following Topic Standards:

### **Subset 3-1 focused on Inclusion and equal opportunities at work**

- Diversity and Inclusion
- Non-discrimination and Equal Opportunity

This subset 3-1 of labor exposure drafts was made available for discussion and approval at the June 2025 meeting. The public comment period was from 01 July to 15 September 2025.

### **Subset 3-2 focused on Rights and protections at work**

- Child Labor
- Forced Labor
- Freedom of Association and Collective Bargaining
- Labor Rights in Business Relationships

This subset 3-2 of the labor exposure drafts will be sent for discussion and approval by the GSSB on 19 November 2025. The public comment period is planned for early December 2025 until early March 2026.

For more information on the project, consult the [Project Proposal](#), the [technical committee](#), and [advisory group](#) biographies.

## Summary of the proposals

The scope of the workers in this exposure draft is the organization's employees and workers who are not employees and whose work is controlled by the organization (hereafter, workers who are not employees), and workers in business relationships. Workers who are not employees perform work for the reporting organization, but are not in a direct employment relationship. However, the reporting organization has control over their work. For example, agency workers, apprentices, and contractors. Workers in business relationships work for entities other than the reporting organization, such as suppliers, sub-contractors or other entities in its value chain including those beyond the first tier, who perform work for the organization. The reporting organization does not control their work.

The exposure draft includes new disclosures and the review of [GRI 407: Freedom of Association and Collective Bargaining 2016](#), in line with the project objectives set out above. Notable changes and inclusions in this exposure draft are summarized below.

**Freedom of association and collective bargaining policies:** Under this disclosure, organizations are expected to report their freedom of association and collective bargaining policies for their employees and workers who are not employees. It also includes reporting their approach to assessing policies to determine whether they affect workers' decisions to form or join a workers' organization. Furthermore, the disclosure asks organizations to describe how worker representatives are involved in developing, implementing, and evaluating freedom of association and collective bargaining policies, and whether labor relations consultants were engaged and, if so, their specific roles in implementing these policies. This disclosure is a revision of the existing management disclosure, as outlined in *GRI 407* (See GRI FACB 1).

**Freedom of association and collective bargaining policies for business relationships:** Under this new topic management disclosure, organizations are expected to describe their freedom of association and collective bargaining policies for business relationships and report the alignment with international labor standards. In addition, it should report whether it has written agreements with business relationships related to freedom of association and collective bargaining (See GRI FACB 2-a and 2-b). Organizations must report on their approach to engaging with their business relationships, trade unions, or other workers' organizations to enable freedom of association and collective bargaining for workers.

**Access to effective grievance mechanisms for workers:** Organizations are expected to report whether employees, workers who are not employees, and workers in business relationships can access grievance mechanisms (See GRI FACB 1-d and GRI FACB 2-b).

**Collective bargaining agreements coverage:** This new topic disclosure deepens the reporting of collective bargaining coverage. For each region, organizations are expected to report the number and percentage of employees covered by gender, employee category, and employee type. In a similar manner, the number and percentage of workers who are not employees covered by the organization's collective bargaining agreements by type of worker and region (See GRI FACB 3-a and GRI FACB 3-b). Additionally, the disclosure aims to increase accountability to report differences in working conditions between workers who are not employees covered by agreements and those who are not covered. (GRI FACB 3-d). Organizations will have the opportunity to report on topics covered under collective agreements and the level at which they take place (GRI FACB 3-e).

**Engagement with business relationships to improve freedom of association and collective bargaining:** Building on Disclosure 407-1, organizations must report the number of business relationships they are working with to improve freedom of association and collective bargaining by region, and those signed agreements with the organization outlining expectations on the topic. Finally, the percentage of workers in business relationships covered by collective bargaining agreements (See GRI FACB 4).

**Incidents of violations of freedom of association and collective bargaining and actions taken:** Organizations are expected to report the total number and type of incidents violating freedom of association and collective bargaining, and a breakdown of the total number by region. Additionally, organizations must describe actions taken to address each type of incident, including remediation and prevention measures. The scope of this disclosure includes employees and workers who are not employees (See GRI FACB 5).

**Incidents of violations of freedom of association and collective bargaining and actions taken in business relationships:** Organizations are expected to report the total number and type of incidents violating freedom of association and collective bargaining found in business relationships, and a breakdown of the total number by region. Organizations must describe actions taken to address each type of incident, including remediation and prevention measures. Additionally, report the number of business relationships terminated due to incidents violating freedom of association and collective bargaining (See GRI FACB 6).

**Strikes and lockouts:** This disclosure aims to report the number of strikes and lockouts, as well as the number of employees and workers who are not employees that are affected (See GRI FACB 7).

**Employer associations:** Organizations shall list the trade and employer associations that they are a member of and that collectively bargain on their behalf. This disclosure is related to GRI 2-28 in *GRI 2: General Disclosures 2021* (See GRI FACB 8).

**More extensive guidance throughout the draft:** This includes example templates for presenting the information in the tables of Disclosures FACB 3 to FACB 8.

## GSSB involvement and views on the development of this draft

The GSSB appointed one of its members as a GSSB sponsor and technical committee member for this project. The member left the GSSB at the end of last year and continued as a technical committee member, actively participating in the technical committee process and attending all meetings. Another technical committee member became a GSSB board member during the Standards development process, ensuring GSSB's close involvement.

The GSSB has been regularly updated on the progress of the labor project.

The exposure draft was approved by the GSSB on 19 November 2025.

All GSSB meetings are recorded and made available on the [GSSB GRI YouTube channel](#).

## Note on reading this document

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

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

# GRI FACB: Freedom of Association and Collective Bargaining 202X

## Content

<b>Introduction</b>	7
<b>1. Topic management disclosures</b>	11
Disclosure FACB 1 Freedom of association and collective bargaining policies	11
Disclosure FACB 2 Freedom of association and collective bargaining policies in business relationships	14
<b>2. Topic disclosures</b>	16
Disclosure FACB 3 Collective bargaining agreements coverage	16
Disclosure FACB 4 Engagement with business relationships	20
Disclosure FACB 5 Incidents in the organization's activities	22
Disclosure FACB 6 Incidents in business relationships	24
Disclosure FACB 7 Strikes and lockouts	26
Disclosure FACB 8 Trade and employer associations	28
<b>Glossary</b>	29
<b>Bibliography</b>	34



## Introduction

GRI FACB: Freedom of Association and Collective Bargaining 202X contains disclosures for organizations to report information about their impacts related to freedom of association and collective bargaining, and how they manage these impacts.

The Standard is structured as follows:

- [Section 1](#) contains two disclosures, which provide information about how the organization manages its impacts related to freedom of association and collective bargaining.
- [Section 2](#) contains six disclosures, which provide information about the organization's impacts related to freedom of association and collective bargaining.
- The [Glossary](#) contains defined terms with a specific meaning when used in the GRI Standards. The terms are underlined in the text of the GRI Standards and linked to the definitions.
- The [Bibliography](#) lists authoritative intergovernmental instruments and additional references used in developing this Standard.

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

## Background on the topic

This Standard addresses the topic of freedom of association and collective bargaining.

Freedom of association and collective bargaining are fundamental principles of the *International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work*.

Freedom of association is the right of workers to join and run their own organizations without prior authorization or interference by the state or other entity.

Collective bargaining refers to the process of negotiations between employers or employers' organizations and workers' organizations, such as trade unions. These negotiations aim to set or improve working conditions, employment terms, and regulate relations between employers and workers.

Organizations' due diligence process must acknowledge and respect workers' rights to organize and engage in collective bargaining, as these are fundamental worker rights.

See references [4], [6], [11] and [14] in the [Bibliography](#).

This Standard covers the organization's employees, workers who are not employees and whose work is controlled by the organization, hereafter 'workers who are not employees', and workers in business relationships. Workers who are not employees perform work for the organization but are not in an employment relationship with the organization. Control of work implies that the organization directs the work performed or has control over the means or methods for performing the work. Workers in business relationships work for organizations other than the reporting organization but perform work for the organization, such as suppliers. The reporting organization does not control their work. See the [Control of Work Standard Interpretation to GRI 2: General Disclosures 2021](#) for more information.

## System of GRI Standards

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

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

### Universal Standards: GRI 1, GRI 2 and GRI 3

*GRI 1: Foundation 2021* specifies the requirements that the organization must comply with to report in accordance with the GRI Standards. The organization begins using the GRI Standards by consulting *GRI 1*.

*GRI 2: General Disclosures 2021* contains disclosures that the organization uses to provide information about its reporting practices and other organizational details, such as its activities, governance, and policies.

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

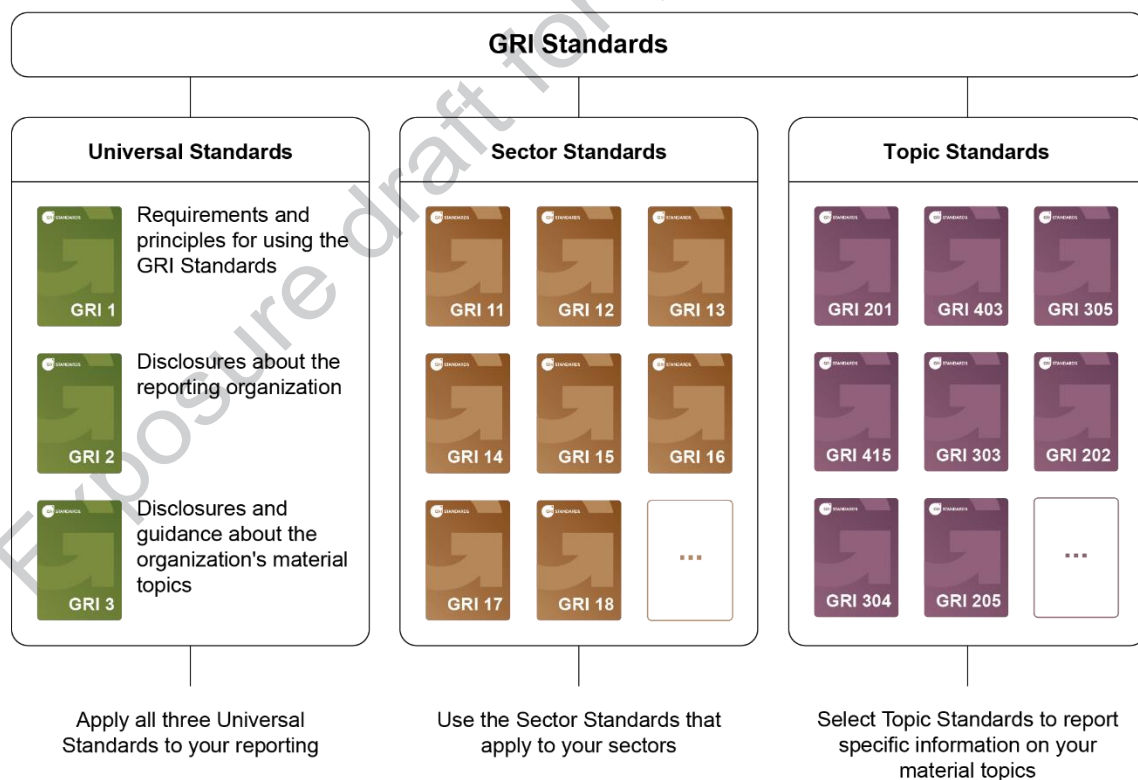
### Sector Standards

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

### Topic Standards

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

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





## Using this Standard

This Standard can be used by any organization – regardless of size, type, sector, geographic location, or reporting experience – to report information about its impacts related to freedom of association and collective bargaining.

In addition to this Standard, disclosures that relate to this topic can be found in:

- [GRI 2: General Disclosures 2021](#) (Disclosure 2-30)
- [GRI LRBR: Labor Rights in Business Relationships 202X](#)
- [GRI EMPL: Employment 202X](#)
- [GRI 403: Occupational Health and Safety 2018](#)
- [GRI NDEO: Non-Discrimination and Equal Opportunity 202X](#)
- [GRI PARE: Working Parents and Caregivers 202X](#)
- [GRI REWO: Remuneration and Working Time 202X](#)
- [GRI SICH: Significant Changes for Workers 202X](#)
- [GRI TRED: Training and Education 202X](#)
- [Control of Work Standard Interpretation to GRI 2: General Disclosures 2021](#)

An organization reporting in accordance with the GRI Standards is required to report the following disclosures if it has determined freedom of association and collective bargaining to be a material topic:

- [Disclosure 3-3 in GRI 3: Material Topics 2021](#).
- Any disclosures from this Topic Standard that are relevant to the organization's impacts related to freedom of association and collective bargaining (Disclosure FACB 1 through Disclosure FACB 8).

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

Reasons for omission are permitted for these disclosures.

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

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

If the organization intends to publish a standalone sustainability report, it does not need to repeat information that it has already reported publicly elsewhere, such as on web pages or in its annual report. In such a case, the organization can report a required disclosure by providing a reference in the GRI content index as to where this information can be found (e.g., by providing a link to the web page or citing the page in the annual report where the information has been published).

### Requirements, guidance and defined terms

The following apply throughout this Standard:

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

Requirements may be accompanied by guidance.

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

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

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

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

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# 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 freedom of association and collective bargaining 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 disclosures from this section (Disclosure FACB 1 through Disclosure FACB 2) that are relevant to its impacts related to freedom of association and collective bargaining.

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

## Disclosure FACB 1 Freedom of association and collective bargaining policies

### REQUIREMENTS

The organization shall:

- a. **describe its freedom of association and collective bargaining policies for employees and workers who are not employees, including:**
  - i. **whether they are allowed to establish and join workers' organizations freely;**
  - ii. **whether any interference in the activities of workers' organizations or representatives is prohibited;**
  - iii. **whether facilities for workers' organizations are provided to carry out their functions;**
  - iv. **how it ensures good faith in collective bargaining;**
- b. **describe any assessments conducted to determine if its policies affect workers' decisions to form or join a workers' organization;**
- c. **describe actions taken to prevent, mitigate, and remediate anti-union discrimination, intimidation, and retaliation due to union membership;**
- d. **describe how employees and workers who are not employees can access effective grievance mechanisms when their rights of freedom of association and collective bargaining are violated;**
- e. **report whether labor relations consultants were consulted and their specific role in implementing its freedom of association and collective bargaining policies;**
- f. **describe how workers' representatives are involved in developing, implementing, and evaluating freedom of association and collective bargaining policies.**

### GUIDANCE

Freedom of association is defined as the right of employees and workers to join and to run their own organizations without prior authorization or interference by the state or any other entity.

The most common workers' organizations are trade unions.

Other examples of worker representations are elected representatives, worker committees or councils, cooperatives, and joint labor-management committees. These can apply when workers' decisions to form or join a trade union, bargain collectively, or engage in trade union activities are restricted by law or practice.

See references [1], [2], [3] and [9] in the [Bibliography](#).

For clarity, the term 'workers who are not employees' refers to workers who are not employed by the organization but whose work is controlled by the organization. See the [Control of Work Standard Interpretation to GRI 2: General Disclosures 2021](#) for more information.

**Guidance to FACB 1-a**

The organization should describe its policies that recognize the workers' right to freedom of association and collective bargaining, including policies that:

- allow workers to form or join trade unions;
- ensure trade union membership is not used as a reason for discrimination (see [GRI NDEO: Non-discrimination and Equal Opportunity 202X](#)) or retaliation;
- permit trade unions to operate freely and independently;
- protect workers' rights to strike and to engage in collective bargaining; and
- provide time off work without loss of pay or social benefits for union duties or meetings.

In addition to policies, the organization can also report on how it informs its workers about their rights to freedom of association and collective bargaining.

See reference [8] in the [Bibliography](#).

**Guidance to FACB 1-a-ii**

Interference in workers' organizations' activities includes:

- supporting workers' organizations that are controlled by employers or employers' organizations, rather than independent unions;
- providing financial or other support that gives the organization a level of control over the workers' organization's activities; and
- creating divisions among members by favoring some over others.

The organization should report any acts of interference with the functioning of the workers' organizations reported by employees and workers who are not employees. It can also report the actions taken to resolve such interference and mitigate any future occurrences.

**Guidance to FACB 1-a-iv**

Good faith in collective bargaining involves recognizing workers' organizations, engaging in genuine and constructive negotiations, aiming for mutually acceptable agreements, avoiding unjustified delays in negotiation, and respecting mutual commitments. Providing workers' representatives with the necessary information to participate effectively is an example of good faith. For multinational organizations, good faith also means refraining from threats to relocate operations or transfer employees to other countries in order to influence negotiations unfairly.

Good faith in collective bargaining can only be achieved through voluntary and persistent efforts of both parties. When an agreement cannot be reached, dispute settlement procedures may be used to resolve the issue, ranging from conciliation to mediation and arbitration.

See reference [12] in the [Bibliography](#).

**Guidance to FACB 1-b**

The organization should report the methodology and findings from any assessment it has carried out to identify whether any of its policies affect workers' decisions to join a workers' organization. These policies can be related to working conditions and terms of employment, including hiring, remuneration, working time, and termination.

**Guidance to FACB 1-c**

According to the *ILO Right to Organise and Collective Bargaining Convention (No. 98)* [9], workers should be protected against discrimination if they are members or wish to join a trade union. Anti-union discrimination includes any action that makes a worker's employment dependent on giving up union membership or not joining a union.

The organization should report any policies aimed at preventing, mitigating, and remediating anti-union discrimination, intimidation and retaliation. Examples of actions under such policies can include:

- providing training on preventing intimidation and retaliation;

- 385 • carrying out assessments to identify potential cases;
- 386 • ensuring confidential and secure mechanisms to report cases of intimidation and retaliation.

387 The organization should also report any barriers that may hinder workers' right to unionize, such as  
388 short-term employment contracts.

389 Risks of freedom of association and collective bargaining can include:

- 390 • restricting access to information on joining or forming a workers' organization;
- 391 • preventing union representatives from entering workplaces to speak with workers or share  
392 information (e.g., banning the posting of informational notices);
- 393 • imposing unfavorable labor conditions on trade union representatives (e.g., refusing to renew  
394 contracts or offering only temporary contracts);
- 395 • demoting or transferring workers in retaliation or making unjustified deductions from their  
396 remuneration.

397 Workers from vulnerable groups may face higher risks of discrimination, violence, and harassment.  
398 The organization should describe its policies protecting these groups, such as efforts to overcome  
399 legal barriers that prevent these groups from forming trade unions, electing representatives, or  
400 engaging in collective bargaining. Barriers can also include temporary contracts, limited knowledge of  
401 labor rights, language barriers, fear of job loss, and anti-union retaliation.

#### 402 **Guidance to FACB 1-d**

403 Violations of freedom of association and collective bargaining could include retaliating against workers  
404 for exercising their right to organize a union.

405 Accessibility means that users are informed about grievance mechanisms and receive support if they  
406 face barriers to using them.

407 The organization can explain how it identifies the preferred ways employees and workers who are not  
408 employees' access grievance mechanisms, and their expectations for how those mechanisms should  
409 operate.

410 For more information on grievance mechanisms, see [Disclosure 2-25 in GRI 2: General Disclosures](#)  
411 [2021](#).

#### 412 **Guidance to FACB 1-e**

413 Labor relations consultants specialize in advising organizations on union and labor-related matters.  
414 Labor relations consultants can advise organizations on negotiation tactics, labor-management  
415 strategy development, and dispute handling. The organization should describe the objectives of  
416 engaging labor relations consultants and the specific actions they undertake.

417 See reference [16] in the [Bibliography](#).

## Disclosure FACB 2 Freedom of association and collective bargaining in business relationships

### REQUIREMENTS

The organization shall:

- a. describe its freedom of association and collective bargaining policies for business relationships and report whether they are aligned with international labor standards;
- b. report whether it has written agreements with business relationships related to freedom of association and collective bargaining, and if so, provide links to the agreements if publicly available;
- c. describe how it engages with its business relationships, trade unions, or other workers' organizations to enable freedom of association and collective bargaining for workers in business relationships;
- d. describe how workers in business relationships can access effective grievance mechanisms when their rights of freedom of association and collective bargaining are violated.

### GUIDANCE

#### Guidance to FACB 2-a

The organization should report whether its policies align with the ILO Conventions on freedom of association and collective bargaining.

The organization should refer to the [Guidance to FACB 1-a](#) for more information on policies related to recognizing the workers' rights to freedom of association and collective bargaining.

The organization should report the factors it considers when developing policies for business relationships. For example, understanding country legislation, the culture of dialogue, and national and local workers' representatives' structures.

The organization can also report specific provisions in its policies that recognize workers belonging to vulnerable groups, allowing them to have other workers' representatives that better reflect their needs and concerns.

See reference [7] in the [Bibliography](#).

#### Guidance to FACB 2-b

Examples of written agreements can include clauses in contracts, codes of conduct, sourcing policy documents, or purchase orders.

#### Guidance to FACB 2-c

The organization can engage its business relationships directly or through workers' organizations (e.g., trade unions) to enable freedom of association and collective bargaining.

The organization can explain how it addresses local challenges to freedom of association and collective bargaining in business relationships. Additionally, it can explain its efforts to understand local conditions in order to support remedies for workers in business relationships.

The organization can report whether the results of engagements with business relationships can be publicly announced, provided it is safe to do so, in accordance with the national context. Examples of information that could be included are the unions involved, regions, the issues on which the engagement focused, and the outcomes.

The approach to using different forms of dialogue with workers varies by country, due to national laws and the structures of worker representation.

See reference [5] in the [Bibliography](#).



462 **Guidance to FACB 2-d**

463 See [Guidance to FACB 1-d](#) for guidance on how to report the accessibility of grievance mechanisms  
464 for workers in business relationships.

465 For more information on grievance mechanisms, see [Disclosure 2-25 in GRI 2: General Disclosures](#)  
466 [2021](#).

Exposure draft for public comment

## 2. Topic disclosures

An organization reporting in accordance with the GRI Standards is required to report any disclosures from this section (Disclosure FACB 3 through Disclosure FACB 8) that are relevant to its impacts related to freedom of association and collective bargaining.

### Disclosure FACB 3 Collective bargaining agreements coverage

#### REQUIREMENTS

The organization shall:

- a. report the number and percentage of employees covered by collective bargaining agreements by:
  - i. gender and region;
  - ii. employee category and region;
  - iii. employee type and region;
- b. report the number and percentage of workers who are not employees covered by the organization's collective bargaining agreements by type of worker and region;
- c. report whether workers who are not employees are not covered by collective bargaining agreements, and if so, explain why;
- d. for each region, report differences in working conditions and terms of employment between workers who are not employees covered by collective bargaining agreements and those who are not;
- e. for each region, report the topics covered under collective agreements and the level at which bargaining took place;
- f. report contextual information necessary to understand how the data has been compiled, including standards, methodologies, and assumptions used.

#### GUIDANCE

A region can refer to a country or other geographic locations, such as a city or a world region.

For clarity, the term 'workers who are not employees' refers to workers who are not employed by the organization but whose work is controlled by the organization. See the [Control of Work Standard Interpretation to GRI 2: General Disclosures 2021](#) for more information.

Collective agreements can cover specific groups of workers, for example, those performing a specific activity or working at a specific location.

#### Guidance to FACB 3-a

Employee category refers to a breakdown of employees by level (e.g., senior and middle management) and function (e.g., technical, administrative, and production). This information is derived from the organization's human resources system.

Employee type refers to the different types of employees reported under requirement 2-7-b in *GRI 2: permanent employees, temporary employees, non-guaranteed hours employees, full-time employees, and part-time employees*.

The employees covered by collective bargaining agreements are those employees to whom the organization is obligated to apply the agreement. This means that if none of the employees are covered by a collective bargaining agreement, the percentage reported is zero. An employee covered by more than one collective bargaining agreement only needs to be counted once.

See Table 1 for an example of how to present the information on FACB 3-a.

510 **Table 1. Template for presenting information on employees covered by collective bargaining**  
511 **agreements**

Employees covered by collective bargaining agreements	Region A		Region B		Region C	
	Number of employees	Percentage of employees	Number of employees	Percentage of employees	Number of employees	Percentage of employees
<b>Gender</b>						
Men						
Women						
Other*						
Not disclosed**						
<b>Employee category</b>						
Employee category 1						
Employee category 2						
Employee category 3						
Employee category 4						
<b>Employee type</b>						
Permanent employees						
Temporary employees						
Non-guaranteed hours employees						
Full-time employees						
Part-time employees						

512 \* Gender as specified by the employees themselves.

513 \*\* Gender is not disclosed by the employees themselves.

514 Note: gray cells indicate non-applicable items.

515 The organization is free to choose how to report the breakdown by gender. It is not required to report  
516 the four categories suggested in Table 1. For example, instead of an 'other' category, the organization  
517 can report any gender category as specified by employees.

518 The percentage of employees covered by collective bargaining agreements by gender (e.g., men) and  
519 region (e.g., Region A) is calculated using the following formula:

Percentage of employees covered by collective bargaining agreements by a specific gender and region	=	$\frac{\text{Employees of a gender covered by collective bargaining agreements in a region}}{\text{Total employees of that gender in that region}} \times 100$
---	---	--

520 The above formula should be replicated for all applicable genders and regions.

521 The percentage of employees covered by collective bargaining agreements by employee category  
522 (e.g., category 1) and region (e.g., Region A) is calculated using the following formula:

Percentage of employees covered by collective bargaining agreements by a specific employee category and region	=	$\frac{\text{Employees in an employee category covered by a collective bargaining agreement in a region}}{\text{Total employees in that employee category in that region}} \times 100$
--	---	--

523 The above formula should be replicated for all applicable employee categories and regions.

524 The percentage of employees covered by collective bargaining agreements by employee type (e.g.,  
525 employee type 1) and by region (e.g., Region A) is calculated using the following formula:

Percentage of employees covered by collective bargaining agreements by a specific employee type and region	=	$\frac{\text{Employees in an employee type covered by a collective bargaining agreement in a region}}{\text{Total employees in that employee type in that region}} \times 100$
--	---	--

526 The above formula should be replicated for all applicable employee types and regions.

#### 527 **Guidance to FACB 3-b**

528 The workers who are not employees covered by collective bargaining agreements are those workers  
529 to whom the organization is obligated to apply the agreement. This means that if none of the workers  
530 are covered by a collective bargaining agreement, the percentage reported is zero. A worker covered  
531 by more than one collective bargaining agreement only needs to be counted once.

532 Types of workers who are not employees include agency workers, apprentices, contractors, home  
533 workers, interns, self-employed persons, sub-contractors, and volunteers. See [Guidance to 2-8-a in](#)  
534 [GRI 2: General Disclosures 2021](#) for more information on workers who are not employees.

535 The percentage of workers who are not employees covered by collective bargaining agreements by  
536 type of worker (e.g., type of worker 1) and region (e.g., Region A) is calculated using the following  
537 formula:

Percentage of employees covered by collective bargaining agreements by a specific type of worker and region	=	$\frac{\text{Workers who are not employees in a type of worker covered by a collective bargaining agreement in a region}}{\text{Total workers who are not employees in that type of worker in that region}} \times 100$
---	---	---

538 The above formula should be replicated for all applicable types of workers who are not employees  
539 and regions.

540 See Table 2 for an example of how to present the information on FACB 3-b.

**Table 2. Template for presenting information on workers who are not employees covered by collective bargaining agreements**

Workers who are not employees covered by collective bargaining agreements	Region A		Region B		Region C	
	Number of workers	Percentage of workers	Number of workers	Percentage of workers	Number of workers	Percentage of workers
Type of worker						
Type of worker 1						
Type of worker 2						
Type of worker 3						

**Guidance to FACB 3-e**

Examples of topics covered by collective bargaining agreements include gender-based violence, maternity, paternity, and parental leave, occupational health and safety, remuneration, training, and working time.

Collective agreements can be made at the organization level, a particular site level, industry level, and national level in countries where this is the practice.

See Table 3 for an example of how to present the information on FACB 3-e.

**Table 3. Template for presenting information on collective bargaining agreements and the level at which bargaining took place**

	Topics covered	Level at which collective bargaining took place
Region A		
Region B		
Region C		

## Disclosure FACB 4 Engagement with business relationships

### REQUIREMENTS

The organization shall:

- a. for each region, report the number of business relationships it is working with to improve freedom of association and collective bargaining;
- b. for each region, report the number of business relationships that signed agreements with the organization outlining expectations on freedom of association and collective bargaining;
- c. for each region, report the percentage of workers in business relationships covered by collective bargaining agreements;
- d. report contextual information necessary to understand how the data has been compiled, including standards, methodologies, and assumptions used.

### GUIDANCE

A region can refer to a country or other geographic locations, such as a city or a world region.

#### Guidance to FACB 4-a

Working with business relationships to improve freedom of association and collective bargaining can include raising awareness on their importance, providing training to build capacity, and promoting industrial relations and social dialogue with workers as part of due diligence processes.

See Table 4 for an example of how to present the information on FACB 4-a.

**Table 4. Template for presenting business relationships the organization is working with to improve freedom of association and collective bargaining by region**

	Number of business relationships the organization is working with to improve freedom of association and collective bargaining
Region A	
Region B	
Region C	
Region D	

#### Guidance to FACB 4-b

The written agreements related to freedom of association and collective bargaining between the organization and its business relationships are reported under FACB 2-b.

See Table 5 for an example of how to present the information on FACB 4-a.



**Table 5. Template for presenting business relationships that signed agreements with the organization outlining expectations on freedom of association and collective bargaining by region**

	Number of business relationships that signed agreements on freedom of association and collective bargaining
Region A	
Region B	
Region C	
Region D	

**Guidance to FACB 4-c**

The percentage of workers in business relationships covered by collective bargaining agreements in a region (e.g., Region A) is calculated using the following formula:

Percentage of workers in business relationships covered by collective bargaining agreements by region	=	Workers in business relationships in a specific region covered by collective bargaining agreements		
		Total workers in business relationships in that region	X 100	

The above formula should be replicated for all applicable regions.

See Table 6 for an example of how to present the information on FACB 4-c.

**Table 6. Template for presenting information on the percentage of workers in business relationships covered by collective bargaining agreements**

	Percentage of workers in business relationships covered by collective bargaining agreements
Region A	
Region B	
Region C	
Region D	

When the number of workers in business relationships is unknown, the organization can provide an estimate. When using estimates, an organization should report how it arrives at the result and whether it uses external sources. For example, the organization currently estimates that there are 100 workers in its business relationships.

If it is not possible to estimate the number of workers in business relationships, the organization should describe the actions taken to obtain a figure.

## Disclosure FACB 5 Incidents in the organization's activities

### REQUIREMENTS

The organization shall:

- a. report the total number of incidents violating freedom of association and collective bargaining, and a breakdown of this total by region;
- b. for each region, report the type of incidents violating freedom of association and collective bargaining;
- c. for each region, describe the actions taken or planned to address each type of incident, including:
  - i. providing for or cooperating in remediation;
  - ii. preventing future incidents;
- d. report contextual information necessary to understand how the data has been compiled, including standards, methodologies, and assumptions used.

### GUIDANCE

In the context of this disclosure, an 'incident' refers to a legal action or complaint registered with the reporting organization or competent authorities through a formal process or an instance of non-compliance identified through established procedures.

The number of incidents violating freedom of association and collective bargaining can provide insight into the effectiveness of the organization's approach to preventing such violations and the actions taken. Quantitative data, such as the number of incidents, is unlikely to be sufficient on its own. For example, a low number of reported incidents could indicate that few incidents have occurred, but it could also signal that their intended users are unable or unwilling to report them. For this reason, contextual information should be provided to help users effectively interpret the data.

Established procedures to identify instances of non-compliance can include management system audits, formal monitoring programs, or grievance mechanisms. These procedures are usually embedded in the organization's management system in the form of a code of conduct.

Examples of types of incidents violating freedom of association and collective bargaining include firing or demoting an employee for joining a union, threatening or isolating union members to pressure them into leaving the union, excluding workers' representatives from promotions or other benefits, or not providing all the relevant information prior to negotiations.

A region can refer to a country or other geographic locations, such as a city or a world region.

This disclosure covers employees and workers who are not employees. For clarity, the term 'workers who are not employees' refers to workers who are not employed by the organization but whose work is controlled by the organization. See the [Control of Work Standard Interpretation to GRI 2: General Disclosures 2021](#) for more information.

If the organization cannot disclose specific information (e.g., because of workers' right to privacy), it can provide the information in an aggregated or anonymized form.

The organization can report the status of the incident. For example, if a case is still open, in the process of being resolved, or closed.

### Guidance to FACB 5-a, FACB 5-b and FACB 5-c

See Table 7 for an example of how to present the information on FACB 5-a, FACB 5-b and FACB 5-c.

If there are multiple incident types in a region, each type can be listed in a separate row under the same region heading.

**Table 7. Template for presenting information on incidents violating freedom of association and collective bargaining by region**

	Number of incidents	Type of incidents	Remediation actions	Preventive actions
Region A				
Region B				
Region C				
Region D				
<b>Total</b>				

**Guidance to FACB 5-c**

Examples of actions include consultations with workers' representatives to remediate the negative impacts of the organization's violations of freedom of association and collective bargaining. Other examples of actions could include engaging employees and workers who are not employees in co-developing strategies to prevent future incidents.

## Disclosure FACB 6 Incidents in business relationships

### REQUIREMENTS

The organization shall:

- a. report the total number of incidents violating freedom of association and collective bargaining in business relationships, and a breakdown of this total by region;
- b. for each region, report the type of incidents violating freedom of association and collective bargaining in business relationships;
- c. for each region, describe the actions taken or planned to address each type of incident in business relationships, including:
  - i. providing for or cooperating in remediation;
  - ii. preventing future incidents;
- d. report the number of business relationships terminated due to incidents violating freedom of association and collective bargaining;
- e. report contextual information necessary to understand how the data has been compiled, including standards, methodologies, and assumptions used.

### GUIDANCE

In the context of this disclosure, an 'incident' refers to a legal action or complaint registered with the reporting organization, business relationships or competent authorities through a formal process or an instance of non-compliance identified through established procedures.

This disclosure provides information on how an organization identifies, monitors, and addresses incidents that violate freedom of association and collective bargaining in its business relationships. For example, the organization can conduct audits or engage directly with business relationships to identify potential issues or incidents violating freedom of association and collective bargaining, and address them through a remediation plan.

A region can refer to a country or other geographic locations, such as a city or a world region.

The organization can report the status of the incident. For example, if a case is still open, in the process of being resolved, or closed.

#### Guidance to FACB 6-a, FACB 6-b, and FACB 6-c

See Table 8 for an example of how to present the information on FACB 6-a, FACB 6-b, and FACB 6-c.

If there are multiple incident types in a region, each type can be listed in a separate row under the same region heading.

**Table 8. Template for presenting information on incidents violating freedom of association and collective bargaining in business relationships by region**

	Number of incidents	Type of incidents	Remediation actions	Preventive actions
Region A				
Region B				
Region C				
Region D				
<b>Total</b>				

**Guidance to FACB 6-c-ii**

Examples of how the organization can prevent violations of freedom of association and collective bargaining in business relationships include:

- integrating clauses of freedom of association and collective bargaining into supplier contracts and codes of conduct;
- selecting business relationships with established practices that support these rights;
- creating grievance mechanisms to report and address related complaints;
- auditing regularly to ensure compliance with relevant policies;
- engaging with workers' representatives within business relationships.

The organization can also report whether it engages with sector, governmental, or non-governmental initiatives that promote collaboration to prevent violations of freedom of association and collective bargaining in business relationships.

The organization can describe how it prevents violations of freedom of association and collective bargaining for agency, part-time, migrant, or seasonal workers, and evaluate whether they can exercise these rights.

## Disclosure FACB 7 Strikes and lockouts

### REQUIREMENTS

The organization shall:

- a. for each region, report the number of strikes and the number of:
  - i. employees affected;
  - ii. workers who are not employees affected;
- b. for each region, report the number of lockouts and the number of:
  - i. employees affected;
  - ii. workers who are not employees affected;
- c. report contextual information necessary to understand how the data has been compiled, including standards, methodologies, and assumptions used.

### GUIDANCE

Regular, ongoing work stoppages can indicate issues in the dialogue between the organization's management and workers' representatives. This disclosure provides information on the number of work stoppages, as either strikes or lockouts, within the organization.

A strike is a temporary work stoppage initiated by one or more groups of workers to enforce or resist demands, express grievances, or support other workers in demands or grievances. A lockout is a total or temporary closure of one or more workplaces, or the hindrance of normal work, initiated by one or more organizations to enforce or resist demands or grievances. See reference [15] in the [Bibliography](#).

This disclosure covers employees and workers who are not employees. For clarity, the term 'workers who are not employees' refers to workers who are not employed by the organization but whose work is controlled by the organization. See the [Control of Work Standard Interpretation to GRI 2: General Disclosures 2021](#) for more information.

#### Guidance to FACB 7-a and FACB 7-b

A region can refer to a country or other geographic locations, such as a city or a world region.

The organization can report regions where strikes and lockouts are forbidden by law.

The organization can report how any strikes or lockouts have been resolved, including whether they have been referred to an industrial tribunal.

The organization can report whether employees and workers who are not employees were remunerated during the strikes and lockouts.

The organization can additionally report the average duration of strikes and lockouts in each region.

#### Guidance to FACB 7-a

See Table 9 for an example of how to present the information on FACB 7-a.



**Table 9. Template for presenting information on the number of strikes, and employees and workers who are not employees affected by strikes**

	Number of strikes	Number of employees affected by strikes	Number of workers who are not employees affected by strikes
Region A			
Region B			
Region C			
Region D			

**Guidance to FACB 7-b**

See Table 10 for an example of how to present the information on FACB 7-b.

**Table 10. Template for presenting information on the number of lockouts, and employees and workers who are not employees affected by lockouts**

	Number of lockouts	Number of employees affected by lockouts	Number of workers who are not employees affected by lockouts
Region A			
Region B			
Region C			
Region D			

## Disclosure FACB 8 Trade and employer associations

### REQUIREMENTS

The organization shall:

- a. for each region, list the trade and employer associations that it is a member of and that collectively bargain on its behalf.

### GUIDANCE

According to the *ILO Convention on Freedom of Association and Protection of the Right to Organise* (No. 87) [6], employers have the right to establish and join organizations of their own choosing. This includes drawing up their own constitutions and rules, electing their representatives to organize their administration, and engaging in activities to further and defend their interests.

Trade associations refer to groups of organizations that operate within a specific industry or sector. These associations represent and advocate for their collective interests, provide information and resources to their members, and promote industry standards. Employer associations can focus on a single trade or industry or encompass a broad spectrum of industries at the local, regional, or national level. These organizations represent and promote the economic and social interests of employers, particularly in matters of labor relations, collective bargaining, and employment policy. Unlike trade unions, which represent workers, employer associations advocate on behalf of the employers rather than employees.

A region can refer to a country or other geographic locations, such as a city or a world region.

Disclosure FACB 8 is related to [Disclosure 2-28 in GRI 2: General Disclosures 2021](#). If the information reported by the organization in Disclosure 2-28 covers the trade and employer associations that the organization is a member of, the organization can provide a reference to this information.

## Glossary

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

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

### **basic salary**

fixed, minimum amount paid to an employee for performing his or her duties

Note: Basic salary excludes any additional remuneration, such as payments for overtime working or bonuses.

### **benefit**

direct benefit provided in the form of financial contributions, care paid for by the organization, or the reimbursement of expenses borne by the employee

Note: Redundancy payments over and above legal minimums, lay-off pay, extra employment injury benefit, survivors' benefits, and extra paid holiday entitlements can also be included as a benefit.

### **business partner**

entity with which the organization has some form of direct and formal engagement for the purpose of 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.

### **business relationships**

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

### **collective bargaining**

all negotiations that take place between one or more employers or employers' organizations, on the one hand, and one or more workers' organizations (e.g., trade unions), on the other, for determining working conditions and terms of employment or for regulating relations between employers and workers

Source: International Labour Organization (ILO), *Collective Bargaining Convention*, 1981 (No. 154); modified

### **discrimination**

act and result of treating persons unequally by imposing unequal burdens or denying benefits instead of treating each person fairly on the basis of individual merit

801 Note: Discrimination can also include harassment, defined as a course of comments or actions that  
802 are unwelcome, or should reasonably be known to be unwelcome, to the person towards whom they  
803 are addressed.

804 **due diligence**

805 process to identify, prevent, mitigate, and account for how the organization addresses its actual and  
806 potential negative impacts

807 Source: Organisation for Economic Co-operation and Development (OECD), *OECD Guidelines for*  
808 *Multinational Enterprises*, 2011; modified

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

811 Note: See [section 2.3 in GRI 1: Foundation 2021](#) for more information on ‘due diligence’.

812 **employee**

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

815 **employee category**

816 breakdown of employees by level (such as senior management, middle management) and function  
817 (such as technical, administrative, production)

818 Note: This information is derived from the organization’s own human resources system.

819 **freedom of association**

820 right of employers and workers to form, to join and to run their own organizations without prior  
821 authorization or interference by the state or any other entity

822 **full-time employee**

823 employee whose working hours per week, month, or year are defined according to national law or  
824 practice regarding working time

825 **grievance**

826 perceived injustice evoking an individual’s or a group’s sense of entitlement, which may be based on  
827 law, contract, explicit or implicit promises, customary practice, or general notions of fairness of  
828 aggrieved communities

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

831 **grievance mechanism**

832 routinized process through which grievances can be raised and remedy can be sought

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

835 Note: See [Guidance to Disclosure 2-25 in GRI 2: General Disclosures 2021](#) for more information on  
836 ‘grievance mechanism’.

837 **human rights**

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

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

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

#### 846 **impact**

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

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

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

#### 853 **Indigenous Peoples**

854 Indigenous Peoples are generally identified as:

- 855 • tribal peoples in independent countries whose social, cultural and economic conditions  
856 distinguish them from other sections of the national community, and whose status is regulated  
857 wholly or partially by their own customs or traditions or by special laws or regulations;
- 858 • peoples in independent countries who are regarded as indigenous on account of their descent  
859 from the populations which inhabited the country, or a geographical region to which the  
860 country belongs, at the time of conquest or colonization or the establishment of present state  
861 boundaries and who, irrespective of their legal status, retain some or all of their own social,  
862 economic, cultural and political institutions.

863 Source: International Labour Organization (ILO), *Indigenous and Tribal Peoples Convention*, 1989  
864 (No. 169)

#### 865 **local community**

866 individuals or groups of individuals living or working in areas that are affected or that could be affected  
867 by the organization’s activities

868 Note: The local community can range from those living adjacent to the organization’s operations to  
869 those living at a distance.

#### 870 **material topics**

871 topics that represent the organization’s most significant impacts on the economy, environment, and  
872 people, including impacts on their human rights

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

#### 875 **mitigation**

876 action(s) taken to reduce the extent of a negative impact

877 Source: United Nations (UN), *The Corporate Responsibility to Respect Human Rights: An Interpretive*  
878 *Guide*, 2012; modified

879 Note: The mitigation of an actual negative impact refers to actions taken to reduce the severity of the  
880 negative impact that has occurred, with any residual impact needing remediation. The mitigation of a  
881 potential negative impact refers to actions taken to reduce the likelihood of the negative impact  
882 occurring.

#### 883 **non-guaranteed hours employee**

884 employee who is not guaranteed a minimum or fixed number of working hours per day, week, or  
885 month, but who may need to make themselves available for work as required

886 Source: ShareAction, *Workforce Disclosure Initiative Survey Guidance Document*, 2020; modified

887 Examples: casual employees, employees with zero-hour contracts, on-call employees

888 **part-time employee**

889 employee whose working hours per week, month, or year are less than the number of working hours  
890 for full-time employees

891 **permanent employee**

892 employee with a contract for an indeterminate period (i.e., indefinite contract) for full-time or part-time  
893 work

894 **remedy / remediation**

895 means to counteract or make good a negative impact or provision of remedy

896 Source: United Nations (UN), *The Corporate Responsibility to Respect Human Rights: An Interpretive*  
897 *Guide*, 2012; modified

898 Examples: apologies, financial or non-financial compensation, prevention of harm through injunctions  
899 or guarantees of non-repetition, punitive sanctions (whether criminal or administrative, such as fines),  
900 restitution, restoration, rehabilitation

901 **remuneration**

902 basic salary plus additional amounts paid to a worker

903 Note: Examples of additional amounts paid to a worker can include those based on years of service,  
904 bonuses including cash and equity such as stocks and shares, benefit payments, overtime, time  
905 owed, and any additional allowances, such as transportation, living and childcare allowances.

906 **severity (of an impact)**

907 The severity of an actual or potential negative impact is determined by its scale (i.e., how grave the  
908 impact is), scope (i.e., how widespread the impact is), and irremediable character (how hard it is to  
909 counteract or make good the resulting harm).

910 Source: Organisation for Economic Co-operation and Development (OECD), *OECD Due Diligence*  
911 *Guidance for Responsible Business Conduct*, 2018; modified

912 United Nations (UN), *The Corporate Responsibility to Respect Human Rights: An Interpretive Guide*,  
913 2012; modified

914 Note: See [section 1 in GRI 3: Material Topics 2021](#) for more information on 'severity'.

915 **supplier**

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

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

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

922 **supply chain**

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

925 **sustainable development / sustainability**

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

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

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



931 **temporary employee**

932 employee with a contract for a limited period (i.e., fixed term contract) that ends when the specific  
933 time period expires, or when the specific task or event that has an attached time estimate is  
934 completed (e.g., the end of a project or return of replaced employees)

935 **value chain**

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

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

941 Note 2: The value chain includes the supply chain.

942 **vulnerable group**

943 group of individuals with a specific condition or characteristic (e.g., economic, physical, political,  
944 social) that could experience negative impacts as a result of the organization's activities more  
945 severely than the general population

946 Examples: children and youth; elderly persons; ex-combatants; HIV/AIDS-affected households;  
947 human rights defenders; indigenous peoples; internally displaced persons; migrant workers and their  
948 families; national or ethnic, religious and linguistic minorities; persons who might be discriminated  
949 against based on their sexual orientation, gender identity, gender expression, or sex characteristics  
950 (e.g., lesbian, gay, bisexual, transgender, intersex); persons with disabilities; refugees or returning  
951 refugees; women

952 Note: Vulnerabilities and impacts can differ by gender.

953 **worker**

954 person that performs work for the organization

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

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

960 **worker representative**

961 person who is recognized as such under national law or practice, whether they are:

- 962
- a trade union representative, namely, a representative designated or elected by trade unions  
963 or by members of such unions; or
  - an elected representative, namely, a representative who is freely elected by the workers of  
964 the undertaking in accordance with provisions of national laws, regulations, or collective  
965 agreements, whose functions do not include activities which are recognized as the exclusive  
966 prerogative of trade unions in the country concerned.  
967

968 Source: International Labour Organization (ILO), *Workers' Representatives Convention*, 1971 (No.  
969 135)

## Bibliography

This section lists authoritative intergovernmental instruments and additional references used in developing this Standard.

### Authoritative instruments:

1. International Labour Organization (ILO), *Collective Agreements Recommendation*, 1951 (No. 91).
2. International Labour Organization (ILO), *Collective Bargaining Convention*, 1981 (No. 154).
3. International Labour Organization (ILO), *Collective Bargaining Recommendation*, 1981 (No. 163).
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