



# Item 01 – Draft summary of the GSSB meeting held on 23 April 2026

## For GSSB approval

<b>Date</b>	19 May 2026
<b>Meeting</b>	1-3 June 2026
<b>Description</b>	This document presents the summary of the GSSB meeting held on 23 April 2026

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).

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# 1 Participants

2 Present:

Name	Constituency
Susanne Stormer	Chair
Jeff Robertson	Vice-Chair
Tomoo Machiba	Mediating institution
Charles Cho	Civil society
Rebecca Coriat	Investment institution
Chulendra De Silva	Mediating institution
Isidora Diaz Heredia	Business enterprise
Yan Dong	Civil society
Zuzanna Muskat Gorska	Labor
Anne Lindsay	Labor
Deborah Ng	Investment institution
Igazeuma Okoroba	Business enterprise
Felipe Martinez Rodriguez	Business enterprise
Galya Tsonkova	Business enterprise

3 Apologies:

Name	Constituency
N/A	N/A

4 In attendance from GRI:

Name	Position
Bastian Buck	Chief Standards Officer
Harold Pauwels	Director Standards
Natalia Uribe	Senior Manager Standards
Gillian Balaban	Governance & Board Liaison
Jessica Hardy	Chief of Staff & Governance Lead

# 5 List of abbreviations

Abbreviation	Full name
GRI	Global Reporting Initiative
GSSB	Global Sustainability Standards Board
ST	Standards Team
TC	Technical committee
WG	Working group

## 6 Decisions and action items

7 The GSSB resolved to approve the following. There were no action items.

GSSB Decision	Item number
2026.07	Item 01 – Draft summary of the GSSB meeting held on 19 March 2026
2026.08	Scheduled resolution: GSSB resolves to thank departing GSSB member, Guilia Genuardi.

## 8 Session 1: Welcome to meeting

9 The Global Sustainability Standards Board (GSSB) Chair, Susanne Stormer (henceforth the Chair),  
10 welcomed the GSSB. A quorum was established. The Chair presented an overview of the meeting  
11 agenda. The GSSB approved the draft summary for the meeting held on 19 March 2026. The Chair  
12 reviewed the action register as well as an update on the policy submissions. Bastian Buck, Chief  
13 Standards Officer, provided an update on GRI's external policy engagement, including a submission  
14 to the Hong Kong consultation paper on sustainability assurance. The Chair thanked Guilia Genuardi  
15 for her service and welcomed new member, Isidora Diaz Heredia, who introduced herself.

## 16 Session 2: Topic Standard Project for 17 Labor – Review Public Consultation 18 Feedback

19 Harold Pauwels, Director Standards provided an introduction on the ongoing labour standards  
20 revision project and the completion of public comment periods. The project was moving into the  
21 approval phase, with several revised standards scheduled for GSSB approval during 2026 and the  
22 remainder in 2027.

23 Natalia Uribe, Senior Manager, Standards, presented detailed feedback from the public consultation  
24 period (PCP) on two revised standards: *GRI NDEO: Non-discrimination and Equal Opportunity 202X*  
25 and *GRI DIVE: Diversity and Inclusion 202X*. She reported strong stakeholder participation across  
26 regions and constituencies, particularly from Asia. Feedback was generally supportive and focused on  
27 improving clarity, adding practical guidance, refining terminology, and strengthening accountability,  
28 rather than making major structural changes.

29 She noted that stakeholders were reached through global and regional webinars, survey submissions,  
30 letters, in-person meetings, and other engagements. She then provided a summary of the PCP  
31 questionnaire and submissions. This included the number of comments, respondents, and countries.

32 She indicated that the feedback would remain anonymous due to the political landscape around  
33 diversity and inclusion.

34 The GSSB members provided the following comments:

- 35 • The potential value of tracking how regional responses to public consultations change over  
36 time, particularly for labor-related topics where regulatory contexts vary significantly by region.
- 37 • The importance of monitoring whether the most relevant stakeholder constituencies are  
38 responding to topic-specific consultations (for example, labor groups responding to labor  
39 standards).
- 40 • The need to balance stakeholder requests for additional disclosures with maintaining practical  
41 and proportionate reporting requirements for organizations.
- 42 • The possibility that some requested additions may be more appropriately addressed in  
43 guidance rather than as mandatory disclosure requirements.
- 44 • Whether following anonymous feedback improved participation and the quality of responses  
45 on sensitive topics such as discrimination and inclusion.
- 46 • Whether anonymous consultation responses should be considered again for future politically  
47 or socially sensitive topics.
- 48 • The need for consistent definitions across standards for terms such as vulnerable groups,  
49 underrepresented groups, and marginalized groups.
- 50 • The potential to expand diversity reporting categories beyond gender, age, and  
51 underrepresented groups, including areas such as disability status.
- 52 • The challenges organizations face in collecting diversity data safely in jurisdictions where  
53 disclosure may create legal or personal risk.
- 54 • Whether diversity and inclusion should remain separate standards from non-discrimination  
55 and equal opportunity, rather than being consolidated into a single standard.

56 The next steps for the two standards were summarized, as well as the landscape of the labor  
57 projects. The six standards will be brought to the GSSB for approval in three batches.

## 58 **Session 3: Any other business and** 59 **close of public sessions**

60 No other business was raised, and the Chair closed the public meeting at 14.31 Central European  
61 Time (CEST).