



Barbara Strozziiaan 336
1083 HN Amsterdam
The Netherlands
info@gssb.globalreporting.org

Item 01. Proposed Project Working Group Composition for the review of *GRI 403:* *Occupational Health and Safety*

FOR GSSB APPROVAL

Date	2 March 2017
Meeting	7 March 2017
Project	Review of <i>GRI 403: Occupational Health and Safety</i>
Description	<p>The Global Sustainability Standards Board (GSSB) has initiated a project to update its occupational health and safety reporting standard – <i>GRI 403: Occupational Health and Safety</i>. In line with the GSSB’s Due Process Protocol, a multi-stakeholder Project Working Group will be formed to develop content for the review of <i>GRI 403</i>.</p> <p>This paper presents the proposed PWG composition – for discussion and approval by the GSSB.</p>

This document has been prepared by the GRI Standards Division. It is provided as a convenience to observers at meetings of the Global Sustainability Standards Board (GSSB), to assist them in following the Board’s discussion. 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.

Background

The Global Sustainability Standards Board (GSSB), GRI's independent standard setting body, has initiated a project to update its occupational health and safety reporting standard – [GRI 403: Occupational Health and Safety 2016](#) (hereafter 'GRI 403').

In line with the GSSB's [Due Process Protocol](#), a multi-stakeholder Project Working Group (hereafter 'PWG') will be formed to develop content for the review of GRI 403.

Between 16 January and 19 February 2017, the GSSB issued an open call for PWG nominations to review GRI 403. This paper presents the proposed PWG composition – for discussion and approval by the GSSB.

For more information about the project and the mandate of the PWG, please see the [Project Proposal](#) and [Terms of Reference](#).

Overview of applications received

The GRI Standards Division received a total of 49 applications. Table I below provides an overview of the applications received by constituency group and region.

Item 02, presented separately, includes an overview of all applications received and relevant background information for each. The applications have been anonymized and personal information removed.

Table I. Overview of applicants by constituency group and region

	Business	Civil Society	Investor	Labor*	Mediating Institution	Total
Africa	3	0	0	0	1	4
Asia	5	2	0	0	4	11
Europe	8	2	0	1	6	17
North America	4	5	1	2	2	14
Latin America	1	0	0	0	0	1
Oceania	0	0	0	0	2	2
Total	21	9	1	3	15	49

*One application pending from Labor.

Selection process and criteria

In line with due process, the PWG membership should reflect a balance of multi-stakeholder constituencies. As a minimum, the PWG shall have at least one person drawn from each of the constituencies on which the membership of the GSSB is based: Business Enterprise (or reporters more generally), Civil Society, Investment Institutions, Labor, and Mediating Institutions. See page 5 of the [Terms of Reference](#) for a description of each constituency group.

Geographical, gender and cultural diversity are also considered.

27 All applications received were reviewed with the support of the GSSB project-sponsors, and the
28 Standards Division interviewed shortlisted candidates. In selecting applicants, the Standards Division
29 and GSSB sponsors applied the criteria outlined on page 6 of the Terms of Reference.

30 The principal criterion for selecting PWG members is the identification of the best persons for the
31 job. Selection criteria also include: relevant knowledge and experience in occupational health and
32 safety, and availability to perform the role.

33 In addition, the following criteria is considered:

- 34 • Relevant knowledge of sustainability reporting
- 35 • Familiarity with the needs of users of sustainability reports
- 36 • Related experience with multi-stakeholder initiatives
- 37 • Understanding of and willingness to work in a consensus-based multi-stakeholder PWG
- 38 • Ability to participate in PWG meetings held in English and provide written English feedback
39 when requested

40 Proposed Project Working Group Composition

41 Table 2 starting on the next page presents the proposed PWG Composition – for GSSB discussion
42 and approval. Personal information has been taken out. Item 02 includes additional background
43 information for each of the proposed candidates; they are cross-referenced with the applicant’s
44 number.

45 There was an extremely excellent pool of applicants to draw from, including very strong subject-
46 matter expertise, particularly from business, civil society and mediating institutions.

47 To narrow down the list of shortlisted candidates, the Standards Division and GSSB sponsors aimed
48 to ensure that the proposed composition represented a balanced set of perspectives and expertise
49 in different content-related areas, including:

- 50 • Research on the development of OHS leading indicators and on the usefulness and
51 comparability of OHS lagging indicators
- 52 • Research into OHS reporting practices and stakeholders’ information needs
- 53 • Development of OHS reporting guides, and health and well-being metrics
- 54 • Development of OHS policy and legislation, and OHS management systems standards (e.g.,
55 OSHAS 18001, ISO 45001, ANSI Z10)
- 56 • High risk sectors, such as mining and metals, chemical, building materials, and manufacturing
- 57 • Knowledge in various content areas, such as supply chain and contractors, mobile
58 workforce, health and wellbeing, road safety, infectious diseases
- 59 • Different backgrounds from Medical Doctors, to Engineers, Accountants, and Academics

60 **Table 2. Proposed Project Working Group Composition**

#	Job title	Organization	Constituency	Region	Extract of background and experience
1	Group Head of Health and Safety Management Systems	LafargeHolcim Ltd	Business	Europe (France)	<ul style="list-style-type: none"> • Dual scientific and business background (+15 years experience in Health and Safety and Sustainability Reporting in both operational and corporate roles at country, regional and global levels) • Viewpoints/Experience: health and safety in the supply chain – contractors, and source and distribution to end customer • Experience in the development of leading indicators for LafargeHolcim
2	Global Director Health and Safety	Heineken International	Business	Europe (The Netherlands)	<ul style="list-style-type: none"> • Medical professional with experience in public (Dutch Ministry of Health), corporate (Heineken International) and non-governmental organizations (Médecins Sans Frontières, including on the ground, medical work experience in Sudan and Cambodia) • Viewpoints/Experience: road safety, HIV-AIDS and other infectious diseases, evidence based occupational health and wellness programs in developing countries, travel medicine
3	VP and Head of HSE	Norsk Hydro ASA	Business	Europe (Norway)	<ul style="list-style-type: none"> • Safety engineer by education. Worked for nearly 20 years in the area of HSE. First as safety engineer at a production site, then as HSE director for a business area and now as the head of HSE for an international metal and mining company with 13.000 employees, operating in dozens of countries worldwide • Participated in national (in Germany) and international work groups (most recently: Aluminum Stewardship Initiative) to update or newly create standards and guidance documents. Member of health and safety working groups for the International Council on Mining & Metals, the European Aluminium Association EAA, and World Aluminium, formerly IAI
4	Chief Health Officer	Vitality Group	Business	North America (United States)	<ul style="list-style-type: none"> • Currently Chief Health Officer of Vitality Group, Executive Director of the Vitality Institute, and on the Board of Directors at Cornerstone Capital Group. Prior to that was SVP Global Health and Agriculture Policy at PepsiCo, has headed global health at the Rockefeller Foundation, has been a Professor of Global Health at Yale University, and is a former Executive Director for Noncommunicable Diseases and Mental Health at the World Health Organization (WHO)

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					<ul style="list-style-type: none"> • Most recent Chairman of the World Economic Forum's Global Agenda Council on Ageing • At the Vitality Institute, has led a working group to identify evidence-based, high-level metrics that should be reported on by companies. The final report was released in 2016: Reporting on Health: A Roadmap for Investors, Companies, and Reporting Platforms. This also included a Health Metrics Scorecard for companies to use to report on the health of their employees
5	Chief, Labour Administration, Labour Inspection and Occupational Safety and Health Branch	International Labor Organization (ILO)	Civil Society	Europe (Switzerland)	<ul style="list-style-type: none"> • Significant experience in OSH with over 25 years of experience in the US at the state level prosecuting OSH cases and providing legal counsel to a state OSH administrative agency and at the international level in the current role at the ILO • Significant experience in the development of international standards and federal and state public policy, legislation and regulation "making"; as well as in the implementation of policies, standards, laws and regulations, including the drafting of implementing procedures and other guidance documents • Current projects at ILO include: Development of OSH indicators for the ILO's global flagship program on OSH; Assistance in developing OSH indicators for the G20 Employment Working Group; Engagement in the development of an OSH information system for EU countries
6	Senior Medical Ambassador	International SOS Foundation	Civil Society Organization	Asia (Singapore)	<ul style="list-style-type: none"> • 26 year professional experience in medical advisory & services to over thousands of corporations worldwide with International SOS. Has built extensive working experience in Asia and Europe, as the Northern Asia Medical director of International SOS (1991) in Hong Kong and held senior appointments in Asia region including China & Mongolia. • Co-author of the International SOS Foundation 2nd international forum on Duty of Care of Employers for Mobile Workforce (People Working Away from Home) with its related guidance(s) and reporting • Medical qualifications include specialization in Air and Space Medicine, Tropical Diseases, Public Health as well as Disaster Medicine, Emergency Crisis Management, Occupational Medicine, among others
7	Chair of the Board of Directors	Center for Safety and	Civil Society Organization	North America	<ul style="list-style-type: none"> • Recognized US expert on OSHSMS at the international level • Member of the ISO 45001 Project Committee and US Mirror Group

#	Job title	Organization	Constituency	Region	Extract of background and experience
		Health Sustainability (CSHS)		(United States)	<ul style="list-style-type: none"> Member of the leadership team of the ANSI Z10 OHSMS standards development committee Leads strategic research and education initiatives at CSHS to engage and influence stakeholder groups internationally to integrate the safety, health and well-being of workers, customers and the community as part of an organization's sustainable business practice, including sustainability reporting
8	Senior ESG Analyst – Mining	Sustainalytics	Investor	North America (Canada)	<ul style="list-style-type: none"> Over 11 years in the responsible investment field, and environmental, social and governance (ESG) research, including occupational health and safety Extensive knowledge of extractive industries (mining and oil & gas) Currently covers some of the world's largest mining companies and contributes to ongoing improvements to analytical models for capturing health and safety risk exposure, management, and performance
9	Health and Safety Advisor	Irish Congress of Trade Unions (ICTU)	Labor	Europe (Ireland)	<ul style="list-style-type: none"> Member of ICTU Health and Safety Committees since 1989 Nominated by the National Standards Authority of Ireland (NSAI) in cooperation with ICTU to the ISO /ILO subcommittee on the drafting of the standard for Safety management systems in companies Nominated to the European Trade Union Confederation (ETUC) Standards Committee on behalf of workers with further requests by ETUC to sit on CEN committees which the ETUC wish's to participate in on behalf of workers
10	Labour Consultant	Canadian Labour Congress	Labor	North America (Canada)	<ul style="list-style-type: none"> Career in OSH of over 35 years, with extensive experience in standards development, representing worker organizations in multiple technical committees with the Canadian Standards Association, and has worked extensively in multi stakeholder settings Was one of 2 international labour representatives responsible for tripartite negotiation of the Globally Harmonized System of Chemicals Classification and Labeling (GHS) Has developed and implemented joint occupational health & safety programs in a number of industries including retail food, healthcare, industrial processing, and forestry Presently, represents the Canadian Labour Congress on the ISO Project Committee 283 (ISO 45001 OHSMS)

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11	Professor of Environmental and Occupational Health	Milken Institute School of Public Health, The George Washington University	Labor	North America (United States)	<ul style="list-style-type: none"> • Has extensive knowledge of and experience in occupational health and safety, having been the longest serving administrator of the US Occupational Safety and Health Administration (2009-2017). Also served as the chief safety officer and health, safety and environmental regulator for the US nuclear weapons complex (1998-2001) • Led several efforts involving employer reporting of occupational injury and illness data. These include a regulation issued in 2016 that requires employers to disclose, and US OSHA to post for public review, the injury and illness experience of more than 400,000 high-hazard establishments; and a regulation, in effect since 2015, requiring the notification and public disclosure of workplace amputations and hospitalizations • Launched a US-EU collaborative comparison of nation-specific injury and illness recording requirements
12	[Placeholder]		Labor		<ul style="list-style-type: none"> •
13	Director, Directorate of Standards and Guidance	U.S. Occupational Safety and Health Administration (OSHA)	Mediating Institution (Government)	North America (United States)	<ul style="list-style-type: none"> • Has 37 years of experience as an industrial hygienist, senior health scientist, and policy analyst on occupational safety and health regulation • Responsible for leading the planning and development of occupational safety and health standards and guidance products at OSHA and assisting the Agency leadership in promoting safe and healthful workplaces • Oversees participation on 40 national consensus standards and also lead most of OSHA's international collaborative efforts, including participation in the U.N. Sub-Committee of Experts on the Globally Harmonized System of Classification and Labeling of Chemicals, biennial Joint US/EU Conferences on Safety and Health at Work, among others • Currently undertaking research to identify indicators that could serve as good measures for safety and health performance
14	Senior lecturer, School of Business	University of New South Wales	Mediating Institution (Academic)	Oceania (Australia)	<ul style="list-style-type: none"> • Has conducted research into sustainability reporting over the past 15 years; the past 10 years focusing primarily on OHS performance measurement and reporting • Combines financial accounting (CPA) and academic experience (10 years accounting research, and 10 years OHS governance research)

#	Job title	Organization	Constituency	Region	Extract of background and experience
					<ul style="list-style-type: none"> • Has conducted detailed surveys examining stakeholders' (e.g. managers, investors, unions) preferences for the KPIs and narratives in Annual and Sustainability Reports • Has worked extensively with industry to identify more relevant and reliable leading and lagging indicators of OHS • Has successfully led multi-stakeholder research projects that brought together stakeholders from government, the accounting profession, the OHS profession and industry. One project team examined the role of accounting in OHS governance, another explored OHS performance measurement and reporting
15	Head of Policy and Public Affairs	Institution of Occupational Safety and Health (IOSH)	Mediating Institution (Professional Body)	Europe (United Kingdom)	<ul style="list-style-type: none"> • With 30 years management experience, and an occupational safety and health (OSH) professional for 27 years, including 16 years at a strategic level with IOSH supporting key projects such as work to improve OSH in sustainability reports • 12 years as a Health, Safety and Environment Manager in a global high-tech engineering company and was involved in compiling health and safety statistics for annual reports • Involved in production of IOSH's guidance on health and safety reporting and contributed to the development of the UK Health and Safety Executive's reporting tools 'Corporate Safety and Health Performance Index' (CHaSPI), and the development of the guide 'CSHS Best Practice Guide for Occupational Health and Safety in Sustainability Reports' • Has served for 16 years on the British Standard Institute's HS/I Committee (occupational safety and health management systems) and has been involved in drafting BS8800; OHSAS 18001; and BS 18004. Acting as the IOSH lead expert on the ISO PC 283 Work Group developing ISO 45001

61 *Additional proposed outreach*

62 Given the sheer quantity and quality of applications received, the Standards Division proposes to
63 convene an Expert Review Panel to enable additional experts to participate in this review process.
64 The Panel would be invited to review the draft Standard before it goes out for public comment, and
65 the PWG could call upon the Panel throughout the process to seek advice or feedback on specific
66 matters under consideration.

67 In addition, the Standards Division proposes to organize webinars and/or workshops during the
68 public comment period to engage specific constituencies and regions of the world not sufficiently
69 represented in the PWG, namely investors, Latin America, Asia, and Africa.

70 Questions for GSSB

- 71 1. Does the GSSB approve the proposed composition of the Project Working Group, as
72 outlined in Table 2?
- 73 2. Does the GSSB agree with establishing an (online) Expert Review Panel for other shortlisted
74 candidates – with the aim of providing inputs to the draft Standard before it goes out for
75 public comment?
- 76 3. Does the GSSB agree to do targeting outreach for certain groups during the public comment
77 period – namely, investors, and the Latin America, Africa and Asia regions?

78 Next steps

79 Following GSSB approval, the Standards Division will confirm membership with selected candidates,
80 and, together with the GSSB sponsors, will appoint a Chair from amongst the membership.

81 The PWG will start their work in early April, with the exposure draft expected to be released for
82 public comment during the third quarter of 2017. For more information, see page 7 of the [Terms of](#)
83 [Reference](#).