Summary 30-31 August 2016 in-person meeting  
Meeting summary – Draft: Pending GSSB Approval

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Participants

Present:

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<tr>
<th>Name</th>
<th>Constituency</th>
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<tbody>
<tr>
<td>Daniel Ingram</td>
<td>Investment Institution (30 August and 31 August until 12.30 PM)</td>
</tr>
<tr>
<td>Daniel Taillant</td>
<td>Civil Society Organization (30 August)</td>
</tr>
<tr>
<td>David Russell</td>
<td>Business</td>
</tr>
<tr>
<td>Dwight Justice</td>
<td>Labor (30 August)</td>
</tr>
<tr>
<td>Hidemi Tomita</td>
<td>Business</td>
</tr>
<tr>
<td>Judy Kuszewski</td>
<td>Mediating Institution</td>
</tr>
<tr>
<td>Jürgen Buxbaum</td>
<td>Labor</td>
</tr>
<tr>
<td>Kirsten Margrethe Hovi</td>
<td>Business (30 August and 31 August until 12.30 PM)</td>
</tr>
<tr>
<td>Michael Nugent (Vice-Chair)</td>
<td>(Mediating Institution)</td>
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<tr>
<td>Robin Edme</td>
<td>Mediating Institution</td>
</tr>
<tr>
<td>Simeon Cheng</td>
<td>Business</td>
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<tr>
<td>Stiaan Wandrag</td>
<td>Business</td>
</tr>
<tr>
<td>Sulema Pioli</td>
<td>Mediating Institution</td>
</tr>
<tr>
<td>Vadakepatth Nandkumar</td>
<td>Mediating Institution</td>
</tr>
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Apologies:

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<tr>
<td>Daniel Ingram</td>
<td>Investment Institution (31 August from 12.30 PM)</td>
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<td>Kirsten Margrethe Hovi</td>
<td>Business (31 August from 12.30 PM)</td>
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In attendance:

<table>
<thead>
<tr>
<th>Name</th>
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</thead>
<tbody>
<tr>
<td>Bastian Buck</td>
<td>Director, Standards Division</td>
</tr>
<tr>
<td>Chelsea Reinhardt</td>
<td>Deputy Director, Standards Division</td>
</tr>
<tr>
<td>Denise Esdon</td>
<td>Chair of the Independent Appointments Committee</td>
</tr>
<tr>
<td>Eric Hespenheide</td>
<td>Interim Chief Executive</td>
</tr>
<tr>
<td>Helen Miller</td>
<td>Governance Relations</td>
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<tr>
<td>Laura Espinach</td>
<td>Manager, Standards Division</td>
</tr>
<tr>
<td>Pamela Carpio</td>
<td>Senior Coordinator, Governance Relations</td>
</tr>
<tr>
<td>Sharon Hagen</td>
<td>Research Analyst</td>
</tr>
<tr>
<td>Tina Nybo Jensen</td>
<td>Senior Coordinator, Governance Relations</td>
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List of abbreviations

<table>
<thead>
<tr>
<th>Acronym</th>
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<tr>
<td>GRI</td>
<td>Global Reporting Initiative</td>
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<td>GSSB</td>
<td>Global Sustainability Standards</td>
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<td>Board</td>
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<td>ILO</td>
<td>Internal Labour Organization</td>
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<tr>
<td>NGO</td>
<td>Non-governmental organization</td>
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Meeting summary

Please see a list of decision and action items deriving from the meeting on pp. 13-18.

Session 1.1 Welcome

Michael Nugent, the GSSB Vice-Chair (henceforth, “the Vice-Chair”) welcomed everyone to the in-person meeting. An overview of the objectives of the meeting and the meeting agenda was presented. The GSSB authorized the Vice-Chair and Judy Kuszewski to oversee the implementation of changes agreed during this meeting.

The Vice-Chair moved for the approval of Item 01 – Summary 04 August meeting.

The GSSB approved the meeting summary by consensus.

Session 1.2: Discuss overarching issues from GSSB feedback

The objective of this session was to discuss and reach consensus on overarching issues deriving from the GSSB feedback. When GRI Standards in later sessions are nominated ‘for approval’, they will be approved subject to any changes decided during this session.

The GSSB discussed:

- The numbering of the Universal Standards. The GSSB agreed to change the numbering to GRI 101: Foundation, GRI 102: General Disclosures, and GRI 103: Management Approach;
- To revise the use of ‘sustainability topic’. The GSSB agreed to change the wording to ‘topic’ or ‘economic, environmental, and/or social topic’;
- The infographics included on slide 13 in the slide deck for the meeting. The GSSB agreed to include the updated infographic in the introduction content of the GRI Standards (with the numbering of the Universal Standards to be updated).

Word edits

The GSSB agreed to remove ‘financial’ from the boilerplate text in the Background Context section of all Economic standards.
The GSSB agreed to replace ‘elicit’ with ‘can provide’ in the boilerplate text in all Background context sections of the topic-specific Standards.

The GSSB agreed with the proposed revised wording in the Introduction content for all GRI Standards (see slide 16).

GRI Standards Glossary – definition changes

The GSSB agreed to the revised wording of the definition of Stakeholders: Stakeholders can include employees and other workers, shareholders, suppliers, vulnerable groups, within local communities, and NGOs or other civil society organizations, amongst others, in lines 591-601 GRI Standards Glossary and lines 105-106 and 718-727 in the 26 August version of GRI 101: Foundation.

The GSSB agreed to align the definition of ‘Indigenous people’ with the ILO definition (lines 88-107 of the 16 August versions of GRI 411: Rights of Indigenous Peoples and lines 317-327 of the GRI Standards Glossary) as well as update the reference/footnote to clarify that this is the exact definition from ILO Convention 169.

The GSSB agreed to move the definition of incident into the Guidance of 406-1 (Non-discrimination) and 411-1 (rights of indigenous people) and delete from GRI Standards Glossary.

The GSSB further agreed to add ‘grievance mechanism’ to the end of the definition of ‘Incidents’.

Session 1.3: Discuss and approve draft GRI Standards – GRI 202, 404, 406, and 411

The GSSB was presented with Item 03 – Draft GRI Standards for approval.

GRI 202: Market Presence

The GSSB agreed to the following changes:

- Implement agreed overarching changes in the Introduction section;
- Delete ‘local investment’ from line 113.

The Director of the Standards Divisions advised that due process has been met in development of GRI 202: Market Presence.

The Vice-Chair called for approval of the final revised content of the exposed GRI 202: Market Presence with the amendments noted in this summary. GSSB members: Daniel Ingram, Daniel Taillant, David Russell, Hidemi Tomita, Judy Kuszewski, Jürgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Robin Edme, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepatth Nandkumar voted in favor. Dwight Justice was not present for the vote.

The Vice-Chair called for a vote on whether there has been substantial change to the exposed document that was not anticipated in the explanatory memorandum such that a re-exposure is necessary. The Director of the Standards Division advised that there has been no substantial change. GSSB members: Daniel Ingram, Daniel Taillant, David Russell, Hidemi Tomita, Judy Kuszewski, Jürgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Robin Edme, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepatth Nandkumar voted that there has been no substantial change to the exposed document. Dwight Justice was not present for the vote.
GRI 404: Training and Education

The GSSB agreed to the following changes:

a) Implement agreed overarching changes in the Introduction section;
b) Delete the definitions of ‘lifelong learning’ and ‘skills management’ from the Glossary;
c) Retitle Disclosure 404-2 (line 174) so that it is consistent with the individual disclosure items (a and b);
d) Adjust Background guidance accordingly (lines 90-91 and 191).

The Director of the Standards Divisions advised that due process has been met in development of GRI 404: Training and Education.

The Vice-Chair called for approval of the final revised content of the exposed GRI 404: Training and Education with the amendments noted in this summary. GSSB members: Daniel Ingram, Daniel Taillant, David Russell, Hidemi Tomita, Judy Kuszewski, Jürgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Robin Edme, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepatth Nandkumar voted in favor. Dwight Justice was not present for the vote.

The Vice-Chair called for a vote on whether there has been substantial change to the exposed document that was not anticipated in the explanatory memorandum such that a re-exposure is necessary. The Director of the Standards Division advised that there has been no substantial change.

GSSB members: Daniel Ingram, Daniel Taillant, David Russell, Hidemi Tomita, Judy Kuszewski, Jürgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Robin Edme, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepatth Nandkumar voted that there has been no substantial change to the exposed document. Dwight Justice was not present for the vote.

GRI 406: Non-discrimination

The GSSB agreed to the following changes:

a) Implement agreed overarching changes in the Introduction section;
b) Incorporate the definition of ‘incident’ into guidance and add ‘grievance mechanisms’ to the end of this definition

The Director of the Standards Divisions advised that due process has been met in development of GRI 406: Non-discrimination.

The Vice-Chair called for approval of the final revised content of the exposed GRI 406: Non-discrimination with the amendments noted in this summary. GSSB members: Daniel Ingram, Daniel Taillant, David Russell, Hidemi Tomita, Judy Kuszewski, Jürgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Robin Edme, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepatth Nandkumar voted in favor. Dwight Justice was not present for the vote.

The Vice-Chair called for a vote on whether there has been substantial change to the exposed document that was not anticipated in the explanatory memorandum such that a re-exposure is necessary. The Director of the Standards Division advised that there has been no substantial change.

GSSB members: Daniel Ingram, Daniel Taillant, David Russell, Hidemi Tomita, Judy Kuszewski, Jürgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Robin Edme, Simeon Cheng, Stiaan
Wandrag, Sulema Pioli, and Vadakepatth Nandkumar voted that there has been no substantial change to the exposed document. Dwight Justice was not present for the vote.

**GRI 411: Rights of Indigenous Peoples**

The GSSB agreed to the following changes:

- **a)** Implement agreed overarching changes in the Introduction section;
- **b)** Incorporate the definition of ‘incident’ into guidance and add ‘grievance mechanisms’ to the end of this definition;
- **c)** Revise the definition of Indigenous Peoples in the ‘Background context’ section to align with the definition in ILO Convention 169 (all in one paragraph);
- **d)** Update the reference/footnote to be clear this is the exact definition from ILO Convention 169.

The Director of the Standards Divisions advised that due process has been met in development of GRI 411: Rights of Indigenous Peoples.

The Vice-Chair called for approval of the final revised content of the exposed GRI 411: Rights of Indigenous Peoples with the amendments noted in this summary. GSSB members: Daniel Ingram, Daniel Taillant, David Russell, Hidemi Tomita, Judy Kuszewski, Jürgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Robin Edme, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepatth Nandkumar voted in favor. Dwight Justice was not present for the vote.

The Vice-Chair called for a vote on whether there has been substantial change to the exposed document that was not anticipated in the explanatory memorandum such that a re-exposure is necessary. The Director of the Standards Division advised that there has been no substantial change.

GSSB members: Daniel Ingram, Daniel Taillant, David Russell, Hidemi Tomita, Judy Kuszewski, Jürgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Robin Edme, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepatth Nandkumar voted that there has been no substantial change to the exposed document. Dwight Justice was not present for the vote.

**Session 1.4: Discuss and approve draft GRI Standards – GRI 416, 417, 205, 408, and 409**

The GSSB was presented with [Item 03 – Draft GRI Standards for approval](#).

**GRI 416: Customer Health and Safety**

The GSSB agreed to the following changes:

- **a)** Implement agreed overarching changes in the Introduction section;
- **b)** Remove the definition of non-compliance from the guidance section in lines 165-166.

The Director of the Standards Divisions advised that due process has been met in development of GRI 416: Customer Health and Safety.

The Vice-Chair called for approval of the final revised content of the exposed GRI 416: Customer Health and Safety with the amendments noted in this summary. GSSB members:
Daniel Ingram, Daniel Taillant, David Russell, Hidemi Tomita, Judy Kuszewski, Jürgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepath Nandkumar voted in favor. Dwight Justice and Robin Edme were not present for the vote.

The Vice-Chair called for a vote on whether there has been substantial change to the exposed document that was not anticipated in the explanatory memorandum such that a re-exposure is necessary. The Director of the Standards Division advised that there has been no substantial change.

GSSB members: Daniel Ingram, Daniel Taillant, David Russell, Hidemi Tomita, Judy Kuszewski, Jürgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepath Nandkumar voted that there has been no substantial change to the exposed document. Dwight Justice and Robin Edme were not present for the vote.

GRI 417: Marketing and Labelling

The GSSB agreed to the following changes:

a) Implement agreed overarching changes in the Introduction section;

b) Remove the definition of non-compliance from the guidance section in lines 158-159 and lines 185-186.

The Director of the Standards Division advised that due process has been met in development of GRI 417: Marketing and Labelling.

The Vice-Chair called for approval of the final revised content of the exposed GRI 417: Marketing and Labelling with the amendments noted in this summary. GSSB members: Daniel Ingram, Daniel Taillant, David Russell, Hidemi Tomita, Judy Kuszewski, Jürgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepath Nandkumar voted in favor. Dwight Justice and Robin Edme were not present for the vote.

The Vice-Chair called for a vote on whether there has been substantial change to the exposed document that was not anticipated in the explanatory memorandum such that a re-exposure is necessary. The Director of the Standards Division advised that there has been no substantial change.

GSSB members: Daniel Ingram, Daniel Taillant, David Russell, Hidemi Tomita, Judy Kuszewski, Jürgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepath Nandkumar voted that there has been no substantial change to the exposed document. Dwight Justice and Robin Edme were not present for the vote.

GRI 205: Anti-corruption

The GSSB agreed to the following changes:

a) Implement agreed overarching changes in the Introduction section;

b) Revise the text in lines 146-148 to make it clear that this definition relates to this Standard specifically: “In the context of this GRI Standard, the term ‘business partners’ includes, among others ….”

The Director of the Standards Division advised that due process has been met in development of GRI 205: Anti-corruption.
The Vice-Chair called for approval of the final revised content of the exposed GRI 205: Anti-corruption with the amendments noted in this summary. GSSB members: Daniel Ingram, Daniel Taillant, David Russell, Hidemi Tomita, Judy Kuszewski, Jurgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Robin Edme, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepatth Nandkumar voted in favor. Dwight Justice was not present for the vote.

The Vice-Chair called for a vote on whether there has been substantial change to the exposed document that was not anticipated in the explanatory memorandum such that a re-exposure is necessary. The Director of the Standards Division advised that there has been no substantial change.

GSSB members: Daniel Ingram, Daniel Taillant, David Russell, Hidemi Tomita, Judy Kuszewski, Jurgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Robin Edme, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepatth Nandkumar voted that there has been no substantial change to the exposed document. Dwight Justice was not present for the vote.

**GRI 408: Child Labor**

The GSSB agreed to the following changes:

- Implement agreed overarching changes in the Introduction section;
- Revert guidance text from the exposure drafts – as outlined in the separate handout provided to GSSB members;
- Update wording in line 112 -114 to read ‘Due diligence is expected of an organization in order to prevent the use of child labor within its activities’.

The Director of the Standards Divisions advised that due process has been met in development of GRI 408: Child Labor.

The Vice-Chair called for approval of the final revised content of the exposed GRI 408: Child Labor with the amendments noted in this summary. GSSB members Daniel Ingram, Daniel Taillant, David Russell, Hidemi Tomita, Judy Kuszewski, Jurgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Robin Edme, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepatth Nandkumar voted in favor. Dwight Justice was not present for the vote.

The Vice-Chair called for a vote on whether there has been substantial change to the exposed document that was not anticipated in the explanatory memorandum such that a re-exposure is necessary. The Director of the Standards Division advised that there has been no substantial change.

GSSB members: Daniel Ingram, Daniel Taillant, David Russell, Hidemi Tomita Judy Kuszewski, Jurgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Robin Edme, Simeon Cheng Stiaan Wandrag, Sulema Pioli, and Vadakepatth Nandkumar voted that there has been no substantial change to the exposed document. Dwight Justice was not present for the vote.

**GRI 409: Forced or Compulsory labor**

The GSSB agreed to the following changes:

- Implement agreed overarching changes in the Introduction section;
- Update wording in line 118-120 to read ‘Due diligence is expected of an organization in order to prevent and combat all forms of forced or compulsory labor within its activities’.

The GSSB Meeting – 30 August to 31 August 2016
DRAFT Meeting summary – Pending GSSB Approval
The Director of the Standards Divisions advised that due process has been met in development of GRI 409: Forced or Compulsory labor.

The Vice-Chair called for approval of the final revised content of the exposed GRI 409: Forced or Compulsory labor with the amendments noted in this summary. GSSB members: Daniel Ingram, Daniel Taillant, David Russell, Hidemi Tomita, Jürgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Robin Edme, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepatth Nandkumar voted in favor. Dwight Justice was not present for the vote.

The Vice-Chair called for a vote on whether there has been substantial change to the exposed document that was not anticipated in the explanatory memorandum such that a re-exposure is necessary. The Director of the Standards Division advised that there has been no substantial change.

GSSB members: Daniel Ingram, Daniel Taillant, David Russell, Hidemi Tomita, Jürgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Robin Edme, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepatth Nandkumar voted that there has been no substantial change to the exposed document. Dwight Justice was not present for the vote.

Session 1.5: Discuss and approve draft GRI Standards – remaining topic specific standards

The GSSB was presented with Item 03 – Draft GRI Standards for approval and the acting Chair called for approval of the remaining topic Specific Standards:

Economic

Environmental

Social

The Director of the Standards Division advised that due process has been met in development of the above listed GRI Standards.

The Vice-Chair called for approval of the final revised content of the exposed version of the above listed GRI Standards: Daniel Ingram, Daniel Taillant, David Russell, Dwight Justice, Hidemi Tomita, Judy Kuszewski, Jürgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Robin Edme, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepatth Nandkumar voted in favor.
The Vice-Chair called for a vote on whether there has been substantial change to the exposed document that was not anticipated in the explanatory memorandum such that a re-exposure is necessary. The Director of the Standards Division advised that there has been no substantial change.

GSSB members: Daniel Ingram, Daniel Tailant, David Russell, Dwight Justice, Hidemi Tomita, Judy Kuszewski, Jürgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Robin Edme, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepatth Nandkumar voted that there has been no substantial change to the exposed document.

Session 1.6: Discuss and approve draft GRI Standards – GRI 101: Foundation

The GSSB was presented with Item 03 – Updated Draft Universal Standards (26 August). The GSSB discussed and agreed to the following changes:

a) Implement agreed overarching changes in the Introduction content, including infographic, and renumbering of Universal Standards;

b) Renumber this standard to be GRI 101

c) In Scope section (p. 3), change ‘sustainability topics’ to ‘economic, environmental and/or social topics’;

d) Add agreed upon paragraph in the Introduction section of GRI 101 (line 31) and also in the Introduction text for Section 3. A report in accordance with the GRI Standards can be produced as a stand-alone sustainability report, or can reference information disclosed in a variety of locations and mediums (e.g. electronic or paper-based). Any report prepared in accordance with the GRI Standards is required to include a content index, which is presented in one location and includes the page number or URL for all disclosures reported. See clause 2.6 and Disclosure 102-55 in GRI 102: General Disclosures;

e) Revise ‘sustainability subject’ to ‘economic, environmental, and/or social subject’ in line 738;

f) Replace ‘specific sustainability information’ with ‘specific information’ throughout the document;

g) Amend lines 186-200 on thresholds as discussed: In this context, ‘impact’ refers to the effect an organization has on the economy, the environment, and/or society (positive or negative). A topic can be relevant – and so potentially material – based on only one of these dimensions. In financial reporting, materiality is commonly thought of as a threshold for influencing the economic decisions of those using an organization’s financial statements, investors in particular. A similar concept is also important in sustainability reporting, but it is concerned with two dimensions, i.e. a wider range of impacts and stakeholders. In sustainability reporting, materiality is the principle that determines which relevant topics are sufficiently important that it is essential to report on them. Not all material topics are of equal importance, and the emphasis within a report is expected to reflect their relative priority;
h) Introduce headings before lines 27-31 and 32-33 (e.g., ‘Using the GRI Standards for preparing an in accordance report’ and ‘Using selected GRI Standards or parts of their content’);

i) Take out ‘sustainability’ from line 547.

The Director of the Standards Divisions advised that due process has been met in development of GRI 101: Foundation.

The Vice-Chair called for approval of the final revised content of the exposed version GRI 101: Foundation: Daniel Ingram, Daniel Taillant, David Russell, Dwight Justice, Hidemi Tomita, Judy Kuszewski, Jürgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Robin Edme, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepatth Nandkumar voted in favor.

The Vice-Chair called for a vote on whether there has been substantial change to the exposed document that was not anticipated in the explanatory memorandum such that a re-exposure is necessary. The Director of the Standards Division advised that there has been no substantial change.

GSSB members: Daniel Ingram, Daniel Taillant, David Russell, Dwight Justice, Hidemi Tomita, Judy Kuszewski, Jürgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Robin Edme, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepatth Nandkumar voted that there has been no substantial change to the exposed document.

Session 1.7: Discuss and approve draft GRI Standards – GRI 102: General Disclosures

The GSSB was presented with Item 03 – Updated Draft Universal Standards (26 August). The GSSB discussed and agreed to the following changes:

a) Implement agreed overarching changes in the Introduction section;

b) Renumber this standard to be GRI 102

c) Downgrade reporting requirement 2.2 (lines 236-241) into a reporting recommendation;

d) Revise the text on lines 291-293 on business partners to say “In the context of this GRI Standard, the term ‘business partners’ includes, among others ….”

The Director of the Standards Divisions advised that due process has been met in development of GRI 102: General Disclosures.

The Vice-Chair called for approval of the final revised content of the exposed version GRI 102: General Disclosures: Daniel Ingram, Daniel Taillant, David Russell, Dwight Justice, Hidemi Tomita, Judy Kuszewski, Jürgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Robin Edme, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepatth Nandkumar voted in favor.

The Vice-Chair called for a vote on whether there has been substantial change to the exposed document that was not anticipated in the explanatory memorandum such that a re-exposure is necessary. The Director of the Standards Division advised that there has been no substantial change.

Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepathth Nandkumar voted that there has been no substantial change to the exposed document.

**Session 1.8: Discuss and approve draft GRI Standards – GRI 103: Management Approach**

The GSSB was presented with Item 03 – Updated Draft Universal Standards (26 August). The GSSB discussed and agreed to the following changes:

- a) Implement agreed overarching changes in the Introduction section;
- b) Renumber this standard to be GRI 103;
- c) Update lines 167-168 around examples of ‘business relationships’ to read: In the context of this GRI Standard, an organization’s business relationships can refer to relationships with business partners, entities in its value chain, and any other non-State or State entity directly linked to its business operations, products or services’ and include the reference to the UN Guiding Principles.

The Director of the Standards Divisions advised that due process has been met in development of GRI 103: Management Approach.

The Vice-Chair called for approval of the final revised content of the exposed version GRI 103: Management Approach: Daniel Ingram, Daniel Taillant, David Russell, Dwight Justice, Hidemi Tomita, Judy Kuszewski, Kirsten Margrethe Hovi, Michael Nugent, Robin Edme, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepathth Nandkumar voted in favor. Jürgen Buxbaum was not present for the vote.

GSSB members: Daniel Ingram, Daniel Taillant, David Russell, Dwight Justice, Hidemi Tomita, Judy Kuszewski, Kirsten Margrethe Hovi, Michael Nugent, Robin Edme, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepathth Nandkumar voted that there has been no substantial change to the exposed document. Jürgen Buxbaum was not present for the vote.

**Session 1.9: Discuss and approve draft GRI Standards – GRI Standards Glossary of Terms**

The GSSB was presented with Item 03 – Draft GRI Standards for approval. The GSSB discussed and agreed to the following changes:

- a) Revise the ‘stakeholder’ definition lines 591-601 to include ‘NGOs and other civil society organizations’ and to take out ‘within’;
- b) Revise the ‘indigenous peoples’ definition lines 317-327 to align with the ILO definition and update footnote;
- c) Delete the ‘incident’ definition lines 307-312 from the Glossary;
d) Replace ‘sustainability subject’ with ‘economic, environmental, and/or social subject’ in the Topic definition line 665;
e) Delete the ‘lifelong learning’ definition lines 345-347 from the Glossary;
f) Delete the ‘skills management’ definition lines 385-387 from the Glossary.

The Director of the Standards Divisions advised that due process has been met in development of GRI Standards Glossary of Terms.

The Vice-Chair called for approval of the final revised content of the exposed version GRI Standards Glossary of Terms: Daniel Taillant, David Russell, Dwight Justice, Hidemi Tomita, Judy Kuszewski, Jürgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Robin Edme, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepatth Nandkumar voted in favor. Daniel Ingram was not present for the vote.

The Vice-Chair called for a vote on whether there has been substantial change to the exposed document that was not anticipated in the explanatory memorandum such that a re-exposure is necessary. The Director of the Standards Division advised that there has been no substantial change.

GSSB members: Daniel Taillant, David Russell, Dwight Justice, Hidemi Tomita Judy Kuszewski, Jürgen Buxbaum, Kirsten Margrethe Hovi, Michael Nugent, Robin Edme, Simeon Cheng, Stiaan Wandrag, Sulema Pioli, and Vadakepatth Nandkumar voted that there has been no substantial change to the exposed document. Daniel Ingram was not present for the vote.

Session 1.10: Close of meeting Day 1

The Vice-Chair thanked the GSSB members and the Standards Division and closed day 1 of the meeting at 17.35.

Decisions and Action Items

DECISIONS

Session 1.1

GSSB Decision 2016.026 The GSSB authorizes the Vice-Chair and Judy Kuszewski to oversee the implementation of amendments agreed during this meeting.

GSSB Decision 2016.027 The GSSB approved the summary of the meeting held 4 August 2016.

Session 1.2

GSSB Decision 2016.028 The GSSB agreed to change the numbering of the Universal Standards to GRI 101: Foundation, GRI 102: General Disclosures, and GRI 103: Management Approach.

Session 1.3

Decision 2016.029 The GSSB resolved to approve the final revised content of exposed GRI 202: Market Presence with the changes noted in this summary without re-exposure being required.
**Decision 2016.030** The GSSB resolved to approve the final revised content of exposed GRI 404: Training and Education with the changes noted in this summary without re-exposure being required.

**Decision 2016.031** The GSSB resolved to approve the final revised content of exposed GRI 406: Non-discrimination with the changes noted in this summary without re-exposure being required.

**Session 1.4**

**Decision 2016.032** The GSSB resolved to approve the final revised content of exposed GRI 416: Customer Health and Safety with the changes noted in this summary without re-exposure being required.

**Decision 2016.033** The GSSB resolved to approve the final revised content of exposed GRI 417: Marketing and Labelling with the changes noted in this summary without re-exposure being required.

**Decision 2016.034** The GSSB resolved to approve the final revised content of exposed GRI 405: Anti-corruption with the changes noted in this summary without re-exposure being required.

**Decision 2016.035** The GSSB resolved to approve the final revised content of exposed GRI 408: Child Labor with the changes noted in this summary without re-exposure being required.

**Decision 2016.036** The GSSB resolved to approve the final revised content of exposed GRI 409: Forced or Compulsory Labor with the changes noted in this summary without re-exposure being required.

**Session 1.5**


**Session 1.6**

**Decision 2016.038** The GSSB resolved to approve the final revised content of exposed GRI 101: Foundation with the changes noted in this summary without re-exposure being required.

**Session 1.7**

**Decision 2016.039** The GSSB resolved to approve the final revised content of exposed GRI 102: General Disclosures with the changes noted in this summary without re-exposure being required.
Session 1.8

Decision 2016.040 The GSSB resolved to approve the final revised content of exposed GRI 103: Management Approach with the changes noted in this summary without re-exposure being required.

Session 1.9

Decision 2016.041 The GSSB resolved to approve the final revised content of exposed GRI Standards Glossary with the changes noted in this summary without re-exposure being required.

ACTIONS

Standards Division

Session 1.2

• Update the numbering of the Universal Standards to: GRI 101: Foundation, GRI 102: General Disclosures, and GRI 103: Management Approach;
• Revise the use of ‘sustainability topic’ and change the wording to ‘topic’ or ‘economic, environmental, and/or social topic’;
• Update the numbering of the Universal Standards in the infographic in the GRI Standards’ introduction content;
• Remove ‘financial’ from the boilerplate text in the Background Context section of all Economic standards;
• Replace ‘elicit’ with ‘can provide’ in the boilerplate text in all Background context sections of the topic-specific Standards;
• Implement the proposed revised wording in the Introduction content for all Standards (see slide 16).

Session 1.3

GRI 202: Market Presence

• Implement agreed overarching changes in the Introduction section;
• Delete ‘local investment’ from line 113.

GRI 404: Training and Education

• Implement agreed overarching changes in the Introduction section;
• Delete the definitions of ‘lifelong learning’ and ‘skills management’ from the Glossary;
• Retitle Disclosure 404-2 (line 174) so that it is consistent with the individual disclosure items (a and b);
• Adjust Background guidance accordingly (lines 90-91 and 191).

GRI 406: Non-discrimination

• Implement agreed overarching changes in the Introduction section;
• Incorporate the definition of ‘incident’ into guidance and add ‘grievance mechanisms’ to the end of this definition.

GRI 411: Rights of Indigenous Peoples

• Implement agreed overarching changes in the Introduction section;
• Incorporate the definition of ‘incident’ into guidance and add ‘grievance mechanisms’ to the end of this definition;
• Revise the definition of Indigenous Peoples in the ‘Background context’ section to align with the definition in ILO Convention 169 (all in one paragraph);
• Update the reference/footnote to be clear this is the exact definition from ILO Convention 169

Session 1.4

GRI 416: Customer Health and Safety
• Implement agreed overarching changes in the Introduction section;
• Remove the definition of non-compliance from the guidance section in lines 165-166.

GRI 417: Marketing and Labelling
• Implement agreed overarching changes in the Introduction section;
• Remove the definition of non-compliance from the guidance section in lines 158-159 and lines 185-186.

GRI 205: Anti-Corruption
• Implement agreed overarching changes in the Introduction section;
• Revise the text in lines 146-148 to make it clear that this definition relates to this Standard specifically: “In the context of this GRI Standard, the term ‘business partners’ includes, among others…”

GRI 408: Child Labor
• Implement agreed overarching changes in the Introduction section;
• Revert guidance text from the exposure drafts – as outlined in the separate handout provided to GSSB members;
• Update wording in line 112-114 to read ‘Due diligence is expected of an organization in order to prevent the use of child labor within its activities’.

GRI 409: Forced or Compulsory Labor
• Implement agreed overarching changes in the Introduction section;
• Update wording in line 118-120 to read ‘Due diligence is expected of an organization in order to prevent and combat all forms of forced or compulsory labor within its activities’.

Session 1.6

GRI 101: Foundation
• Implement agreed overarching changes in the Introduction content, including infographic, and renumbering of Universal Standards;
• Renumber this standard to be GRI 101;
• Revise the Stakeholder definition lines 718-727 to include ‘NGOs’ and to take out ‘within’;
• In Scope section (p. 3), change ‘sustainability topics’ to ‘economic, environmental and/or social topics’;
• Add agreed upon paragraph in the Introduction section of GRI 101 line 31 (see p. 10) and in the intro to Section 3;
• Revise ‘sustainability subject’ to ‘economic, environmental, and/or social subject’ in line 738;
• Replace ‘specific sustainability information’ for ‘specific information’ everywhere it is used;
• Amend lines 186-200 on thresholds as discussed (see pp. 10-11);
• Introduce headings before lines 27-31 and 32-33 (e.g., ‘Using the GRI Standards for preparing an in accordance report’ and ‘Using selected GRI Standards or parts of their content’);
• Take out ‘sustainability’ from line 547.

Session 1.7
GRI 102: General Disclosures
• Implement agreed overarching changes in the Introduction section (including renumbering this standard from 120 to 102);
• Renumber this standard to be GRI 102;
• Downgrade reporting requirement 2.2 (lines 236-241) into a reporting recommendation;
• Revise the text on lines 291-293 on business partners to say “In the context of this GRI Standard, the term ‘business partners’ includes, among others ...” and add the reference to the UN Guiding Principles.

Session 1.8
GRI 103: Management Approach
• Implement agreed overarching changes in the Introduction section;
• Renumber this standard to be GRI 103;
• Update lines 167-168 around examples of ‘business relationships’ to read: In the context of this GRI Standard, an organization’s business relationships can refer to relationships with business partners, entities in its value chain, and any other non-State or State entity directly linked to its business operations, products or services.);

Session 1.9
GRI Standards Glossary of Terms
a) Revise the ‘stakeholders’ definition lines 591-601 to include ‘NGOs and other civil society organizations’ and to take out ‘within’;

b) Revise the ‘indigenous peoples’ definition lines 317-327 to align with the ILO definition and update footnote;

c) Delete the ‘incident’ definition lines 307-312 from the Glossary;

d) Replace ‘sustainability subject’ with ‘economic, environmental, and/or social subject’ in the Topic definition line 665;

e) Delete the ‘lifelong learning’ definition lines 345 - 347 from the Glossary;

f) Delete the ‘skills management’ definition lines 385 – 387 from the Glossary.

List of private sessions
The following private session were held during Day 2 of the meeting. Private sessions are held for background briefing and administrative matters. No formal decisions are made during these sessions.

• Session 2.1: Background briefings
  o GRI Update
585  o  Governance Update
586  o  Sustainability reporting landscape
587  o  Guidelines inbox process
588  o  Reflection on GSSB Process
589  o  Roll-out of the GRI Standards