



GSSB Global
Sustainability
Standards Board

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Transition to GRI Standards

Item 02 – Summary of Key Changes to the Final Drafts of GRI Standards

For GSSB information

Date	16 August 2016
Meeting	30 August – 1 September 2016
Project	Transition to GRI Standards
Description	<p>As part of the move to become a standard setter, the Global Sustainability Standards Board (GSSB) has decided that the G4 Guidelines need to be transitioned to GRI Sustainability Reporting Standards.</p> <p>This paper presents a high-level summary of the key changes made in the final drafts of GRI Standards since 10 August.</p>

1 *About this paper*

2 During 19 April and 17 July 2016, the exposure drafts of GRI Standards were available for public
3 comment. Following this, the Standards Division analyzed all public feedback received and made
4 suggestions for implementing this across all draft Standards. These were then carefully reviewed
5 by designated GSSB members during 27 July and 10 August. Substantive issues raised through
6 public comment feedback were also discussed by the GSSB at the meetings of 23 June, 21 July
7 and 4 August 2016.

8 This paper summarizes key changes made across all Standards, the three Universal Standards,
9 and the Glossary since August 10, as compared to the draft Standards that were posted for
10 GSSB review between 27 July and 10 August 2016. Changes that had been made previously,
11 based on public comments, are not captured in this summary document. Key changes made in
12 the topic-specific Standards since 10 August are summarized at the beginning of each document.

13 Please note that for the topic-specific Standards, the Standards Division has been relatively
14 conservative in implementing suggested changes from GSSB members. Many of these were
15 considered to relate to content changes or improvements to disclosures, or in some cases it was
16 not clear whether a specific change was recommended. *GSSB members are therefore kindly requested*
17 *to check the Annotate documents, and if your comments have not been implemented adequately, please*
18 *raise additional issues for in-person discussion at the GSSB meeting (see below).*

19 **Proposed approval process during GSSB meeting on 30 August – 1 September 2016**

20 The Standards Division proposes that the GSSB discusses and approves the final drafts of GRI
21 Standards in two categories:

- 22 • Category 1: those Standards that require GSSB discussion and need to be *reviewed and*
23 *approved on an individual basis*;
- 24 • Category 2: those Standards where the GSSB reviewers are comfortable with the quality
25 of the final drafts and can recommend approval to the full GSSB. *These Standards will be*
26 *discussed and approved as one group – not individually.*

27 The Standards Division has identified an initial set of Standards to discuss in Category 1, based
28 on GSSB feedback received to date. These include the Universal Standards, the Glossary, and a
29 [one initial topic-specific Standard](#), listed at the end of this paper. The composition of the
30 Category 1 Standards is subject to change based on the further GSSB feedback to be received
31 ahead of the in-person meeting, as outlined below.

32 *GSSB feedback requested*

The Standards Division has prepared a shared Word Document for GSSB members to provide comments on the final drafts of the Standards ahead of the meeting. This asks for GSSB input on any specific issues that require further GSSB discussion, and also requests GSSB members to propose specific solutions or changes to address the issue.

The link to the shared word document can be found in the email sent to GSSB members on 16 August 2016.

GSSB members are requested to please complete the review of the universal standards and your assigned topic Standards by **23 August 2016**.

33 *Summary of key changes based on GSSB review*

34 **Overarching changes**

35 Changes in this section apply to numerous Standards:

- 36 • **Grouping and numbering of Standards:** Following the recommendation by the GSSB
37 during the 4 August conference call, and subsequent suggestion from the GSSB Chair, the
38 three universal Standards (101: Foundation, 201: General Disclosures, and 301: Management
39 Approach) have been grouped under one Series of 'Universal Standards' and renumbered as
40 follows: 110, 120, 130, respectively. The topic-specific Standards series have been re-
41 numbered accordingly (200 for Economic, 300 for Environmental and 400 for Social). These
42 changes will allow the structure of standards to be more easily understood, by making it
43 clear that Standards in the '100 series' are applicable to all organizations.
- 44 • **Formatting changes:** The clause introducing each of the Disclosures has been shortened as
45 follows: 'The reporting organization shall report the following information.'
- 46 • **Introduction template:**
 - 47 ○ The box with information about each Standard (e.g., Responsibility, Scope,
48 Normative references) has been moved out of the Introduction and now sits at the
49 bottom of the 'Contents' page. This will allow space to be used efficiently when
50 laying out the Standards.
 - 51 ○ In the 'Background context' section for the Economic Standards, the word 'capital'
52 has been changed to 'financial capital' in the following sentence: The Standards in the
53 Economic series (200) address the flow of financial capital among different
54 stakeholders, and the main economic impacts of an organization throughout society.
 - 55 ○ Additional wording changes have been made based on GSSB feedback. Please consult
56 the Annotate PDF version to see how these suggestions have been addressed.
 - 57 ○ The Infographic ('Overview of the set of GRI Standards') still needs to be updated
58 with changes to the numbering of Standards. A final version will be presented to the
59 GSSB for sign-off during the 30 August meeting.
- 60 • **Section on compiling data for economic disclosures** (for an example of these changes see
61 *GRI 201: Economic Performance, lines 147-157*):
 - 62 ○ The introductory sentence in this section has been reworded ('Information... can be
63 compiled' has been changed to 'An organization is expected to compile...' to
64 emphasize the importance of this practice; and 'whenever possible' has been moved
65 to the end of the sentence to acknowledge that not all organizations will undergo
66 audit of their financial information).
 - 67 ○ A reference to the International Public Sector Accounting Standards (IPSAS) issued
68 by the International Federation of Accountants (IFAC) has been added to the list of
69 examples.

70 GRI 110: Foundation

71 Throughout the Foundation Standard, wording edits and revisions have been carried out in
72 response to the 240 GSSB comments received. In addition to the Annotate PDF, where the
73 Standards Division has responded to GSSB comments, there is a PDF tracked changes version of
74 GRI 110 which was distributed to GSSB members in the zip file of Annotate PDF documents on
75 16 August. Please refer to these documents for more detail on how specific wording edits have
76 been carried out.

77 **Introduction section**

- 78 • The Introduction has been revised to align it with changes suggested to the Introduction
79 template for the topic Standards, and to accommodate specific wording suggestions or
80 clarifications from GSSB members. Please refer to the **Tracked Changes** version of GRI
81 110, which was included in the zip file of Annotate PDF documents, sent to the GSSB on 16
82 August.
- 83 • The table outlining the series in the set of GRI Standards has also been updated to reflect
84 the re-numbering of the universal Standards, and to accommodate specific wording
85 suggestions from GSSB members (**line 37**).

86 **Section 1: Reporting Principles**

- 87 • The guidance to the Reporting Principles (**pages 8-18**) has been edited again to incorporate
88 GSSB comments, and to revert to the G4 or Exposure Draft text in any places where a
89 GSSB member raised a concern about subsequent editing carried out by the Standards
90 Division. Please refer to the Tracked Changes version for more detail on how these edits
91 have been made.
- 92 • In the guidance for the Stakeholder Inclusiveness principle: the term ‘vulnerable groups’ was
93 added back in and wording was reverted to be consistent with G4 text and the definition
94 of stakeholders in the Glossary (**lines 102-103**).
- 95 • In the guidance for the Sustainability Context principle, examples have been added back in
96 (**lines 143-145**).
- 97 • In the guidance for the Materiality principle:
 - 98 ○ a shortened version of the deleted G4 guidance has been revised and added back in,
99 following GSSB feedback (**lines 184-186**).
 - 100 ○ the text has been clarified that using the example matrix is not required, but applying
101 the Materiality principle requires identifying material topics based on the dimensions
102 in the principle (**lines 208-211**).
 - 103 ○ the deleted ‘test’ bullet points from G4 (‘significant risks to the organization’ and
104 ‘critical factors for enabling organizational success’) have been revised to align better
105 with the updated definition of ‘Impacts’. The new text reads: ‘consequences for the
106 organization which are related to its impacts on the economy, the environment, or society
107 (for example, risks to its business model or reputation)’ (**lines 228-229**).

108 ○ Two additional guidance paragraphs have been deleted, based on GSSB comments and
109 a Standards Division editorial review (see lines 224-231 in the Annotate PDF, and
110 refer to the Tracked Changes version of this document for details)

111 • The guidance for the Completeness principle has been reverted to the Exposure Draft text,
112 in line with GSSB concerns about the editing (**lines 237-275**). The topic Boundary references
113 here have also been updated to align with the latest version of GRI 130: Management
114 Approach (**lines 249-255**).

115 • The Balance principle has been reworded very slightly to refer to the ‘reported information’
116 rather than the ‘report’. This makes it more consistent with the other quality principles and
117 more applicable for those using the GRI-referenced claim option (**lines 301-302**).

118 **Section 2: Using the GRI Standards to prepare a sustainability report**

119 • This section has been renamed, ‘Using the GRI Standards to prepare a sustainability report’
120 (rather than ‘Using the GRI Standards for sustainability reporting’) in order to clarify that this
121 section applies to those preparing reports in accordance with the Standards (**line 417**).

122 • Clause 2.4 on identifying topic Boundaries has been moved up to sit under the section heading
123 ‘Identifying material topics and their Boundaries’, with its guidance incorporated into one
124 guidance box under the requirements. Previously, this requirement was separated from 2.3
125 by a lengthy guidance box, which made it less user-friendly (**line 453**).

126 • The guidance on reporting topic boundaries has been updated to align with the latest edits
127 to the topic Boundary in GRI 130: Management approach (**lines 481-489**).

128 • Following GSSB feedback, the content on ‘Reasons for Omission’ has been moved from
129 Section 2 to Section 3 (**line 607**). However, the content on ‘Reporting required disclosures
130 using references’ has been left in Section 2 and merged together with the content on ‘General
131 Reporting process’. This is now part of one overarching section called ‘Presenting
132 Information’, with two sub-headings (**lines 517-550**).

133 • Under the ‘General reporting process’ section (see clause 2.7.2, lines 530-531 in the Annotate
134 PDF), one of the reporting recommendations has been expanded based on GSSB suggestions.
135 The revised wording reads: *[should] compile and report information using generally accepted
136 international metrics (such as kilograms or liters) and standard conversion factors, and explain the
137 basis of measurement/ calculation where not otherwise apparent;* (**lines 543-544**).

138 • Additional wording edits and minor revisions have been made throughout this section based
139 on GSSB comments. Please refer to the Annotate PDF document and the Tracked Changes
140 version of this Standard for more detail

141 **Section 3: Making claims related to the use of the GRI Standards**

142 • The wording in Table 2 (now Table 1) on criteria for in accordance claims has been revised
143 as per GSSB suggestions. The requirements to report disclosures and to comply with
144 additional reporting requirements have been merged together. The revised wording now
145 reads, for example: *Comply with all reporting requirements for the following disclosures from GRI
146 120: General Disclosures*. (**Table 1, line 590**).

- 147 • Disclosures that allow reasons for omission are now listed in italics in each row of Table I,
148 and a new row has been added to the table with an explicit reference to the requirements
149 for reasons for omission (**Table I, line 590**)
- 150 • The guidance related to organizations that exceed the criteria for Core but do not meet the
151 minimum criteria for Comprehensive has been revised, based on GSSB input. (**lines 596-**
152 **598**).
- 153 • The sub-heading for the ‘GRI referenced’ section has been revised to read ‘*Using selected*
154 *Standards with a GRI-referenced claim*’, in order to be more descriptive and to align better with
155 the guidance text at the beginning of this section. Previously this title was ‘GRI-referenced
156 claims’. (**line 640**)
- 157 • The wording has been slightly revised related to published materials that require a ‘claim’, as
158 follows: ‘*shall include in any published material with ~~content~~ disclosures based on the GRI Standards*
159 *a statement that ...*’ This change was made to improve clarity and accuracy, in line with GSSB
160 requests, and will be adjusted for consistency throughout the Standards. (**Table I, line 590,**
161 **and lines 644**).
- 162 • The requirements in section 3.4 to notify GRI of the use of the Standards have now been
163 cross-referenced in Table I (for in accordance reports) and in section 3.3 for GRI-referenced
164 claims. This was done because in the previous structure, it was likely this section could be
165 overlooked as it comes at the very end of the section (**Table I, line 590, and line 652**).
- 166 • Additional wording edits and minor revisions have been made throughout this section based
167 on GSSB comments. Please refer to the Annotate PDF document and the Tracked Changes
168 version of this Standard for more detail.

169 **Key Terms**

- 170 • A short explanation was added at the beginning of this section explaining that these terms
171 are from the GRI Standards Glossary and providing a link to the full Glossary (**lines 681-**
172 **682**).
- 173 • All terms have been updated to align with the latest version of the GRI Standards Glossary.

174 **GRI 120: General Disclosures**

175 **I. Organizational profile:**

- 176 • **Disclosure 120-2** – The Standards Division has changed back the reference to banned
177 products and services as part of the reporting requirement for Disclosure 120-2, based on
178 GSSB suggestions (see **line 94**). Following GSSB feedback the requirement to report
179 ‘products and services that are subject to stakeholder questions or public debate’ has been
180 downgraded to a reporting recommendation (see **line 96**).
- 181 • **Disclosure 120-7** - As the content in Disclosure 120-7-a-v was not clear enough, the
182 wording has been reverted to G4 wording. Wording in the Exposure draft ‘total number of
183 units of products and services sold or provided’ to wording in G4 ‘quantity of products or
184 services provided’ (see **line 116**).

185 • **Disclosure 120-12** - Recommendation text in Disclosure 120-12, clause 1.16.2
186 ('differentiate between non-binding, voluntary initiatives and obligatory initiatives.) has been
187 reverted to G4 wording ('differentiate between non-binding, voluntary initiatives and those
188 with which the organization has an obligation to comply.'), as the proposed text was not clear
189 enough (see **lines 207-208**).

190 **2. Strategy**

191 • **Disclosure 120-14** - In the exposure draft, clause 2.2.1 for Disclosure 120-14 'Statement
192 from senior decision-maker' has been made a reporting requirement (now clause 2.2) to
193 explain how to compile the information to be reported in clause a. A statement from the
194 most senior decision-maker of the organization (such as CEO, chair, or equivalent senior
195 position) about the relevance of sustainability to the organization and its strategy for
196 addressing sustainability (see **line 227**). In addition, the text has been edited to align with the
197 updated version of the Boundary definition (see **lines 232-234**).

198 **3. Ethics and integrity**

199 • **Disclosure 120-16** - According to the Technical committee recommendation, a clarification
200 to the term worker has been added by saying explicitly 'worker performing the organization's
201 activities' instead of just 'worker'. This clarification has been added to Disclosure 120-16,
202 recommendation clauses 3.2.2, 3.2.3 and 3.2.5 (see **lines 296, 298, 303**) and to Disclosure
203 120-17 in the Guidance section (see **lines 319, 321, 323**).

204 **4. Governance**

205 • **Disclosure 120-38 and Disclosure 120-39** - Guidance text that described different
206 components for the calculations in Disclosure 120-38 on Annual total compensation ratio
207 (see **lines 477 to 488**) and Disclosure 120-39 on Percentage increase in annual total
208 compensation ratio (see **lines 518 to 529**) were elevated to reporting recommendations.

209 **5. Stakeholder engagement**

210 • **Disclosure 120-41** - In the guidance section for Disclosure 120-41 the definition for
211 Collective Bargaining has been updated based on ILO and in alignment with the Glossary (see
212 **lines 559 to 562**).

213 **6. Reporting practice**

214 • **Disclosure 120-46** - A new requirement has been added to Disclosure 120-46 to explicitly
215 ask reporters to explain how they have applied the Materiality principle, including any
216 assumptions (clause 6.3) (see **lines 619-621**). The aim of this change is to make it clearer
217 that this information is required, and also to clarify that the criteria used have to be consistent
218 with the Materiality Principle, and not defined by the organization. Clause 6.3.3 in the
219 Exposure draft which referred to 'assumptions and subjective judgements made in this
220 process' has been deleted.

221 • **Disclosure 120-55** - For Disclosure 120-55 wording in clause 6.13.4 of the Exposure draft
222 ('6.13.4 include the number, title, and publication year of each of the GRI Standards used in
223 the preparation of the report (e.g., GRI 201: General Disclosures 2016)') has been revised to
224 clarify the relevant information that should be included in the Content Index, leaving as
225 relevant to report the title and publication year for each Standard (e.g., GRI 120: General
226 Disclosures 2016) (see **line 724**). This information is a requirement. In addition, a reference

227 to the GRI 101 Foundation Standard has been added in the guidance section (see **lines 746-**
228 **747**).

229 • **Disclosure 120-56** - A background text has been added to the Guidance for Disclosure
230 120-56 to clarify the understanding of 'external assurance' and its relevance. (see **lines 766**
231 **to 778**). SD has changed wording for the phrase '...IURLs (when the report is web-based)
232 referenced in the content index need to be specific...' to '...IURLs (when the report is web-
233 based) referenced in the content index are expected to be specific...' (see **line 743**).

234 • **Disclosure 120-56** – In addition, text proposed by one respondent to the Public comment
235 has been included in the Guidance section for Disclosure 120-56. This text clarifies the
236 differences on the application of internal controls for financial reporting and for sustainability
237 reporting ('Generally, management is responsible for designing and implementing these
238 internal controls. The confirmation in the annual report usually relates only to such internal
239 controls that are necessary for financial reporting purposes, and do not necessarily extend to
240 those controls that would be required to address the reliability of information in the
241 sustainability report) (see **lines 806 to 810**).

242 **Other changes:**

243 • In addition, minor changes have been made to Disclosures 120-4 (see **line 105**), 120-9 (see
244 **line 157**), 120-10 (see **line 174**), 120-14 (see **line 227**) and 120-36 (see **line 449**), in order
245 to revert back to G4 wording and make sure that the meaning of the Disclosures follow G4,
246 for example in Disclosure 120-36 –b the wording in the Exposure Draft was: 'a. Whether and
247 how remuneration consultants are involved in determining remuneration and whether they
248 are independent of management'. Original wording in G4 does not include the underlined
249 words ('and how').

250 **GRI 130: Management Approach**

251 **Topic Boundary:**

252 • **Changes to the disclosure:** The Standards Division proposes to revert Disclosure 130-1-
253 b to reflect the G4 definition of 'topic Boundary' – 'where the impacts occur', and to
254 complement this with an additional disclosure requirement consistent with the intent of this
255 concept 'the organization's involvement with the impacts' (**line 143**). The disclosure then
256 reads as follows:

257 *'b. The Boundary for the material topic, which includes a description of:*
258 *i. where the impacts occur;*
259 *ii. the organization's involvement with the impacts. For example, whether the organization*
260 *has caused or contributed to the impacts, or is directly linked to the impacts through its*
261 *business relationships.'*

262 This proposal aims to address the concerns previously raised by GSSB members on the earlier
263 draft of topic Boundary. These included concerns regarding the terms 'entity' and 'value chain'
264 and the focus on 'impacts caused' versus other types of impacts such as 'contributed to' or
265 'directly linked'; as well as concerns with the feasibility and clarity of the disclosure.

266 • **Changes to the guidance:** The guidance for topic Boundary has been amended to reflect
267 the changes to the disclosure described above (**lines 154-194**). In addition, the following
268 key changes have been made:

269 ○ **'value chain':** The term 'value chain' has been replaced with 'business relationships'
270 and 'value chain' is now listed as one example, e.g., 'entities with which it has a
271 business relationship, such as entities in its value chain' (**lines 155-160, 163-165, 174,**
272 **186-187**).

273 ○ **'leverage':** The term 'influence' has been changed to 'leverage' and a footnote has
274 been added to clarify this concept based on the UN Guiding Principles on Business
275 and Human Rights. The wording of this paragraph has also been adjusted based on
276 GSSB feedback (**lines 181-183**).

277 **Other changes:**

278 • In Disclosure I30-2-c, the word 'only' has been taken out (**line 197**).

279 • In addition, minor wording suggestions have been made within Reporting recommendations
280 and Guidance sections based on GSSB feedback. Please consult the Annotate PDF to see
281 how GSSB wording suggestions have been addressed.

282 **GRI Standards Glossary**

283 **General notes at the beginning of the GRI Standards Glossary:**

284 • The wording of the general 'NOTE 2' has been clarified based on GSSB feedback (**lines 5-6**
285 in the GRI Standards Glossary).

286 • The general 'NOTE 3' included in the earlier draft has been removed, as well as the
287 asterisks (*) next to the key terms. Key terms will still be included in the Foundation
288 Standard but will not be identified in the Glossary as such.

289

290 **Terms that the Standards Division has removed from the GRI Standards Glossary,** 291 **considering GSSB feedback:**

292 • 'career ending' has been removed from the GRI Standards Glossary in response to GSSB
293 concerns about the definition, and because it is already defined in the text of the respective
294 disclosure in GRI 404: Training and Education, where it is used. (See **line 176** in GRI 404:
295 Training and Education.)

296 • 'new employee hire' has been deleted from the GRI Standards Glossary as suggested by the
297 SD, and agreed by GSSB members, because consultation feedback indicated that this
298 definition was not clear, and the definition was not determined to be necessary to
299 understand GRI 401-I.

300

301 **Terms that the Standards Division has recommended to remove from the Glossary and** 302 **repurpose within guidance of the appropriate Standard, if needed:**

303 • 'claim' has been removed from the GRI Standards Glossary in response to GSSB feedback.
304 A description of the term and its application is already included guidance in GRI I10:
305 Foundation (See **lines 551-583** GRI I10: Foundation.)

- ‘economic impact’ and ‘indirect economic impact’ were deleted from the GRI Standards Glossary in response to GSSB concerns about the definitions. They were moved into the Background context of GRI 203: Indirect Economic Impacts. (See **lines 106-115** in GRI 203: Indirect Economic Impacts.)
- ‘human rights screening’ was removed from the GRI Standards Glossary in response to GSSB concerns about the term, and moved into guidance in GRI 412: Human Rights Assessment. (See **lines 229-230** in GRI 412: Human Rights Assessment.)
- ‘operation’ has been deleted from the GRI Standards Glossary and added as guidance in GRI 205: Anti-corruption to remove ambiguity of the term when it is used in other Standards. (See **lines 196-200** in GRI 205: Anti-corruption.)

Changes to ‘employee’/‘worker’ terms suggested by the E/W Technical Committee:

- The NOTE in the definition of the terms ‘absentee rate’ (**lines 16-17** in the GRI Standards Glossary), ‘lost day rate’ (**lines 378-379** in the GRI Standards Glossary), and ‘occupational disease rate’ (**lines 419-420** in the GRI Standards Glossary) has been clarified. Updated wording is ‘X rate can be calculated for a specific category of workers (e.g., employees). This is specified in the respective disclosure in the GRI Standards.’
- The word ‘employee’ has been changed to ‘worker’ in the definition and NOTE of the term ‘remuneration’ (**lines 485-490** in the GRI Standards Glossary).

Terms whose definitions have been updated based on GSSB feedback:

- The definition of ‘base year’ was reverted back to the G4 definition wording to clarify the phrase ‘historical datum’ (**lines 50-51** in the GRI Standards Glossary).
- The definition of ‘due diligence’ was edited to align more closely with the OECD definition (**lines 171-176** in the GRI Standards Glossary).
- ‘Gender’ and ‘age’ were added as examples in the definition of ‘indicator of diversity’ (**lines 313-316** in the GRI Standards Glossary).
- In NOTE 2 of the ‘material topic’ definition ‘its’ was added before ‘material topics’ to increase clarity (**lines 390-399** in the GRI Standards Glossary).
- The definition of ‘other indirect GHG emissions (Scope 3)’ was reverted back to G4 wording and now includes a reference to upstream and downstream emissions (**lines 428-430** in the GRI Standards Glossary).
- The definition of ‘topic Boundary’ has been revised to reflect changes to the topic Boundary disclosure. (See **lines 670-673** in the GRI Standards Glossary for the revised definition and **lines 251-265** in this Summary of Key Changes for further explanation.)

Terms that have had definitions significantly updated in response to GSSB feedback, and which are flagged for further GSSB discussion and approval:

- The definition of ‘impact’ has been revised further to reflect GSSB comments and suggestions. It is flagged for review (**line 297-306** in the GRI Standards Glossary).

Updated definition:

impact (updated)

347 In the GRI Standards, unless otherwise stated, 'impact' refers to the effect an organization
348 has on the economy, the environment, and/or society, which in turn can indicate its
349 contribution (positive or negative) to sustainable development.

350 NOTE 1: In the GRI Standards, the term 'impact' can refer to positive, negative, actual,
351 potential, direct, indirect, short term, long term, intended, or unintended impacts.

352 NOTE 2: Impacts on the economy, environment, or society can also be related to
353 consequences for the organization itself. For example, an impact on the economy,
354 environment, or society can lead to consequences for the organization's business model,
355 reputation, or ability to achieve its objectives.

Previous definition (for GSSB review from 27 July to 10 August):

356 impact* (original)

357 effect or change

358 NOTE 1: In the GRI Standards, unless otherwise stated, 'impact' refers to the effect an
359 organization has on the economy, the environment, and/or society, which in turn can indicate
360 its contribution (positive or negative) to sustainable development.

361 NOTE 2: In the GRI Standards, the term 'impact' can refer to positive, negative, actual,
362 potential, direct, indirect, short term, long term, intended, or unintended impacts.

363 NOTE 3: Impacts on the economy, environment, or society can often be related to impacts
364 on the organization itself. For example, an impact on the economy, environment, or society
365 can lead to consequences for the organization's business model, reputation, or ability to
366 achieve its objectives.

- 367 • The definition of 'collective bargaining' has been updated to align it with the ILO definition.
368 (See revised definition in **lines 101-112** of the GRI Standards Glossary. The earlier
369 definition can be consulted on the Annotate PDF.)
 - 370 • The definition of 'value chain' has been edited in order to align it with the UNGP definition.
371 In addition, it includes NOTE 2, which is based on the second option proposed on
372 Annotate and covers the concept of full lifecycle. (See revised definition in **lines 688-698** of
373 the GRI Standards Glossary. The initial earlier options proposed can be consulted on the
374 Annotate PDF.)
- 375

376 *Topic-specific Standards recommended for individual* 377 *discussion and approval at the in-person meeting*

378 The Standards Division has only identified one initial topic-specific Standard to nominate for
379 individual discussion during the GSSB in-person meeting. This list is subject to change based on
380 additional GSSB input to be received by 23 August:

- 381 • **GRI 404: Training and Education** – due to unclear and inconsistent use of terminology
382 (e.g., lifelong learning, skills management). There was a concern raised by a GSSB
383 member that the terms 'lifelong learning' and 'skills management' are in the Glossary but
384 only relate to this one standard. Furthermore, the Standards Division has determined
385 that these terms only appear heading of the disclosure, not in the disclosure itself or
386 elsewhere in the Standard. Therefore the GSSB may wish to discuss reviewing the use of

387 these terms to be more consistent with the content of the Standard, and/or to move the
388 Glossary definitions into the guidance in GRI 404. See GRI 404: Training and Education,
389 **line 174** and GRI Standards Glossary, **lines 345** and **585**.

Discussion document - This document does not represent an official position of the GSSB