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JUST TRANSITION REQUIREMENTS

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SUMMARY

This document establishes the requirements and principles for integrating a Just Transition into activities certified under Gold Standard for Global Goals (GS4GG). It ensures that the shift towards a low-carbon economy is fair, inclusive, and addresses social, economic, and environmental challenges comprehensively.

ACKNOWLEDGEMENTS

These Requirements are designed to align with international frameworks, including the ILO's *Guidelines for a just transition*, the Paris Agreement, and the UN Guiding Principles on Business and Human Rights.

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1| INTRODUCTION

- 1.1.1 | This document establishes the mandatory requirements for integrating the principles of a Just Transition into activities seeking certification under the Gold Standard. The core purpose of these requirements is defined as follows:
- a. Outlines the mandatory requirements for integrating the Just Transition principles, ensuring that the transition to a low-carbon economy is fair, inclusive, and equitable for all affected stakeholders.
 - b. Provides a robust framework for the entire activity lifecycle, covering governance, impact assessment, planning, implementation, monitoring, and reporting, all aligned with key international standards (e.g., ILO Guidelines).
 - c. Applies to activities seeking certification under GS4GG when explicitly required by an applicable methodology, ensuring comprehensive consideration of potential social, economic, and environmental consequences resulting from the global transition.

2| APPLICABILITY REQUIREMENTS

2.1 | General applicability

- 2.1.1 | This Just Transition Requirements document (herein referred to as the Requirements) shall be used in conjunction with a Gold Standard-approved methodology(ies) involving Transition Activities (as defined in [Section 4](#)).
- 2.1.2 | Applicability is triggered when required by an applicable methodology and an activity involves the planned decommissioning, phase-out, or significant scaling down of a baseline scenario that results in substantial socioeconomic impacts (e.g., job losses, impacts on the local economy).

2.2 | Scope and Boundaries

- 2.2.1 | Developers shall define and justify the activity's Area of Influence (see Section 4) for the purposes of the Just Transition assessment and implementation.
- 2.2.2 | The temporal scope of the Just Transition obligations, including monitoring and reporting, shall align with the activity's crediting period or continue until the objectives defined in the Just Transition Plan ([Section 6](#)) are verified as achieved, whichever is later.

2.3 | Proportionality

- 2.3.1 | The implementation of these requirements, including governance structures, assessment methodologies, and monitoring mechanisms, shall be proportionate to the scale, complexity, and potential impacts of the activity.

3| SOURCES AND REFERENCES

- 3.1.1 | This methodology refers to the latest approved versions of the following methodologies, tools, and documents:
- a. GS4GG:
 - i. [Safeguarding Principles and Requirements](#)
 - ii. [Stakeholder Consultation Engagement Requirements](#)
 - iii. [Stakeholder Engagement Requirements Guidelines](#)
 - iv. [Glossary of Gold Standard for the Global Goals](#)
 - b. Other Sources (Normative/Informative):
 - i. ILO Guidelines for a just transition towards environmentally sustainable economies and societies for all (2015)
 - ii. The Paris Agreement
 - iii. UN Guiding Principles on Business and Human Rights Relevant ILO Conventions (e.g., regarding labour rights, Decent Work, and occupational health and safety).

4| DEFINITIONS

- 4.1.1 | The definitions outlined in the [GS4GG Glossary](#) shall apply, in addition to those outlined below:

Table 1: Terms and definitions

Term	Definition
Area of Influence	The geographical and economic boundaries used for the impact assessment. This includes the direct project site, associated facilities, economically dependent communities, and significantly affected supply chain nodes (e.g., Tier 1 suppliers)
Decent Work	As defined by the ILO, work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration.
Just Transition	Sustainably advancing the economy in a way that is as fair and inclusive as possible to all stakeholders (present and future) whilst also ensuring environmental remediation and protection. A Just Transition involves the key principles of transparent social dialogue, sustainable job creation and protection, social protection, and environmental protection.
Ongoing social dialogue	A mechanism which facilitates interactions between stakeholders and the governing body of an activity. The mechanism for submission (e.g., online portal, contact phone number, physical mailbox) shall be continuously accessible (24/7/365). Responses

	shall be managed and provided within defined, publicly disclosed timelines.
Sustainable	Meeting the needs of the present without compromising the needs of the future.
Transition Activity	An activity that implements new low-carbon processes, infrastructure, or land use while simultaneously managing the planned cessation, reduction, or transformation of a high-carbon or unsustainable baseline scenario upon which stakeholders are economically and socially dependent.
Worker	Any individual performing work, regardless of the form of their contractual arrangement, within the activity boundary or directly for the baseline scenario being transitioned. This includes full-time and part-time employees, long-term contractors (active contract >1 year), and informal workers whose primary livelihood depends on the baseline scenario.

5| JUST TRANSITION PRINCIPLES

5.1.1 | The Just Transition incorporates the following principles:

1. Stakeholder consultations and continuous input
2. Retaining and retraining workers
3. Sustainable job creation and Economic Diversification
4. Social protection and Benefit Sharing
5. Environmental protection

5.1.2 | The detailed Requirements for compliance with each of these core principles are specified in the subsequent sub-sections (Principle 1 through Principle 5).

5.2 | Principle 1: Stakeholder consultations and continuous input

5.2.1 | Mechanisms shall be established for both stakeholder consultations and continuous input (ongoing social dialogue) in line with the [Stakeholder Consultation Engagement Requirements](#) and [Stakeholder Engagement Requirements Guidelines](#).

5.2.2 | The mechanisms shall meet the following requirements:

- a. **Public Promotion and Continuous Access:** The mechanisms shall be publicly promoted and accessible to all stakeholders during every stage of the activity implementation.
- b. **Inclusive Engagement:** Accessibility shall be designed to ensure that all demographics are equally and fairly engaged aligning with Principles 1 (Human Rights) and 2 (Gender Equality and Women's Empowerment) of the [Safeguarding Principles and Requirements](#).

- c. **Barrier Consideration:** Developers shall consider potential barriers related to gender, age, disability, literacy levels, digital access, language, and geographical location.
 - d. **Flexible Provision:** This includes considering digital and non-digital mechanisms, in-person and remote strategies, and provisions to accommodate all native languages spoken within the Area of Influence.
 - a. **Public Disclosure and Review:** Details and justification for the selected mechanisms shall be made publicly available and shall be revised if shortcomings are identified.
- 5.2.3 | Consulted stakeholders shall, at a minimum, include representatives from:
 - a. Workers (as defined in [Section 4](#)) employed within the baseline scenario.
 - b. Businesses, enterprises and organizations (particularly small-scale and independent) who provide or receive services/products to or from the activity in the baseline scenario (e.g., Tier 1 suppliers, local businesses catering to workers)
 - c. Local, regional, and/or national governments, governing bodies, councils and/or policy makers, selected as appropriate depending on the scale of the activity.
 - d. Unions, charities, and non-profit / non-government organizations (NGOs) working to support any of the stakeholder groups listed above.
 - e. All other key stakeholder groups identified in the Impact and Opportunity Assessment, particularly vulnerable groups.
- 5.2.4 | The stakeholder consultations shall be open to expansion if new stakeholders are identified beyond those highlighted above.
- 5.2.5 | An anonymous grievance mechanism shall be made publicly available, as detailed in the [Stakeholder Consultation Engagement Requirements](#). The activity developer(s) should pay special attention to grievances and concerns raised by the those who may be the most severely impacted by the activity.
- 5.2.6 | It shall be publicly disclosed how suggestions, concerns, and grievances raised during stakeholder consultations and continuous input are taken into consideration for decision making by the governing body.
- 5.2.7 | The report(s) from public consultations shall accurately record the discussion points and proposed solutions. The developer shall maintain robust evidence of the consultation (e.g., attendance lists, detailed minutes, photographic evidence).
- 5.2.8 | Key stakeholder representatives (e.g., union leaders, recognized community leaders) shall be provided the opportunity to validate the final report or contest inaccuracies; evidence of this validation process shall be documented.

5.3 | Principle 2: Retaining and retraining workers

- 5.3.1 | Wherever possible, Workers who face job loss due to cessation of the baseline scenario should be retained and retrained for employment in the activity scenario, subject to consent from the Worker.
- 5.3.2 | To determine the feasibility of retention, a transparent Skills Gap Analysis shall be conducted, comparing the existing workforce capabilities with the requirements of the new activity. The results of this analysis shall inform the Just Transition Plan (see [Section 6](#)).
- 5.3.3 | If retaining and retraining is possible, the following requirements apply:
- a. **Support Provision:** Access to the required financial and technical support shall be provided or facilitated. This support includes, but is not limited to, training resources, recognized training courses, and practical experiences.
 - b. **Safeguarding Compliance:** New positions accessed through retraining shall comply with the [Safeguarding Principles and Requirements](#), specifically:
 - i. Principle 1 (Human Rights)
 - ii. Principle 3 (Community Health and Safety)
 - iii. Principle 6.1 (Labour Rights and Working Conditions)
 - c. **Labour Standards Compliance:** New positions shall comply with ILO conventions regarding Decent Work and the host country's occupational health and safety policies.
 - d. **Inclusivity and Equal Access:** Equal access to new positions shall be promoted, and an inclusive environment shall be fostered for all. This shall be in line with [Safeguarding Principles and Requirements](#)
 - i. Principle 2 (Gender Equality and Women's Empowerment) and
 - ii. Principle 6.1.2.
 - e. **Worker Well-being and Support:** The wider impacts of retraining workers shall be considered, including ensuring job satisfaction, maintaining community and engagement within the workforce, and promoting the mental health of workers. Access to mental health and psychosocial support services shall be facilitated for Workers during the transition period.
- 5.3.4 | Where workers cannot be retained due to a limited number of opportunities, or unsuitable opportunities (as justified by the Skills Gap Analysis), the appropriate social protection measures shall be followed ([Principle 4](#)).

5.4 | Principle 3: Sustainable job creation and Economic Diversification

- 5.4.1 | This principle is driven by the mandate that the transition activity should inherently facilitate the creation of sustainable jobs and support the diversification of the local economy.

- a. **Job Compliance Requirements:** All newly created jobs shall comply with the following standards:
 - i. **Safeguarding Principles and Requirements:** In particular, Principle 1 (Human Rights), Principle 3 (Community Health and Safety), and Principle 6.1 (Labour Rights and Working Conditions).
 - ii. **Labour Standards:** Shall comply with ILO conventions regarding Decent Work and the host country's occupational health and safety policies.
- b. **Inclusivity in Hiring:** Where additional capacity is required for new positions that cannot be filled by redeployment of workers from the baseline activity, equal access to new jobs shall be promoted, and an inclusive environment shall be fostered for all.
- c. **Active Local Economic Support:** The activity shall actively support the local economy by:
 - i. Prioritizing local procurement for the activity scenario.
 - ii. Supporting Small and Medium Enterprises (SMEs) to integrate into the new supply chain.
 - iii. Facilitating access to finance or seed funding for new local enterprises, where feasible.
 - iv. Assessing and mitigating negative impacts on local tax revenue and public services previously supported by the baseline activity, in coordination with local authorities.

5.5 | Principle 4: Social protection and Benefit Sharing

5.5.1 | The following requirements detail the mandatory compliance needed to ensure that affected stakeholders are protected from negative impacts and stakeholders share equitably in the benefits of the transition activity.

- a. **Community Protection and Resource Access:**
 - i. **Non-Harm Mandate:** Stakeholders and communities shall not be harmed, in line with the Safeguarding Principles & Requirements. This includes ensuring they are not exposed to health risks (Principle 3) or subjected to forced displacement (Principle 4.2).
 - ii. **Resource Security:** Stakeholders and communities shall not have access to resources negatively impacted (e.g., energy, healthcare, education) as a result of the activity.
 - iii. **Targeted Vulnerability Strategies:** The Just Transition Plan shall include targeted, proactive strategies for groups identified as most vulnerable.
- b. **Cultural Heritage and Equitable Benefit Sharing:**
 - i. **Cultural Heritage:** Cultural heritage shall be protected and preserved in line with Safeguarding Principles & Requirements

Principle 4 (Cultural Heritage, Indigenous People, Displacement and Resettlement).

- ii. **Benefit Sharing:** The activity shall explore and implement transparent mechanisms to ensure the benefits of the new activity are shared equitably with the affected community (e.g., community development funds, local procurement targets, community ownership models).

c. Worker Protection and Negotiated Displacement Options:

Where retention of workers is not possible in line with [Principle 2](#) (as justified by the Skills Gap Analysis), one or more of the following options shall be pursued through transparent negotiation (see [Section 6](#)). Workers shall be given sufficient time to consider options, pose alternative options, negotiate, and deliberate.

- i. **Promote Safety Nets:** Access to national guaranteed employment and unemployment benefit schemes shall be promoted, where available.
- ii. **Facilitate External Employment:** Facilitation shall include concrete actions such as organizing job fairs, funding recognized vocational training courses, or providing dedicated job placement support. The developer shall promote access to Decent Work.
- iii. **Provide Severance Package:** The severance package shall be determined through transparent social dialogue and shall meet or exceed the highest of:
 - a. national legal requirements,
 - b. existing collective bargaining agreements, or
 - c. international best practices/ILO conventions (e.g., a minimum value of at least 1 month of full pay per year of employment for full time employees, adjusted pro-rata for part-time/informal workers).
 - d. In addition: Developers shall facilitate/promote access to training opportunities, support for job seeking, and/or enterprise funding.
- iv. **Provide Early Retirement Package:** Where appropriate (e.g., if worker is nearing retirement age), the package shall be, at a minimum, in line with national legislations and ILO conventions.
- v. **Alternative Options:** Alternative options may be presented by impacted stakeholders (i.e., workers), to be considered on a case-by-case basis.
- vi. **Mental Health Support:** Access to mental health and psychosocial support services shall be facilitated for displaced workers and affected community members.

5.6 | Principle 5: Environmental protection

5.6.1 | The following mandatory requirements detail the environmental compliance, remediation, and resource management obligations under the Just Transition:

a. **Legal and Principle Compliance:**

- i. National and subnational environmental protection laws shall be adhered to.
- ii. Full compliance is required with [Safeguarding Principles and Requirements](#) Principle 9 (Environment, Ecology, and Land Use).

b. **Mandatory Environmental Remediation Scope:** Environmental remediation plans shall, at a minimum, cover:

- i. The recycling, repurposing, and/or safe disposal of any equipment or infrastructure decommissioned from the baseline activity.
- ii. The repurposing of any land, waterbodies, or property that was used for the baseline scenario but is not used for the activity scenario.

c. **Contaminant Cleanup and Restoration:**

- i. Levels of all contaminants shall be restored to meet relevant national environmental standards or WHO safe limits (whichever is stricter).
- ii. The cleanup shall ensure the site is suitable for its intended future use.
- iii. A timely plan to achieve these levels shall be set if immediate restoration is not feasible. This includes, but is not limited to, [WHO Guidelines for Drinking Water Quality](#) and [WHO Global Air Quality Guidelines](#).

d. **Resource Efficiency and Climate Resilience:**

- i. Activities shall optimize resource efficiency (e.g., water use) and be designed and implemented to strengthen, rather than compromise, adaptation and resilience to climate change.
- ii. For water use specifically, refer to [Safeguarding Principles and Requirements](#) Principle 8 (Water).

6 | JUST TRANSITION IMPLEMENTATION

6.1 | Robust governance and Coordination

6.1.1 | The following requirements shall be met to ensure the establishment and long-term effectiveness of the governance structure:

A. Mandate and Compliance:

- a. **Establishment and Duration:** Robust governance shall be established at the onset and remain in effect throughout the duration of the activity to ensure alignment with the Just Transition Principles.
- b. **Standards:** Governance shall align with the highest of:
 - i. national/subnational regulatory best practice, or
 - ii. global best practice frameworks (e.g., [OECD Principles of Corporate Governance](#), [IFC Corporate Governance Methodology](#)).
- c. **Proportionality:** The governance structure and mechanisms shall be proportionate to the scale, complexity, and potential impacts of the activity.

B. Inclusivity and Representation (Governance Committee):

- a. The governance structure shall include a committee or similar representative body with representatives from affected stakeholder groups (including those identified in the [Impact and Opportunity Assessment](#)).
- b. Appointment of committee members shall ensure fair representation of all genders and minority groups and foster an inclusive environment, in line with the [Stakeholder Consultation Engagement Requirements](#).

C. Formal Frameworks for Dialogue and Dispute:

- a. **Negotiation Framework:** The structure shall include a formal framework for negotiation between the developer, worker representatives (e.g., unions), and community representatives concerning the implementation of the Just Transition Plan (JTP).
- b. **Dispute Resolution:** This framework shall include a process for high-level dispute resolution, such as independent mediation or arbitration, which is separate from the individual grievance mechanism.

D. Alignment and Transparency:

- a. **Strategic Alignment:** Developers shall demonstrate how their governance and JTP align with any existing national or regional Just Transition strategies and development plans.
- b. **Public Disclosure:** Details of the governance—including its structure, roles, objectives, scope, modalities, funding, and limits of its regulatory power—shall be made publicly available prior to registration of the activity (see [Annex 02](#)).

6.2 | Impact and opportunity assessment

6.2.1 | The mandatory requirements for conducting the Impact and Opportunity Assessment are as follows:

A. Timing and Standards:

- a. The assessment shall be conducted prior to the start of the activity.
- b. It shall be conducted, at a minimum, following national or subnational regulatory best practice (if any), or established global best practices (e.g., [ISO 31000 – Risk Management Guidelines](#)).

B. Scope and Area of Influence:

- a. The developer shall define and justify the Area of Influence ([Section 4](#)) for the assessment.
- b. The scope shall include the direct and indirect impacts (present and future) of the cessation of the baseline scenario and the implementation of the activity scenario within the defined Area of Influence, including relevant opportunities.
- c. Upstream and Downstream Impacts: The assessment should also cover significant upstream and downstream impacts (e.g., Tier 1 suppliers, economically dependent local businesses). Developers shall assess, transparently report these to stakeholders, and use their influence to facilitate mitigation by relevant parties where direct mitigation is not feasible.

C. Mandatory Assessment Content:

6.2.2 | The assessment shall, at minimum, describe the:

- a. **Project Scope:** Activity boundary and the defined Area of Influence.
- b. **Stakeholders:** Affected stakeholders, including both those adversely affected and beneficiaries (e.g., survey of workers and supply chain of contractors).
- c. **Social Impacts:** All potential negative impacts on stakeholders.
- d. **Environmental Liabilities:** A characterization of the environmental liabilities, including uncertainties, and all potential negative impacts on the environment.
- e. **Opportunities:** Opportunities for limiting negative impacts, economic growth and diversification, social development and enterprise, community resilience and benefit sharing, and environmental protection/sustainability.

D. Data Analysis and Transparency:

- a. **Vulnerable Group Analysis:** The demographics of stakeholders shall be analyzed to identify vulnerable groups for targeted support.

- b. **Data Disaggregation:** Data collected shall be disaggregated by gender, age, ethnicity, disability, migrant status, and employment status (formal/informal) where possible and legally permissible.
- c. **Public Disclosure:** The assessment approaches and results shall be made publicly available (see [Annex 2](#)) and submitted alongside the PDD.

6.3 | Just Transition Plan

6.3.1 | The Just Transition Plan (JTP) is the primary document detailing the strategy to ensure a Just Transition. It shall meet the following requirements:

A. Plan Content and Mitigation Strategy:

- a. **Basis:** The JTP shall be informed by the Impact and Opportunity Assessment results and feedback received from stakeholders.
- b. **Mitigation Detail:** For each stakeholder group, the JTP shall detail how every negative impact identified in the Assessment will be mitigated in line with the Just Transition Principles (or provide justification for non-applicability).
- c. **Vulnerable Groups:** shall include targeted strategies for vulnerable groups (Principle 4).
- d. **Implementation Roadmap:** The JTP shall establish timelines with target dates for activity implementation and Just Transition Principles implementation, alongside delegation of responsibilities.
- e. **Reliance Management:** The JTP shall detail the responsibilities of the developers and any third-party elements on which the plan relies (e.g., government grants). It shall identify mitigation strategies if the reliance conditions change.
- f. **Public Communication:** The JTP shall be communicated to all affected stakeholders (using accessible formats and languages), made publicly available prior to registration (see [Annex 2](#)), and submitted alongside the PDD.

B. Funding and Financial Assurance:

- a. **Financial Feasibility:** It shall be demonstrated that the JTP has a viable funding strategy and financial feasibility.
- b. **Budgeting:** The JTP shall detail the source and allocation of funds alongside detailed, transparent costing and estimated budgets for each element, including a contingency budget.
- c. **Funding Evidence:** Evidence of financial feasibility (e.g., board resolutions, committed grant agreements, financial models) shall be provided.
- d. **Long-Term Assurance:** For long-term commitments (e.g., environmental remediation, social support), financial assurance

mechanisms (e.g., bonds, escrow accounts) shall be established to ensure funds are available independent of the activity's future financial performance.

C. Monitoring and Adaptive Management:

- a. **KPIs:** The JTP shall identify Key Performance Indicators (KPIs) for monitoring, reporting, and verification (MRV) of the Just Transition (refer to [Annex 01](#)). KPIs shall include both quantitative and qualitative indicators and be subject to MRV.
- b. **Continuous Evolution:** Implementation of the activity and ongoing social dialogue shall be used to continuously inform and evolve the JTP.
- c. **Review Mechanisms:** The JTP shall define:
 - i. **Mandatory Review Cycles:** (e.g., annually) involving the governance committee.
 - ii. **Trigger Mechanisms:** (e.g., failure to meet specific KPI targets) that necessitate an immediate review and revision.
 - iii. **Approval Process:** The process for communicating and approving major changes to the plan.

6.4 | Monitoring, Reporting, and Verification

6.4.1 | The following requirements detail the mandatory procedures for tracking, reporting, and independently verifying the implementation of the Just Transition Plan:

A. Reporting Frequency and Content:

- a. **Monitoring:** Progress on the Just Transition Plan (JTP) shall be monitored using the defined Key Performance Indicators (KPIs).
- b. **Submission:** Monitoring results and progress reports shall be submitted at every verification event.
- c. **Documentation:** The submission shall include documentation detailing:
 - i. Any grievances received and their resolution status.
 - ii. Any changes to the JTP (e.g., changes in governance structure, funding, timelines, or stakeholder groups).

B. Shortcomings and Corrective Action:

- a. **Identification:** Any shortcomings against JTP targets shall be identified and formally justified.
- b. **Action Plan:** When shortcomings are identified, a formal Corrective Action Plan shall be developed, approved by the governance committee, and immediately implemented.

- c. **MRV Status:** The status of all Corrective Action Plans shall be included in the MRV report.

C. Verification Requirements (VVBs):

- a. **VVB Competency:** Validation and Verification Bodies (VVBs) auditing the JTP shall demonstrate competency in social auditing, labour rights, and community engagement.
- b. **Methodology:** Verification methodologies shall include confidential interviews with Workers and community focus groups to assess the qualitative aspects and effectiveness of the JTP implementation.

Annex 01 – Key Performance Indicators

This Annex provides a non-exhaustive list of Key Performance Indicators (KPIs) for monitoring, reporting, and verification of the Just Transition Plan (JTP). All relevant KPIs shall be disaggregated by gender, age, and vulnerability status where appropriate and legally permissible.

KPI Category	Key Performance Indicators
Stakeholder Engagement and Continuous Input	<ul style="list-style-type: none"> - Number of concerns/grievances submitted (by category). - Number of grievances resolved / pending (and average resolution time). - Evidence of JTP adaptation based on stakeholder input.
Retaining and Retraining Workers	<ul style="list-style-type: none"> - Number of workers retained (with/without retraining). - Number of workers who have started/completed retraining programmes. - Percentage of retained workers reporting comparable or improved wages and benefits (Assessment of Decent Work). - Reported job satisfaction of retained workers (Qualitative). - Utilization rates of mental health and psychosocial support services.
Sustainable Job Creation and Economic Diversification	<ul style="list-style-type: none"> - Total number of new jobs created (by type and contract duration). - Number of jobs which cannot be filled by workers from the baseline activity. - Percentage of procurement budget spent locally / with local SMEs. - Status and viability of local enterprise development initiatives launched as part of the JTP.
Social Protection and Displacement	<ul style="list-style-type: none"> - Number of workers who cannot be retained (jobs lost). - Number of displaced workers who are re-employed elsewhere (with developer facilitation and assessed against Decent Work criteria). - Number of displaced workers provided a severance package (and package comparison vs. required benchmarks). - Number of displaced workers provided a retirement package. - Number of workers who have received no external employment/package (and justification). - Number of stakeholders whose livelihoods have been negatively impacted (beyond workers). - Number of impacted stakeholders who have received support from the developer(s). - Assessment of strain on local services (e.g., healthcare, energy, housing) resulting from the activity.

Benefit Sharing

- Value and distribution of contributions via community benefit sharing mechanisms.
-

Environmental Protection

- Levels of harmful contaminants (compared against national standards or WHO guidelines).
 - Percentage of decommissioned materials recycled or repurposed.
 - Status of land remediation and repurposing efforts against timelines.
 - Status of financial assurance mechanisms for long-term remediation.
 - Further Environmental KPIs (activity-specific, informed by impact assessments).
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Annex 02 – Transparency and Disclosure Requirements

This Annex outlines the mandatory minimum public disclosure requirements. All documents shall be accessible (e.g., available online and physically upon request) and provided in relevant local languages, with non-technical summaries available for complex documents.

Document/Information	Timing of Disclosure	Frequency of Updates
Governance Structure Details (Roles, members, scope, negotiation framework)	Prior to design certification (submitted with PDD)	When major changes occur
Impact and Opportunity Assessment (Approach and Results)	Prior to design certification (submitted with PDD)	At renewal of crediting period or if major changes occur
Just Transition Plan (JTP)	Prior to design certification (submitted with PDD)	Annually (via MRV report) or immediately if major changes occur
Stakeholder Consultation Mechanisms and Grievance Mechanism details	Prior to registration and actively promoted throughout	Continuous
Stakeholder Consultation Reports (including validation evidence)	Following completion of consultation rounds/validation	As consultations occur
MRV Reports (including JTP progress, KPI data, and Corrective Action Plans)	At every verification event	At every verification event

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Contact Details

The Gold Standard Foundation
 International Environment House 2
 Chemin de Balexert 7-9
 1219 Châtelaine Geneva, Switzerland
 Tel +41 22 788 70 80

Email help@goldstandard.org
