

2025

Global Reporting Initiative (GRI) Report



Driving
Sustainable
Change

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1.0 About This Report

This report is GPM's formal sustainability report prepared in accordance with the **GRI Standards 2021 (Core Option)**. It covers activities, impacts, and performance across the calendar year **2025**.

This report aligns with and supports GPM's commitment to the **United Nations Global Compact**, particularly the Ten Principles in the areas of human rights, labor, environment, and anti-corruption. It also reflects GPM's contribution toward advancing the **UN Sustainable Development Goals (SDGs)** through our business strategy, partnerships, and practices.

The report draws primarily from our 2025 Communication on Progress (CoP) to the UN Global Compact and includes supplementary data, policies, and performance metrics where applicable. External assurance was conducted for carbon impact data disclosed in Net Positive reporting.


REPORTING SCOPE

This report includes all GPM operations globally. No entities or subsidiaries have been excluded from this report.

REPORTING FREQUENCY

GPM reports annually on sustainability-related performance and governance.

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2.0 Overview

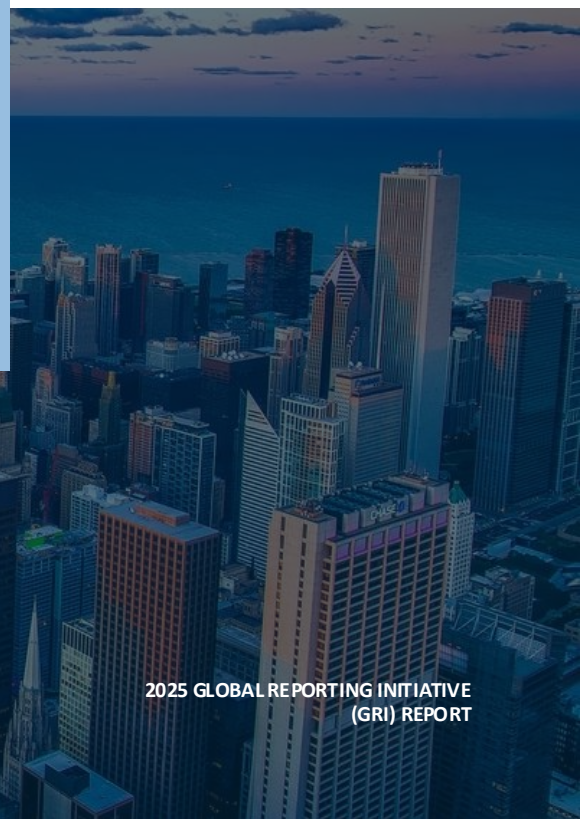


GPM Global (Green Project Management Global) is the world leader in **sustainable and regenerative project management**, founded with the mission to **decouple economic growth from social and environmental degradation**.

Since its founding, GPM has focused on transforming how organizations plan, deliver, and govern projects—integrating sustainability, ethics, and regeneration into every aspect of project management and organizational strategy.

A GLOBAL FORCE FOR SUSTAINABLE GROWTH

Headquartered in **Novi, Michigan, USA**, GPM operates a globally through partnerships, accredited training providers, and certified professionals in more than **55 countries**.



2.1 Activities, Products, and Services

GPM's work focuses on four primary areas:



EDUCATION AND TRAINING

Delivering internationally recognized professional certifications and leadership programs in sustainable and regenerative project management.



STANDARDS AND TOOLS

Developing frameworks such as the **P5 Standard for Sustainability in Project Management** and **PRiSM (Projects Integrating Sustainable Methods)** methodology, which are used globally by organizations and universities.



CONSULTING AND CAPACITY BUILDING

Supporting organizations in integrating sustainability and regeneration principles into governance, delivery, and operational systems.



ADVOCACY AND POLICY ENGAGEMENT

Contributing to international standards and initiatives including the **UN Global Compact**, **UN Business for Peace Initiative**, and **GRI Frameworks**.

GPM's clients include private corporations, NGOs, universities, and government institutions seeking to embed sustainability, equity, and climate resilience into their project delivery.

2.2 Vision, Mission, and Purpose

GPM's mission is to **equip organizations and professionals with the knowledge, tools, and competencies to deliver projects that create social, environmental, and economic value.**

Our vision is a world where **projects are vehicles for regeneration**, contributing to planetary health, human dignity, and long-term prosperity.

We aim not only to minimize harm but to **actively restore and enhance natural and social systems**, aligning with global frameworks such as the **Sustainable Development Goals (SDGs), TNFD, SBTi, and IFRS S2.**



2.3 Governance and Structure

GPM operates under a **three-tier governance model** designed to ensure transparency, accountability, and stakeholder participation:

1 BOARD OF DIRECTORS

Provides strategic oversight and approves sustainability and ethics policies.

2 EXECUTIVE LEADERSHIP TEAM

Implements board strategy, oversees operations, and drives sustainability integration.

3 ADVISORY AND TECHNICAL COMMITTEES

Ensure technical accuracy, stakeholder input, and alignment with global frameworks.

An **annual governance scorecard** is published alongside the UNGC Communication on Progress. All GPM policies are publicly available through www.gpm.org or upon request.

2.4 Workforce

GPM maintains a small global team supported by regional partners and certified trainers.

In 2025:



Over **50%** of **leadership roles** were held by **women**.



Zero incidents of forced or child labor were reported.



All staff completed human rights and labor rights training within 90 days of onboarding.



100% of suppliers adhere to GPM's **Human Rights and Anti-Trafficking Policy**.

2.5 Memberships and Affiliations

GPM is an active member or partner of multiple global initiatives, including:



United Nations Global Compact (since 2012)



Project Management Institute (PMI) (Joint Venture, 2025)



Institute of Management Accountants (IMA) (Joint Leadership Program, 2025)



United Nations Business for Peace Initiative



Global Reporting Initiative (GRI)

These collaborations expand the reach of sustainable and regenerative project management worldwide.

3.0 Governance & Ethics

3.1 Governance Structure (GRI 2-9, 2-13, 2-14)

GPM Global operates under a **three-tier governance model** designed to ensure accountability, transparency, and inclusion across all business activities.

1 BOARD OF DIRECTORS

Provides independent oversight, approves all policies, and reviews performance against sustainability and ethical objectives.

2 EXECUTIVE LEADERSHIP TEAM

Responsible for operational delivery of the sustainability strategy, including implementation of the P5 Standard and Environmental Regeneration Policy.

3 ADVISORY AND TECHNICAL COMMITTEES

Comprised of external experts and regional representatives who advise on evolving standards, stakeholder engagement, and alignment with global frameworks (UNGC, SBTi, GRI, TNFD).

Board performance is evaluated annually, and outcomes are summarized in GPM's **Governance Scorecard**, published with the Communication on Progress.

3.2 Policy Framework (GRI 2-23 to 2-25)

GPM's ethics and sustainability commitments are codified through a comprehensive set of policies that apply to all employees, contractors, and suppliers:

-  **ETHICS AND WORKPLACE INTEGRITY POLICY**
Establishes zero tolerance for bribery, extortion, discrimination, or harassment.
-  **HUMAN RIGHTS AND ANTI-TRAFFICKING POLICY**
Prohibits forced, bonded, or child labor; requires due diligence across the supply chain.
-  **EMPLOYMENT AND LABOR RIGHTS POLICY**
Guarantees freedom of association, collective bargaining, and safe, equitable working conditions.
-  **ENVIRONMENTAL REGENERATION POLICY**
Commits GPM to net-positive carbon impact and nature-based restoration.
-  **RESPONSIBLE AI AND DIGITAL SUSTAINABILITY POLICY**
Guides the ethical use of technology and ensures low-energy, ethically sourced digital infrastructure.

All policies are reviewed annually by the Board and published on www.gpm.org or provided upon request.

3.3 Ethics and Compliance (GRI 205-2, 205-3)



TRAINING AND AWARENESS

All employees, contractors, and suppliers complete annual ethics and anti-corruption training that includes scenario-based learning and reporting procedures. Compliance completion is tracked at 100 percent.



WHISTLEBLOWER PROTECTIONS

In 2025, GPM introduced a formal **whistleblower and non-retaliation framework**. Reports can be submitted anonymously through a secure, third-party portal. Investigations are managed by an independent compliance officer and reviewed by the Board’s Ethics Committee.



CONFLICT-OF-INTEREST DECLARATIONS

All staff, partners, and suppliers must submit annual conflict-of-interest disclosures as a condition of engagement.



PUBLIC DISCLOSURE OF ENFORCEMENT ACTIONS

A summary of substantiated ethics violations and corrective actions is included in the annual governance report. No confirmed incidents of corruption were recorded in 2025.

3.4 Accountability and Transparency (GRI 2-26 to 2-27)

GPM embeds participatory monitoring and transparent reporting into every major engagement:

1 All client projects exceeding USD 1 million include participatory governance and sustainability oversight.

2 Stakeholders can access the Governance Scorecard and policy updates publicly.

3 Annual assurance of carbon impact data is conducted by an accredited third party.

3.5 Continuous Improvement

GPM's governance and ethics programs are designed to evolve with international norms and stakeholder expectations. Key 2025 actions included:



Expanding ethics training to cover **digital ethics and AI governance**.



Enhancing the whistleblower process with regional language accessibility.



Integrating ethical performance indicators into employee evaluations.

These measures ensure that integrity, transparency, and accountability remain central to GPM's global operations.



4.0 Stakeholder Engagement

4.1 Approach

GPM Global recognizes that effective sustainability leadership depends on meaningful and transparent dialogue with stakeholders who are affected by, or can influence, our operations.

Our engagement approach is guided by three principles:

1 INCLUSIVITY

Ensure all stakeholder groups, including marginalized voices, can contribute to shaping our strategy.

2 TRANSPARENCY

Provide open access to policy documents, impact data, and governance outcomes.

3 RECIPROCITY

Treat engagement as a continuous exchange that informs both GPM's strategy and our stakeholders' capacity to act on sustainability.



Stakeholder engagement is embedded in project delivery, governance reviews, and policy development through formal surveys, collaborative programs, and partnership initiatives.

4.2 Key Stakeholder Groups

Stakeholder Group	Engagement Mechanisms	Primary Interests / Expectations	Examples of 2025 Outcomes
Employees and Contractors	Regular policy briefings, annual ethics training, employee surveys, open governance sessions	Safe and equitable work conditions, career growth, participation in sustainability strategy	100% ethics and human-rights training completion; > 50% of leadership roles held by women
Clients and Partners	Project-level sustainability assessments, participatory monitoring, governance scorecards	Integration of sustainability and regeneration into projects; transparency on carbon impact	6 client organizations achieved circular certification; 14 piloted GPM project-level certification
Academic and Training Institutions	Joint research, curriculum partnerships, certification programs	Access to sustainability frameworks, global accreditation, open-access materials	P5 Standard and PRISM integrated into 20 university programs
Professional Associations	Strategic alliances and joint initiatives	Development of shared standards and leadership capacity	Joint ventures with PMI and IMA launched in 2025
Suppliers and Vendors	Annual policy affirmation, audits, due-diligence questionnaires	Compliance with human-rights and environmental standards	100% adherence to Human Rights and Anti-Trafficking Policy
Global Policy & Civil-Society Networks	Participation in UNGC, UN Business for Peace, GRI forums	Advancement of SDGs, ethical governance, climate action	Active collaboration on regenerative policy frameworks
Learners and Certification Holders	Feedback surveys, online community, open-access tools	Ongoing professional development, knowledge sharing	Expansion of open-access tools and global training reach (25 countries)

4.3 Engagement Outcomes and Feedback Integration

Stakeholder feedback directly influences our policies and annual objectives. Recent examples include:

1 GOVERNANCE REFORMS

Input from partners and clients informed the 2025 update of the Ethics and Workplace Integrity Policy and Whistleblower Framework.

2 PROGRAM DESIGN

University and industry partners co-developed the Regenerative Leadership Program, shaping its focus on intergenerational equity and systems thinking.

3 REPORTING AND DISCLOSURE

Feedback from UN Global Compact peers led to expanded reporting on Scope 3 emissions and biodiversity metrics in the 2025 CoP.

Stakeholder input is consolidated annually through the **Governance Scorecard** and used to prioritize emerging material topics for the next reporting cycle.

4.4 Future Focus

GPM will continue to broaden stakeholder engagement by:

- ➔ Introducing digital collaboration platforms for global partner consultation
- ➔ Expanding regional representation in advisory committees
- ➔ Formalizing an annual Stakeholder Forum to review material topics and performance data.



5.0 Material Topics

5.1 Determining Material Topics (GRI 3-1)

GPM defines material topics as those environmental, social, and governance issues that represent the most significant impacts of our operations on people and the planet — and that are most relevant to our stakeholders' decision-making.

Our process for determining material topics follows four steps:

1 IDENTIFICATION

We review global sustainability frameworks including the UN Global Compact, GRI Standards, the Sustainable Development Goals (SDGs), and emerging standards such as the Taskforce on Nature-related Financial Disclosures (TNFD), Science Based Targets initiative (SBTi), and IFRS S2 Climate Disclosure Guidance.

Input is gathered from employees, partners, clients, and advisory bodies to identify issues where GPM has either direct or indirect impact.

2 PRIORITIZATION

Each issue is evaluated based on two dimensions:

- The significance of GPM's impact on people, the environment, and the economy; and
 - The degree of stakeholder concern or influence.
- The resulting topics are ranked as core, significant, or emerging.

3 VALIDATION

The Executive Leadership Team and Advisory Committee validate the list to ensure alignment with GPM's mission and strategic goals.

4 REVIEW AND UPDATE

Material topics are revisited annually in conjunction with the UNGC Communication on Progress process and governance scorecard review.

This process ensures that material issues reflect both internal priorities and external expectations, reinforcing GPM's position as a driver of sustainability and regeneration in project management.

5.2 2025 Material Topics (GRI 3-2)

The following table summarizes the material topics identified for 2025, their boundaries, and the corresponding SDG and GRI linkages.

Material Topic	Boundary of Impact	Relevant SDGs	GRI Reference
Climate Action and Carbon Management	Direct operations, consulting projects, and client engagements		GRI 305: Emissions
Environmental Regeneration and Biodiversity	Policy frameworks, client advisory work, educational content		GRI 304: Biodiversity
Human Rights and Labor Practices	Workforce, suppliers, and partners		GRI 401–407, 409
Diversity, Equity, and Inclusion	Workforce and governance		GRI 405, 406
Ethics, Integrity, and Anti-Corruption	Global operations, supply chain, and partnerships		GRI 205, 406
Digital Sustainability and Responsible AI	Digital infrastructure, data governance, and partner platforms	 	GRI 418 (Data Protection), custom disclosure
Education and Capacity Building for Sustainability	Global training programs, university partnerships	 	GRI 404 (Training and Education), custom disclosure
Circular Economy and Responsible Procurement	Client engagements and supplier network		GRI 308, 414
Stakeholder Engagement and Governance Transparency	All stakeholders, clients, and reporting audiences	 	GRI 2-26, 2-27, 3-3

5.3 Managing Material Topics (GRI 3-3)

GPM integrates material topics into its governance and operations through defined policies, measurable targets, and reporting mechanisms:

1 CLIMATE ACTION AND REGENERATION

GPM achieved a Net Positive Carbon Impact in 2025, removing 1,400 tCO₂e through direct air capture and reforestation, while reducing Scope 3 emissions by 18%. All data were third-party assured.

2 HUMAN RIGHTS AND LABOR

100% of vendors comply with GPM's Human Rights and Anti-Trafficking Policy, and all employees complete labor and ethics training.

3 DIVERSITY, EQUITY, AND INCLUSION

Women hold over 50% of leadership positions. GPM enforces a zero-tolerance policy on discrimination and maintains equal-pay practices.

4 ANTI-CORRUPTION

GPM maintains a zero-tolerance policy for bribery and corruption, supported by mandatory training and a whistleblower framework introduced in 2025.

5 EDUCATION AND KNOWLEDGE SHARING

Through open-access resources and professional certifications, GPM trained thousands of professionals across 25 countries in 2025.

6 DIGITAL SUSTAINABILITY AND AI ETHICS

A new Responsible AI Policy was launched in 2025, and 100% of GPM's internal digital infrastructure transitioned to low-energy, ethically sourced platforms.

Each material topic is linked to the SDGs, embedded in the company's governance processes, and reviewed annually to ensure continued relevance and measurable impact.

5.4 Future Priorities

Looking ahead, GPM will continue to refine its materiality assessment by:



Integrating stakeholder input through an annual **Global Sustainability Forum**.



Expanding reporting on biodiversity regeneration and circular economy outcomes.



Publishing a **Materiality Matrix** visual in future reports for increased transparency.



6.0 Topic-Specific Disclosures

6.1 Economic Performance and Ethics

GRI 205: Anti-Corruption (205-2, 205-3)



COMMITMENT AND POLICY

GPM enforces a zero-tolerance policy for bribery, extortion, and corruption, governed by the Ethics and Workplace Integrity Policy.



TRAINING

100% of employees, contractors, and suppliers completed annual anti-corruption and ethics training.



WHISTLEBLOWER PROTECTIONS

In 2025, a formal non-retaliation and whistleblower system was launched, allowing anonymous reporting via a secure third-party portal.



INCIDENTS

No confirmed incidents of corruption or non-compliance were reported during 2025.



PUBLIC TRANSPARENCY

A summary of compliance results and enforcement actions is disclosed annually in GPM's Governance Scorecard.

GRI 201: Economic Performance (contextual disclosure)

While GPM does not publish financial statements publicly, its economic impact is measured in knowledge transfer, client capacity building, and market transformation toward sustainable and regenerative practices.

2025 highlights include:



Launch of the Joint Venture with the Project Management Institute (PMI), expanding access to sustainable project methodologies globally.



Joint Leadership Program with the Institute of Management Accountants (IMA) to integrate sustainability and ESG into financial decision-making.

6.2 Environmental Stewardship

GRI 305: Emissions (305-1 to 305-5)

- Target**
Achieve Net Positive Carbon Impact by 2025.
- Performance**
 - Achieved Net Positive Carbon Impact in 2025.
 - Removed **1,400 tCO₂e** via direct air capture and reforestation.
 - Reduced **Scope 3 emissions by 18% year-over-year**.

- Assurance**
All carbon impact data externally verified.
- Framework Alignment**
TNFD, SBTi, and IFRS S2 frameworks fully adopted and published.

GRI 301 / GRI 306: Resource Use and Waste

- Circular design principles and life-cycle thinking integrated through the **P5 Standard**.
- 6 client organizations achieved Circular Certification in 2025 with GPM support.
- All internal operations transitioned to low-energy digital infrastructure.

GRI 304: Biodiversity (contextual)

- Environmental Regeneration Policy mandates protection and restoration of ecosystems through reforestation and soil regeneration.
- Zero-deforestation procurement codified in GPM's Environmental Policy.



6.3 Social Responsibility and Human Rights

GRI 401–409: Labor Practices and Human Rights



Workforce Equality (GRI 405, 406)

- Over 50% of leadership positions held by women.
- 0 incidents of discrimination, harassment, or labor rights violations.
- Equal pay and inclusive advancement opportunities embedded in the Employment and Labor Rights Policy.



Human Rights (GRI 409)

- 100% of suppliers required to adhere to GPM’s Human Rights and Anti-Trafficking Policy.
- No cases of forced, bonded, or child labor in 2025.
- Staff receive training on labor and human rights within 90 days of onboarding.



Freedom of Association (GRI 407)

Freedom of association and collective bargaining are guaranteed through policy and supplier contracts.

GRI 404: Training and Education



GPM provides open-access sustainability education through its **P5 Standard** and **PRISM** methodology.



The **Regenerative Leadership Program**, launched in 2025, trains leaders in systems thinking and intergenerational value creation.



Global training delivered across 25 countries to thousands of professionals.

GRI 414: Supplier Social Assessment



100% of vendors and partners assessed against social and environmental criteria.



Suppliers failing to meet policy requirements are required to remediate or risk contract termination.

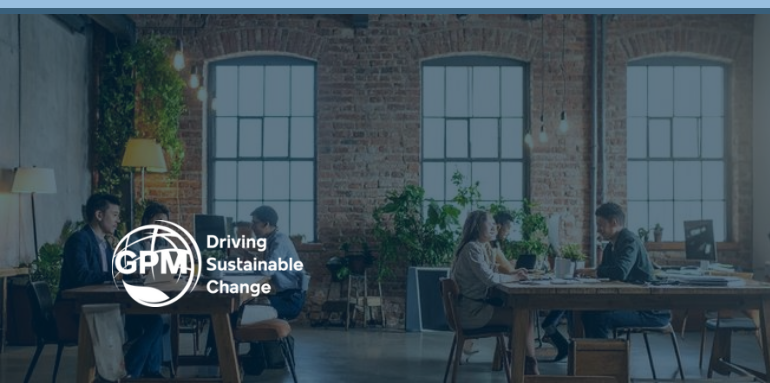
GRI 417 / Custom Disclosure: Education and Advocacy



GPM continues to act as a catalyst for sustainability literacy, partnering with universities and professional bodies.



Frameworks and standards are freely available online to democratize sustainability knowledge.



6.4 Integration of SDGs and Regenerative Practices

GPM’s material topics correspond directly to the following SDGs, which guide project-level and organizational strategy:

SDG	Key Actions and Contributions (2025)
 <p>4 – Quality Education</p>	<p>Expanded open-access tools and partnerships with universities; integrated sustainability education in curricula.</p>
 <p>5 – Gender Equality</p>	<p>Gender equity in leadership (>50% women); inclusive employment policies.</p>
 <p>8 – Decent Work and Economic Growth</p>	<p>Enforcement of fair labor standards; promotion of green and regenerative jobs.</p>
 <p>9 – Industry, Innovation and Infrastructure</p>	<p>Responsible AI policy; digital sustainability training for CIOs and project leaders.</p>
 <p>12 – Responsible Consumption and Production</p>	<p>Circular economy certification and procurement practices.</p>
 <p>13 – Climate Action</p>	<p>Net Positive Carbon Impact achieved; Scope 3 reductions; nature-based solutions.</p>
 <p>16 – Peace, Justice and Strong Institutions</p>	<p>Ethics, anti-corruption, and transparent governance reforms.</p>
 <p>17 – Partnerships for the Goals</p>	<p>Global alliances with PMI, IMA, and academia to scale regenerative development.</p>



6.5 Continuous Improvement

In 2026 and beyond, GPM will:



Publish biodiversity regeneration and climate resilience indicators aligned with the P5 framework.



Introduce Impact-per-Project reporting under GRI 203 (Indirect Economic Impacts).



Integrate planetary boundaries metrics into project certification criteria.



7.0 GRI Content Index

About this Index

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021: Core Option.

Page references correspond to this report unless otherwise noted (with “CoP” referencing the 2025 UNGC Communication on Progress Report).

GRI 2: General Disclosures (2021)

Disclosure	Title	Reference / Source
2-1	Organizational details	Section 2; CoP p. 6
2-2	Entities included in sustainability reporting	Section 2; CoP p. 6
2-3	Reporting period, frequency, and contact	Section 1; CoP p. 22
2-5	External assurance	Section 6.2; CoP p. 5
2-6	Activities, value chain, and business relationships	Section 2; CoP pp. 6, 14, 19
2-7	Employees	Section 2; CoP p. 18
2-9	Governance structure and composition	Section 3; CoP p. 12
2-11	Chair of highest governance body	Section 3; CoP p. 3
2-13	Delegation of responsibility for sustainability	Section 3; CoP p. 12
2-14	Role of governance body in sustainability oversight	Section 3; CoP p. 12
2-23	Policy commitments	Sections 2–3; CoP pp. 4–5, 7–10
2-24	Embedding policy commitments	Section 3; CoP p. 10
2-25	Processes for remediation	Section 3; CoP p. 7
2-26	Mechanisms for seeking advice or raising concerns	Section 3; CoP p. 7
2-28	Memberships and associations	Section 4; CoP p. 21
2-29	Stakeholder engagement	Section 4; CoP pp. 13, 15, 21

GRI 3: Material Topics (2021)

Disclosure	Title	Reference / Source
3-1	Process to determine material topics	Section 5; CoP pp. 13–17
3-2	List of material topics	Section 5; CoP pp. 15–17
3-3	Management of material topics	Section 5; throughout report

GRI Topic Standards

GRI Code	Disclosure Title	Reference / Source
201 (context)	Economic Performance	Section 6.1; CoP p. 21
205-2	Communication and training on anti-corruption	Section 6.1; CoP pp. 7, 10
205-3	Confirmed incidents of corruption and actions taken	Section 6.1; CoP pp. 7, 12

GRI Code	Disclosure Title	Reference / Source
301 / 306	Materials and waste management	Section 6.2; CoP p. 19
304	Biodiversity	Section 6.2; CoP p. 11
305-1 to 305-5	Emissions and reductions	Section 6.2; CoP p. 19
308-1 / 414- 1	Supplier environmental/social assessment	Section 6.3; CoP pp. 4–5
401–409	Employment and labor practices	Section 6.3; CoP pp. 4, 10, 18
404-2	Employee training and education	Section 6.3; CoP p. 21
405–406	Diversity and equal opportunity / non-discrimination	Section 6.3; CoP pp. 16–18
409-1	Forced or compulsory labor	Section 6.3; CoP pp. 4, 10, 18
417-1	Product/service labeling (P5/PRiSM frameworks)	Section 6.3; CoP pp. 14–15

Custom / GPM - Specific Disclosures

Topic	Description	Reference / Source
Digital Sustainability & Responsible AI	Ethical technology use and low-energy digital transition	Section 6.3; CoP p. 8
Circular Economy & Client Certification	Support for client circular certification and resource regeneration	Section 6.2; CoP p. 19
Regenerative Leadership Program	Development of systems-based sustainability leadership	Section 6.3; CoP p. 21
SDG Alignment	Direct mapping of GPM policies to SDG targets	Section 6.4; CoP pp. 15–17

External Standards and Frameworks Referenced

 United Nations Global Compact (Ten Principles)	 Science Based Targets initiative (SBTi)
 Sustainable Development Goals (SDG)	 IFRS S2 Climate-Related Disclosure Standard
 Taskforce on Nature-related Financial Disclosures (TNFD)	 GRI Standards (2021)

Assurance Statement

External assurance was conducted on GPM's carbon impact and Net Positive data by an independent third party.

All other data have been internally verified by the GPM Governance Committee.



2025

Global Reporting Initiative (GRI) Report



CONTACT

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