

GRI 202: Market Presence - Topic Standard - Cross-sectoral

Disclosure GRI 202-2

Proportion of senior management hired from the local community

Framework: GRI Standards

Type: Coverage + narrative

Regime: Voluntary

Effective: 2018-07-01

Datapoints & assurance

Datapoint	What to capture	Owner	Risk an assurer probes	Evidence to check
Key operating sites	List the locations the organisation treats as its main operating sites, using the same basis applied in reporting so the set is complete and consistent.	Operations / Finance	The site list is built from a different source than the operational register, so a major location is left out or a non-core site is included.	Group structure or site register, management reporting pack, and the internal basis used to decide which sites count.
Local senior hires	Capture the share of senior managers who were recruited from the local community, using the agreed local-community and senior-manager definitions for the period reported.	HR / People Analytics	The percentage is calculated from a seniority definition that does not match HRIS job levels, or the local-community test is applied inconsistently across hires.	HRIS, recruitment records, and the working paper that maps each senior manager to local-community status.
Senior manager definition	Set out the organisation's working definition of who counts as senior management for this metric, including the roles or level used to classify people.	HR / Reward	The definition used in the disclosure does not match the job-level mapping used in HR systems, so the numerator and denominator are built from different populations.	HR policy, organisation chart, job architecture, and the internal calculation note used for the disclosure.
Local area definition	State the geographic area the organisation uses to decide whether a person is local for this measure, in the form used in the calculation.	HR / Recruitment	The local-area rule is applied using a different geography than the one used in recruitment records, so people are classified as local or non-local on the wrong basis.	Policy note, recruitment geography rules, and any map or postcode list used to apply the local-area test.
Major site definition	Explain the rule used to decide which operating sites are treated as significant, including any threshold or business test applied.	Operations / Finance	The definition is based on a different site list than the one used in operations reporting, so the disclosure misses a material site or counts a minor one.	Disclosure methodology note, site portfolio list, and the internal criteria paper used to identify significant sites.

How to prepare

- 1 Set the reporting boundary first.** List the sites you will treat as material for this disclosure, and make sure the same set is used consistently when you gather the local hiring figure and the related explanations.
- 2 Agree what counts as the management group in scope.** Write down the business definition you are using for that level of staff so the percentage is calculated against the right population.
- 3 Fix the meaning of local for this report.** State the geographic area you will use to decide whether a manager is from the surrounding community, and apply that rule consistently.
- 4 Collect the underlying records before you calculate anything.** Pull together the site list, the headcount or HR evidence needed for the percentage, and the internal notes that support each definition you plan to disclose.
- 5 Prepare the disclosure in two parts:** the number and the explanations. Report the percentage of managers recruited from the local community, then add the wording you used for the management group, the local area, and the sites covered.
- 6 Check the final draft against the source material and your working papers.** Confirm that every required item is present, that any exclusions or scope changes are explained, and that the published wording matches the evidence you hold.

This LRA assistance tool is designed for educational and internal data-collection purposes. It is not an official interpretation of the GRI Standards, IFRS Sustainability Disclosure Standards or EU CSRD/ESRS requirements. When applying these frameworks in professional practice, users should consult and double-check the official standards, guidance and applicable regulatory sources.

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