



WEBINAR

The B Corp 2025 Standards: Meeting New Materiality Requirements

Learn how to run a materiality assessment that is compliant with the B Corp 2025 Standards.

13 August 2025





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The B Corp 2025 Standards: Meeting New Materiality Requirements

WEDNESDAY, AUGUST 13TH, 2025
3:00 PM EST / 12:00 PM PST



Hosted By:
Dr. Tim Siegenbeek van Heukelom
Chief Impact Officer, Socialsuite

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Nancy Mancilla
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Mastering Double Materiality Assessments with GRI & IFRS

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Jeff Crawford
Managing Director,
Azuri Consulting



Matthew Rusk
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Avoiding Common Pitfalls in CSRD-Compliant Double Materiality Assessments

Ensure your double materiality assessment aligns with CSRD/ESRS requirements and avoids costly missteps.

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Dr. Tim Siegenbeek
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Chief Impact Officer,
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Jessica Richmond
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Sunday





Dr. Tim Siegenbeek van Heukelom

Chief Impact Officer
Socialsuite



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The B Corp 2025 Standards: Materiality Requirements

Today's focus



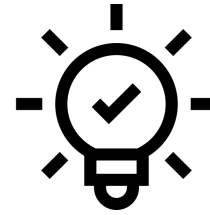
EVOLUTION

Why B Corp's shift to
standardised materiality?



REQUIREMENTS

Breaking down the B Corp
materiality requirements.



GET STARTED

Make your materiality
assessment B Corp compliant





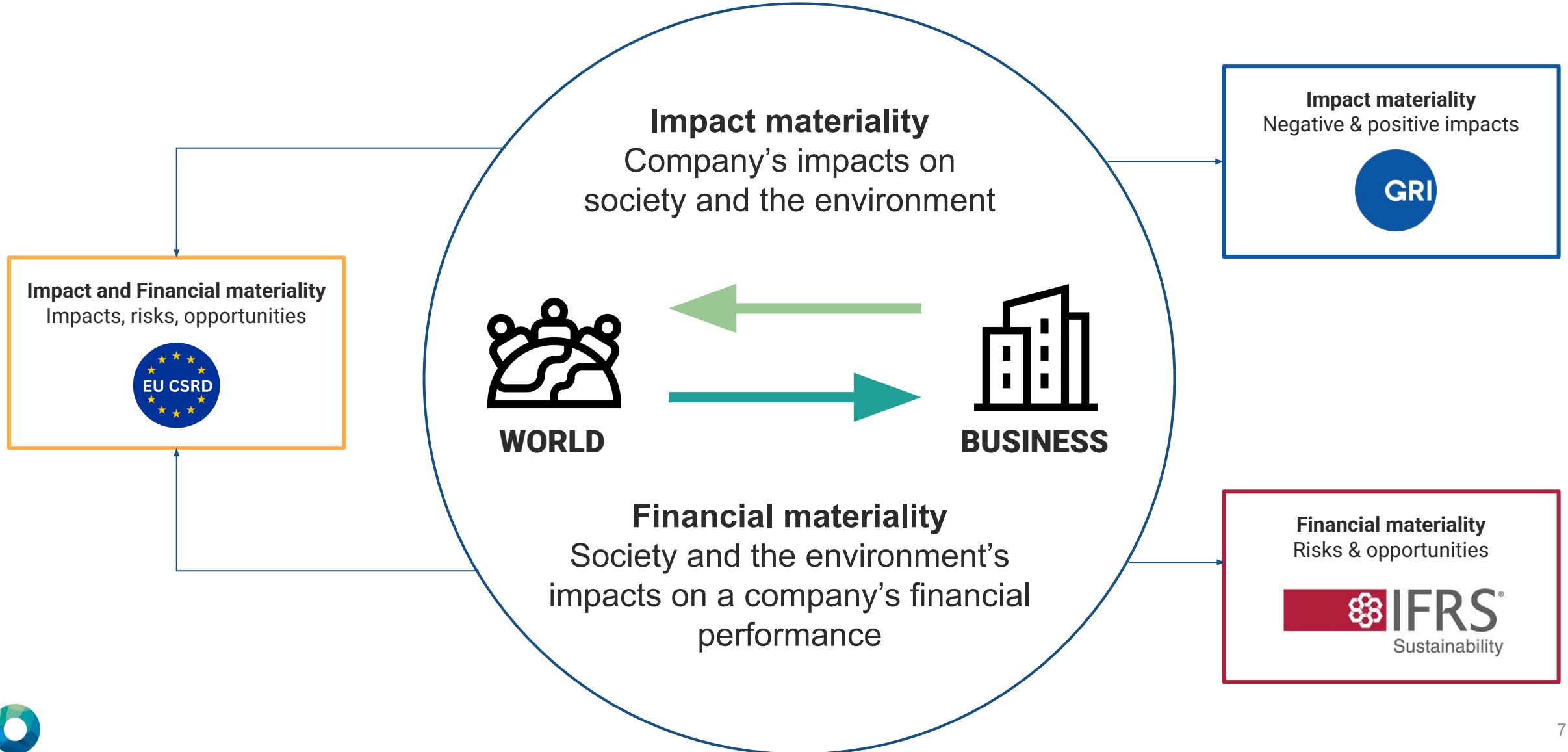
Evolution

Why B Corp's shift to
standardised materiality?



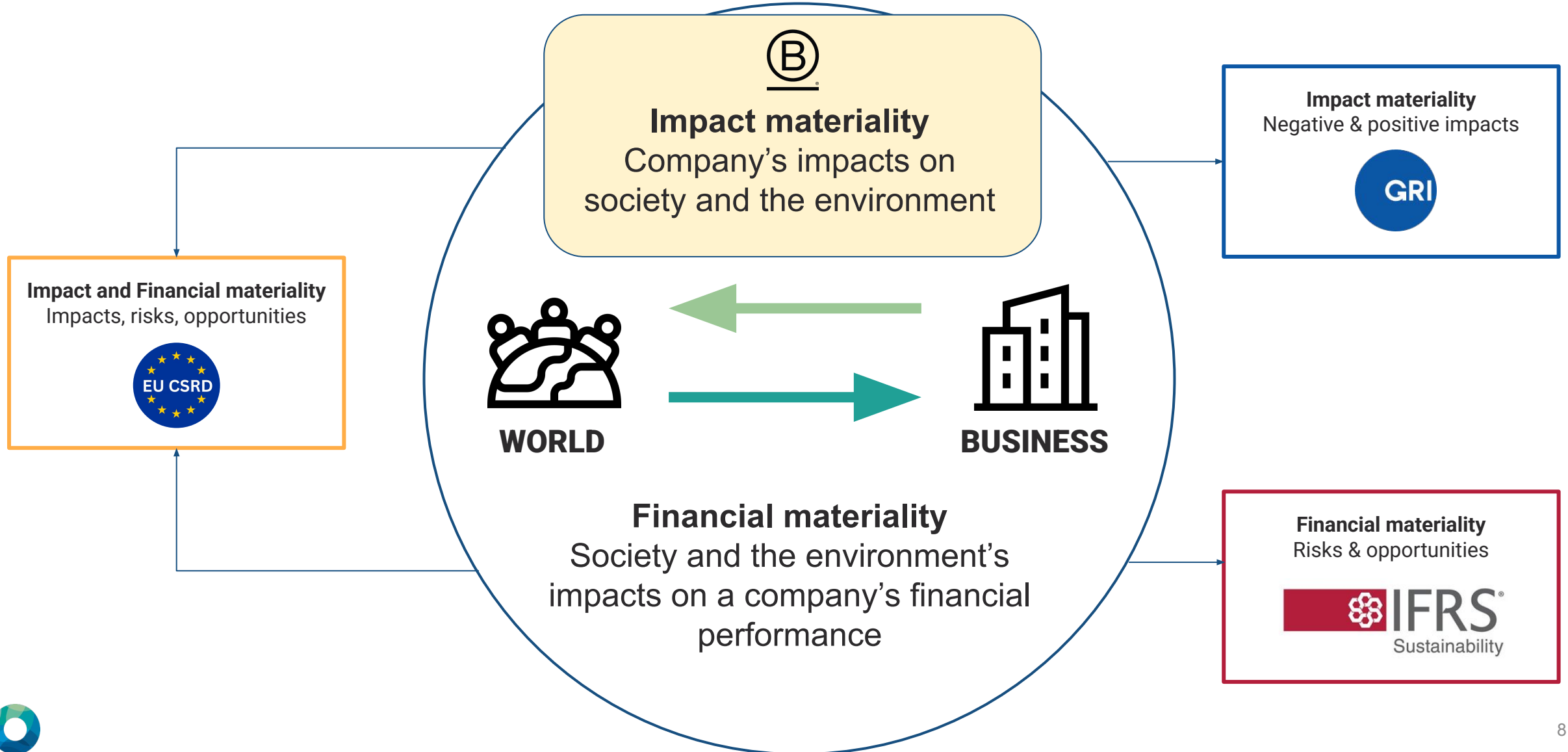
The B Corp 2025 Standards: Materiality Requirements

A quick primer on materiality



The B Corp 2025 Standards: Materiality Requirements

A quick primer on materiality



The B Corp 2025 Standards: Materiality Requirements

B Impact Assessment → Materiality Assessment



The legacy B Impact Assessment (BIA) was not a materiality assessment in the same sense that GRI, SASB, or ESRS define it.

- A performance measurement tool.
- B Lab's view of what a business should do.
- Designed to evaluate a company's policies, practices, and outputs across five stakeholder-focused categories.
- Static in scope; same set of core topics, regardless of industry, value chain, or actual material impacts.

Aspect	Legacy BIA	Materiality Assessment
Purpose	To score and benchmark companies for B Corp Certification.	To identify and prioritise sustainability topics based on significance to stakeholders and the company's actual material impacts.
Scope	Preset, fixed questions in the five impact areas.	Tailored to the organisation's activities, value chain, and stakeholders.
Topics	The same high-level impact areas and sub-topics applied to everyone.	Specific to the company. Determined through stakeholder engagement, value chain and topic screening.
Outcome	Numeric score toward certification.	A ranked list of material topics, based on a clearly defined list of material impacts
Alignment	None (B Lab framework)	Aligned with GRI, ESRS
Stakeholder engagement	Optional and implicit (via questions about stakeholder consideration).	Core requirement. Stakeholders must be consulted to determine topic significance and impact materiality.



The B Corp 2025 Standards: Materiality Requirements

B Corp's shift to standardised materiality



The new B Corp materiality requirements are a shift toward:

- Identifying which impact topics are relevant for your company and value chain.
- Documenting your Impact-Risk-Opportunity (IRO) profile.
- Aligning more closely with recognised and credible sustainability reporting processes.

Responding to Global Convergence

Aligned with recognised frameworks (GRI, ESRS) to speak the same “language” and enable easy integration of B Corp into existing ESG practices; avoiding doubling up.

Raising the Bar for Rigor

Past flexibility led to variation in what companies deemed material. Standardising around tested methods adds structure, evidence, and audit-readiness while reducing greenwashing risks.

Strengthening Impact Management

GRI and ESRS link material issues to governance, strategy, targets, and performance. This aligns with B Corp’s focus on continuous improvement over one-off certification.





Requirements

Breaking down the B Corp
materiality requirements

The B Corp 2025 Standards: Materiality Requirements

B Corp: From points to prescriptions

B Corp 2025 Standards

1. Foundational requirements

- FR1: Establishing eligibility
- FR2: The legal and communal commitment
- FR3: Proactive risk management

2. Performance requirements

- Purpose & stakeholder governance (PSG)
- Fair work (FW)
- Justice, equity, diversity & inclusion (JEDI)
- Human rights (HR)
- Climate action (CA)
- Environmental stewardship & circularity (ESC)
- Government affairs & collective action (GACA)

Performance Requirements

Seven B Corp impact topics that are deemed highly material to any business aspiring to achieve high social and environmental performance.



Purpose &
Stakeholder
Governance



Fair
Work



Justice, Equity,
Diversity &
Inclusion



Human
Rights



Climate
Action



Environmental
Stewardship
& Circularity



Government
Affairs &
Collective Action



The B Corp 2025 Standards: Materiality Requirements

Different function of the materiality assessment



Materiality to identify which Topic Standards, Disclosure Requirements, and Data Points should be reported

Environmental Standards	Social Standards	Governance Standards
ESRS E1 Climate Change	ESRS S1 Own Workforce	ESRS G1 Business conduct
ESRS E2 Pollution	ESRS S2 Workers in the value Chain	
ESRS E3 Water & Marine Resources	ESRS S3 Affected communities	
ESRS E4 Biodiversity & Ecosystems	ESRS S4 Consumers and end users	
ESRS E5 Resources use & circular economy		



Materiality used to report data against pre-determined disclosures in 7 impact topics + additional non-B Lab entity-specific topics



Purpose & Stakeholder Governance



Fair Work



Justice, Equity, Diversity & Inclusion



Human Rights



Climate Action



Environmental Stewardship & Circularity



Government Affairs & Collective Action



The B Corp 2025 Standards: Materiality Requirements

Different function of the materiality assessment



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ESRS E4 Biodiversity & Ecosystems	ESRS S4 Consumers and end users	
ESRS E5 Resources use & circular economy		

CSRD
Material IROs
Topic standards
Disclosures
Data points

B Corp
Material impacts
Non-B Lab topics



Materiality used to report data against pre-determined disclosures in 7 impact topics + additional non-B Lab entity-specific topics



Purpose & Stakeholder Governance



Fair Work



Justice, Equity, Diversity & Inclusion



Human Rights



Climate Action



Environmental Stewardship & Circularity



Government Affairs & Collective Action



Cyber security & Data privacy



The B Corp 2025 Standards: Materiality Requirements

Question: Do Impact Topics need to be assessed?

Minimum requirements

To become B Corp certified, companies need to take action across the **Foundation and Performance requirements**.

These are future-fit minimum requirements all B Corps must meet.

The specific requirements that a company must fulfill will depend on its size, sector and industry, ranging from 20 to 124 requirements.



PSG1.1 The company establishes a public purpose to make a meaningful positive impact.

Track factors*:

Size	Sector	Industry
XX Large	All	All
X Large	All	All
Large	All	All
Medium	All	All
Small	All	All
Micro	All	All
Company without workers	All	All

PSG2.3 The company conducts regular materiality assessment to assess and identify material topics.

Track factors*:

Size	Sector	Industry
XX Large	All	All
X Large	All	All
Large	All	All
Medium	None	None
Small	None	None
Micro	None	None
Company without workers	None	None

The B Corp 2025 Standards: Materiality Requirements

Example: Materiality assessment to identify impacts

Salient human rights issues

“Salient” is another word for “material”, meaning “important” or “relevant”.

The term “material” is used less commonly in the human rights space, as it has historically referred to what was relevant to the company not to people. Saliency is aligned with the more recently adopted concept of “impact materiality”.

→ **Conduct a Human Rights Assessment**

→ **Conduct a Materiality Assessment**

(a materiality assessment can identify salient Human Rights issues and other material impacts; eg. environmental as per ESC1 *The company knows its actual and potential impacts on the environment*)

HR2.1 The company identifies its salient human rights issues.

Track factors*:

Size	Sector	Industry
XX Large	Wholesale/Retail	All
XX Large	Service with Significant Environmental Footprint	All
XX Large	Service with Minor Environmental Footprint	All
XX Large	Manufacturing	All
XX Large	Agriculture/Growers	All
X Large	Wholesale/Retail	All
X Large	Service with Significant Environmental Footprint	All
X Large	Service with Minor Environmental Footprint	All
X Large	Manufacturing	All
X Large	Agriculture/Growers	All
Large	Wholesale/Retail	All
Large	Service with Significant Environmental Footprint	All
Large	Service with Minor Environmental Footprint	All
Large	Manufacturing	All
Large	Agriculture/Growers	All
Medium	Wholesale/Retail	All
Medium	Service with Significant Environmental Footprint	All
Medium	Manufacturing	All
Medium	Agriculture/Growers	All
Small	None	None
Micro	None	None
Company without workers	None	None



The B Corp 2025 Standards: Materiality Requirements

B Corp: Materiality requirements



Purpose &
Stakeholder
Governance

PSG2.3 The company conducts regular materiality assessment to assess and identify material topics.

Larger companies (Large, X Large, XX Large) must conduct a regular materiality assessment, engaging with stakeholders to identify their most significant social and environmental impacts.

NOTE

Medium companies may also need to identify impacts

PSG2.4 The company identifies material topics not addressed in the B Lab Standard, sets targets, and reports progress annually.

Larger companies conducting a materiality assessment are likely to identify material topics that are not addressed in the B Lab Standard, and for those set targets and report progress.



The B Corp 2025 Standards: Materiality Requirements

B Corp: Materiality requirements



Purpose & Stakeholder Governance

PSG2.3 The company conducts regular materiality assessment to assess and identify material topics.

PSG 2.3.1: Conduct stakeholder engagement to inform the assessment.

PSG 2.3.2(a): Assess salient human rights and environmental issues.

PSG 2.3.2(b): Evaluate both B Lab Standard topics and entity-specific topics.

PSG 2.3.2(c): Use either an impact-only or double materiality approach.

PSG 2.3.3: Assess significance and determine thresholds for materiality.

PSG 2.3.4: Conduct a full assessment at least every three years, with interim reviews.

PSG 2.3.5: Provide oversight of the materiality process by the highest governance body.

PSG 2.3.6: Make the materiality methodology and results publicly available (e.g. in a matrix or report).

Stakeholders to engage

- a) Workers of the company or its subsidiaries
- b) Suppliers
- c) Customers
- d) Investors
- e) The community where offices or facilities of the company, its subsidiaries, its suppliers, or its investments are located
- f) The local or global environment



The B Corp 2025 Standards: Materiality Requirements

B Corp: Materiality requirements

Element	B Corp 2025 – PSG 2.3	GRI	ESRS (CSRD)
Stakeholder Engagement	2.3.1: Must engage at least: (a) Workers; (b) Suppliers; (c) Customers; (d) Investors; (e) Local communities; (f) Local/global environment representatives.	GRI 2-29: Requires engaging stakeholders to inform material topics; can include similar groups but not prescriptive on exact list.	ESRS 1.4.4 & ESRS 2 SBM-3: Requires engagement with affected stakeholders, users of sustainability reporting, and experts.
Scope of Topics	2.3.2(a): Salient human rights & material environmental issues in B Lab Standard. (b): Topics relevant to company & stakeholders not covered by B Lab.	GRI 3-1/3-2: Identify material topics based on significance to impacts.	ESRS 2 IRO-1: Identify material impacts, risks, and opportunities across all sustainability matters in ESRS topical standards.
Materiality Approach	2.3.2(c): Must use double or impact materiality; financial-only not allowed.	Impact materiality only (per GRI).	Double materiality (impact + financial).
Threshold Setting	2.3.3: Assess topics by significance; set threshold for materiality.	GRI 3-1: Prioritisation based on significance to stakeholders and impacts.	ESRS 2 IRO-1: Requires criteria for determining significance; document thresholds.
Frequency & Updates	2.3.4: Full assessment at least every 3 years + 1 interim review with selected stakeholders.	No fixed timeline; must keep assessment up to date.	No fixed timeline; update when material changes occur.
Governance Oversight	2.3.5: Highest governing body oversees process & reviews results.	GRI 2-12 & 2-14: Governance body oversight of sustainability.	ESRS GOV-1: Governance must oversee sustainability and materiality processes.
Public Disclosure	2.3.6: Publish methodology and results (matrix or list) + stakeholder engagement summary in annual impact report or online.	GRI 2-3 & 3-2: Publish process and list of material topics in sustainability report.	ESRS 2 IRO-1: Disclose process, criteria, and material topics in sustainability statement.



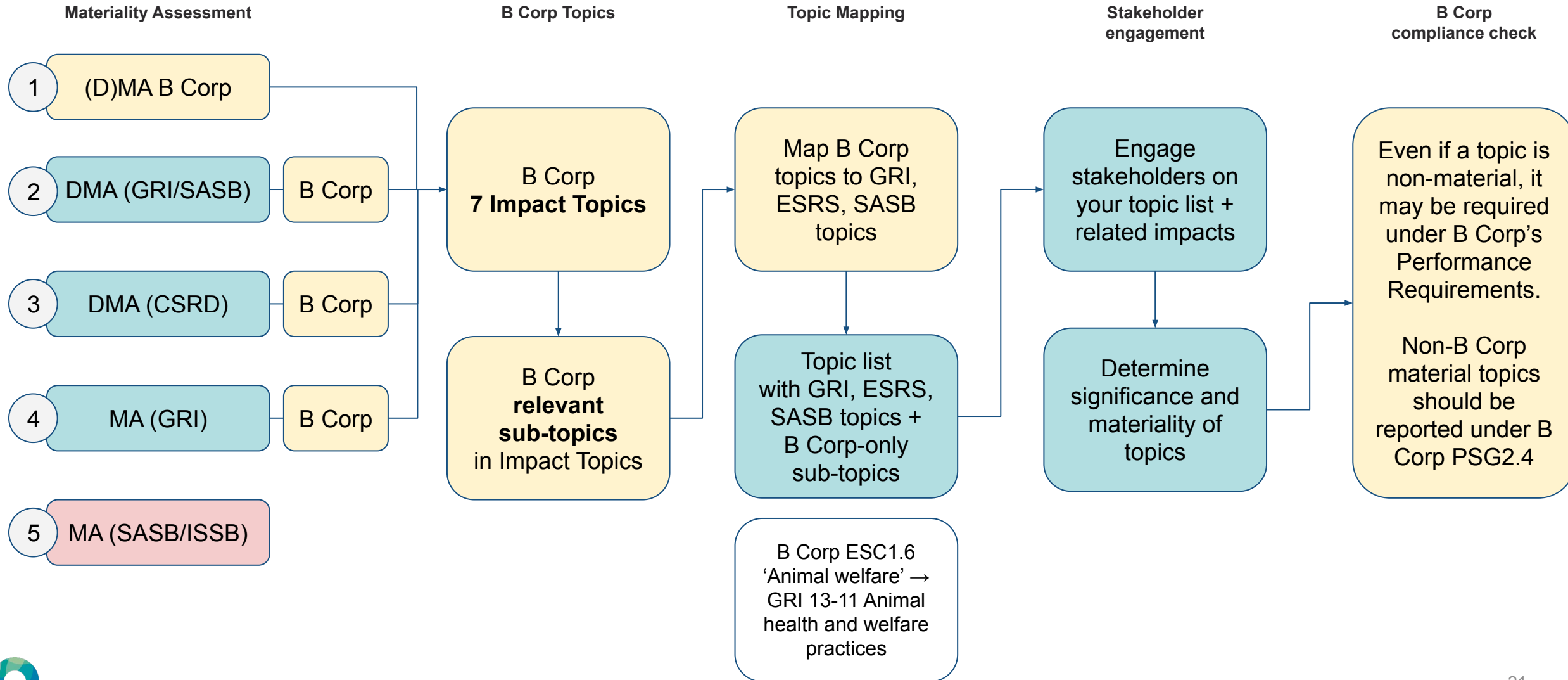


Get Started

Make your materiality
assessment B Corp compliant

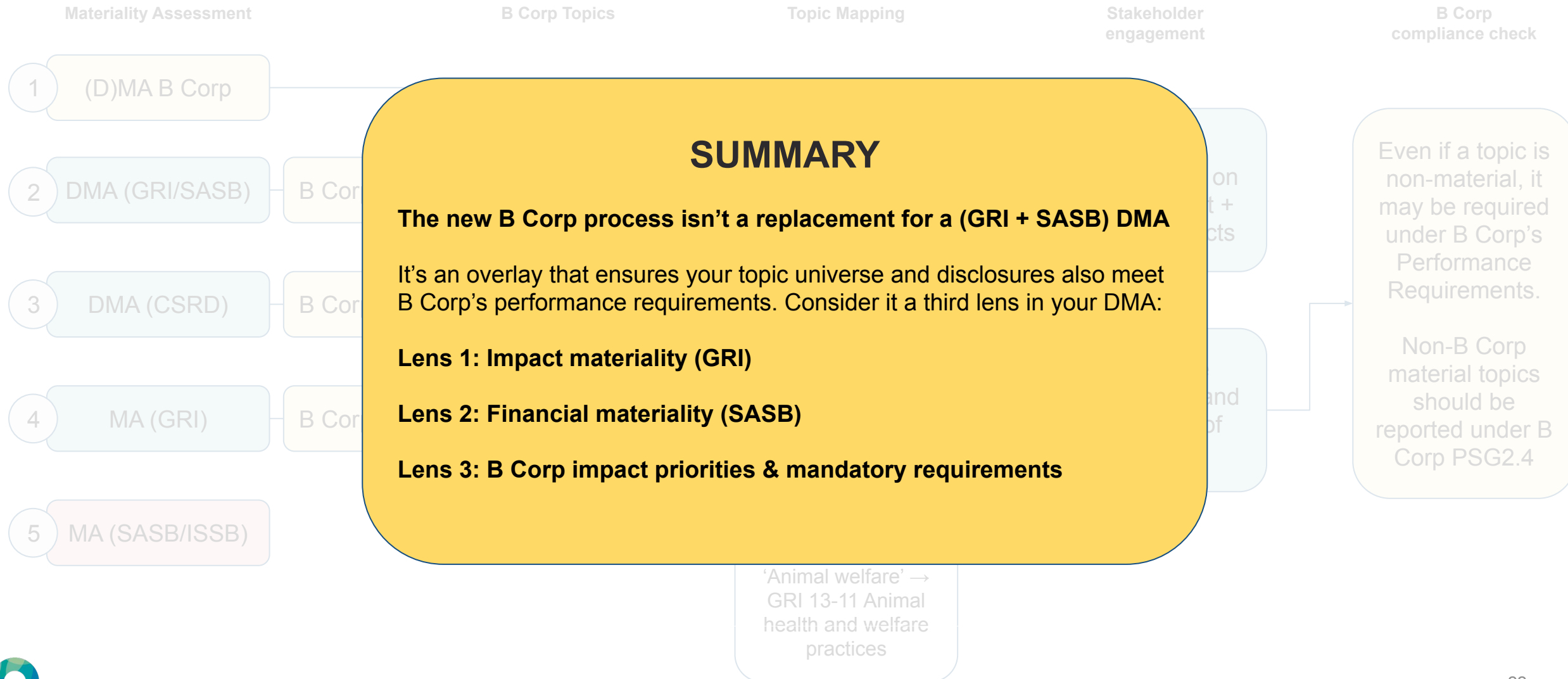
The B Corp 2025 Standards: Materiality Requirements

Practical example: Making materiality B Corp compliant



The B Corp 2025 Standards: Materiality Requirements

Practical example: Making materiality B Corp compliant



The B Corp 2025 Standards: Materiality Requirements

How can Socialsuite help you get started?

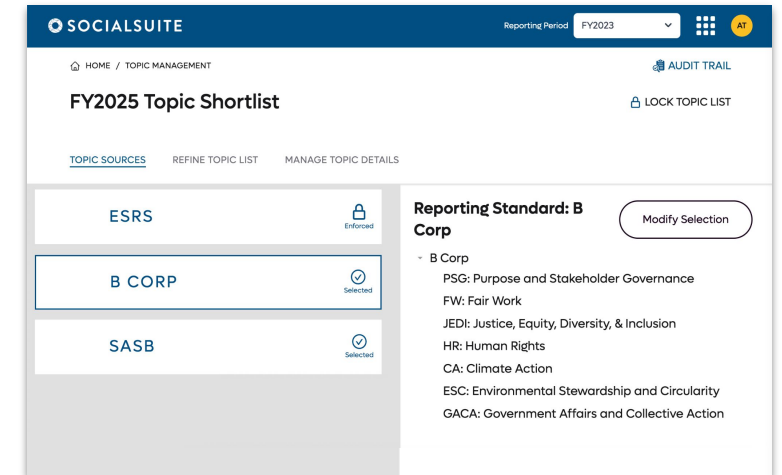
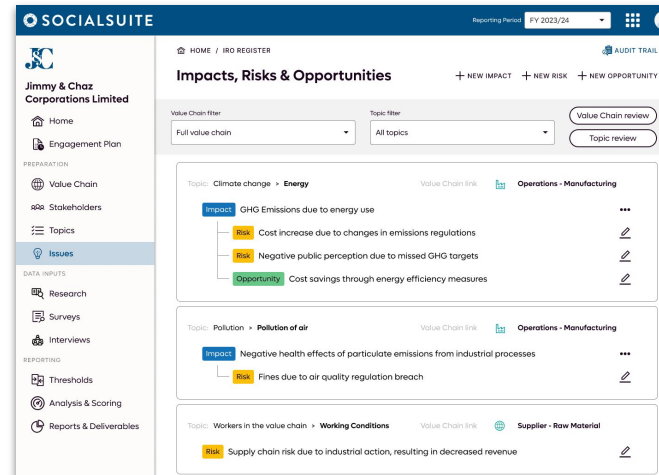
Corporates

Software

- Materiality assessment technology

Support

- DIY Academy
- Dedicated advisor



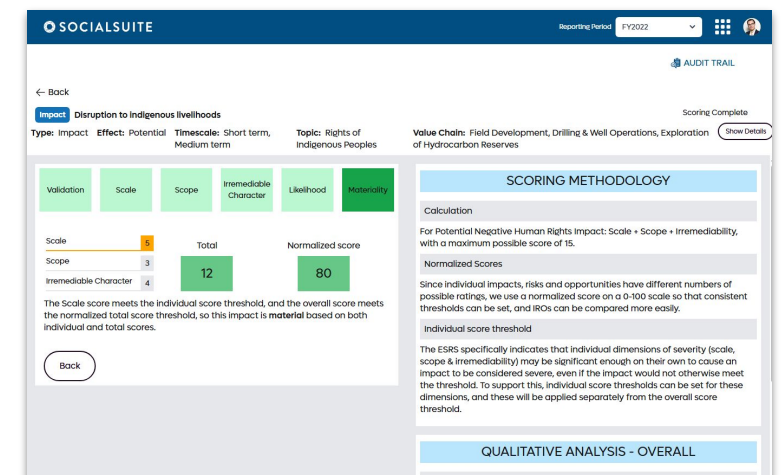
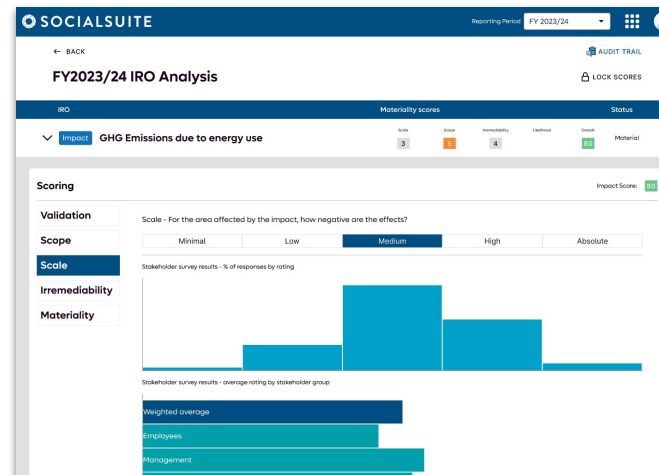
Consultants/Advisors

Software

- Licensing options

Training

- Advanced materiality course
- B Corp materiality course



Q&A

Please put you questions in the chat.

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