# The Mind Map: GRI Standards 2021

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The Global Reporting Initiative(GRI) is an independent, international organization – headquartered in Amsterdam with regional offices around the world – that helps businesses, governments and other organizations understand and communicate their sustainability impacts. GRI has developed a widely recognized framework that offers a set of standards and guidelines for sustainability reporting that assists companies, governments, and non-governmental organizations (NGOs) to measure and report their most significant impacts on the economy, environment, and people, including impacts on their human rights. GRI standards also assist organizations in focusing on their positive contributions to the UN Sustainable Development Goals (SDGs).

Additionally, GRI is just one of many frameworks that can be used to assess Environmental, Social, and Governance (ESG) performance. However, Using the GRI framework can help companies identify and report on their ESG performance, which can facilitate comparison and benchmarking across companies.

The Mind Map: GRI Standards 2021 is an innovative and interactive tool that can be used to simplify complex concepts and help professionals in the sustainability field to navigate the GRI Standards 2021.

### Universal Standards (GRI 1, GRI 2, GRI 3)
**GRI 1: Foundation 2021**
Introduces the purpose and system of GRI Standards and explains key concepts for sustainability reporting. It also specifies the requirements and reporting principles that the organization must comply with to report in accordance with the GRI Standards.
**GRI 2: General Disclosures 2021**
Contains disclosures that the organization uses to provide information about its reporting practices and other organizational details, such as its activities, governance, and policies.This information gives insight into the profile and scale of the organization and provides a context for understanding the organization's impacts.
**GRI 3: Material Topics 2021**
Provides step-by-step guidance on how to determine material topics.GRI 3 also contains disclosures that the organization uses to report information about its process of determining material topics, its list of material topics, and how it manages each topic.

### GRI Sector Standards
A Sector Standard identifies likely material topics for organizations in a given sector, and for each likely material topic, lists disclosures to report. The GRI Sector Standards are not designed to be standalone Standards but intended to be used with the GRI Universal Standards and the GRI Topic Standards.

### GRI Topic Standards
Contain disclosures for the organization to report information about its impacts in relation to particular topics.

### Using the GRI Standards
**Requirements;** Presented in bold font and indicated by "shall", Must comply with requirements to report in accordance with the GRI Standards.
**Recommendations:** Indicated by "should", They are cases where a particular course of action is encouraged but not required.
**Possibility or Option:** Indicated by "can"
**Guidance:** Includes background information, explanations, and examples to help the organization better understand the requirements. Not required to comply with the guidance.
**Defined terms:** Words are underlined in the text and linked to definitions in the Glossary. Required to apply the definitions.
Note: Every GRI Topic has the same structure.

### Essential tools for Integrating SDGs into sustainability reporting:
- The Analysis of the Goals and Targets
- Integrating the SDGs into Corporate Reporting: A Practical Guide
- In focus: Addressing investor needs in business reporting on the SDGs
- Linking the SDGs and the GRI Standards

### The GRI Standards in aligned with international instruments:
- ILO Conventions (MNE Declaration)
- UN Guiding Principles on Business and Human Rights (UNGPs)
- OECD Guidelines for Multinational Enterprises
- OECD Due Diligence Guidance for Responsible Business Conduct

### The GRI Standards are compatible with:
- CDP Questionnaires
- SASB Industry Standards
- B-Lab Business Impact Assessment
- Sustainable Development Goals (SDGs)
- International Integrated Reporting Framework (IIRC)
- Task Force on Climate-Related Financial Disclosures (TCFD)

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## GRI 1: Foundation 2021

### Key Concept

**Impact**
The effect an organization has or could have on the economy, environment, and people, including effects on their human rights, as a result of the organization's activities or business relationships, which in turn can indicate its contribution, negative or positive, to sustainable development.

**Material Topics**
Topics that represent the organization's most significant impacts on the economy, environment, and people, including impacts on their human rights.

**Due Diligence**
The process through which an organization identifies, prevents, mitigates, and accounts for how it addresses its actual and potential negative impacts on the economy, environment, and people, including impacts on their human rights.

**Stakeholders**
individuals or groups that have interests that are affected or could be affected by an organization's activities.

### Reporting Principles

**1. Accuracy**
The organization shall report information that is correct and sufficiently detailed to allow an assessment of the organization's impacts.

**2. Balance**
The organization shall report information in an unbiased way and provide a fair representation of the organization's negative and positive impacts

**3. Clarity**
The organization shall present information in a way that is accessible and understandable.

**4. Comparability**
The organization shall select, compile, and report information consistently to enable an analysis of changes in the organization's impacts over time and an analysis of these impacts relative to those of other organizations.

**5. Completeness**
The organization shall provide sufficient information to enable an assessment of the organization's impacts during the reporting period.

**6. Sustainability Context**
The organization shall report information about its impacts in the wider context of sustainable development.

**7. Timeliness**
The organization shall report information on a regular schedule and make it available in time for information users to make decisions.

**8. Verifiability**
The organization shall gather, record, compile, and analyze information in such a way that the information can be examined to establish its quality.

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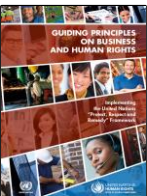
### GRI Sustainability Reporting Options:
"in accordance" vs "with reference"

### OPTION 1) Reporting in accordance with the GRI Standards
**9 Requirements**

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|---|---|
| Requirement 1 | Apply the Reporting Principles |
| Requirement 2 | Report the disclosures in GRI 2: General Disclosures 2021 |
| Requirement 3 | Determine Material Topics |
| Requirement 4 | Report the disclosures in GRI 3: Material Topics 2021 |
| Requirement 5 | Report disclosures from the GRI Topic Standards for each material topic |
| Requirement 6 | Provide reasons for omission for disclosures and requirements that the organization cannot comply with |
| Requirement 7 | Publish a GRI Content Index |
| Requirement 8 | Provide a statement of use |
| Requirement 9 | Requirement 9: Notify GRI |

### OPTION 2) Reporting with reference to the GRI Standards
**3 Requirements**

Notes:
- Apply the reporting principles.
- Explain how material topics are managed (using GRI 3).

There are four reasons for omission an organization is permitted to use:
- Not Applicable
- Legal Prohibitions
- Confidentiality Constraints
- Information Unavailable/Incomplete

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## GRI Topic Standards

### 32 Topic Standard (Disclosures)

**Economy (7 Topics)**
- GRI 201: Economic Performance 2016
- GRI 202: Market Presence 2016
- GRI 203: Indirect Economic Impacts 2016
- GRI 204: Procurement Practices 2016
- GRI 205: Anti-corruption 2016
- GRI 206: Anti-competitive Behavior 2016
- GRI 207: Tax 2019

**Environmental (8 Topics)**
- GRI 301: Materials 2016
- GRI 302: Energy 2016
- GRI 303: Water and Effluents 2018
- GRI 304: Biodiversity 2016
- GRI 305: Emissions 2016
- GRI 306: Effluents and Waste 2016
- GRI 306: Waste 2020
- GRI 308: Supplier Environmental Assessment 2016

**Social (17 Topics)**
- GRI 401: Employment 2016
- GRI 402: Labor/Management Relations 2016
- GRI 403: Occupational Health and Safety 2018
- GRI 404: Training and Education 2016
- GRI 405: Diversity and Equal Opportunity 2016
- GRI 406: Non-discrimination 2016
- GRI 407: Freedom of Association and Collective Bargaining 2016
- GRI 408: Child Labor 2016
- GRI 409: Forced or Compulsory Labor 2016
- GRI 410: Security Practices 2016
- GRI 411: Rights of Indigenous Peoples 2016
- GRI 413: Local Communities 2016
- GRI 414: Supplier Social Assessment 2016
- GRI 415: Public Policy 2016
- GRI 416: Customer Health and Safety 2016
- GRI 417: Marketing and Labeling 2016
- GRI 418: Customer Privacy 2016

GRI 412: Human Rights Assessment 2016 has been removed as its contents were revised and incorporated into GRI 1: Universal Standards 2021.

Note: Once an organization identifies its material topics it is required to link them to the GRI Topic standards wherever possible and provide information for GRI 3-3 Management of Material topics. All material topics and relevant GRI topic standards must be included in the GRI content index (no need for non-material GRI topic standards to appear in the GRI content index).

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## GRI 2: General Disclosures 2021
**30 Disclosures**

### 1. The Organization and its Reporting Practices (5 Disclosures)
- Disclosure 2-1 Organizational details
- Disclosure 2-2 Entities included in the organization's sustainability reporting
- Disclosure 2-3 Reporting period, frequency and contact point
- Disclosure 2-4 Restatements of information
- Disclosure 2-5 External assurance

### 2. Activities and Workers (3 Disclosures)
- Disclosure 2-6 Activities, value chain and other business relationships
- Disclosure 2-7 Employees
- Disclosure 2-8 Workers who are not employees

### 3. Governance (13 Disclosures)
- Disclosure 2-9 Governance structure and composition
- Disclosure 2-10 Nomination and selection of the highest governance body
- Disclosure 2-11 Chair of the highest governance body
- Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts
- Disclosure 2-13 Delegation of responsibility for managing impacts
- Disclosure 2-14 Role of the highest governance body in sustainability reporting
- Disclosure 2-15 Conflicts of interest
- Disclosure 2-16 Communication of critical concerns
- Disclosure 2-17 Collective knowledge of the highest governance body
- Disclosure 2-18 Evaluation of the performance of the highest governance body
- Disclosure 2-19 Remuneration policies
- Disclosure 2-20 Process to determine remuneration
- Disclosure 2-21 Annual total compensation ratio

### 4. Strategy, Policies and Practices (7 Disclosures)
- Disclosure 2-22 Statement on sustainable development strategy
- Disclosure 2-23 Policy commitments
- Disclosure 2-24 Embedding policy commitments
- Disclosure 2-25 Processes to remediate negative impacts
- Disclosure 2-26 Mechanisms for seeking advice and raising concerns
- Disclosure 2-27 Compliance with laws and regulations
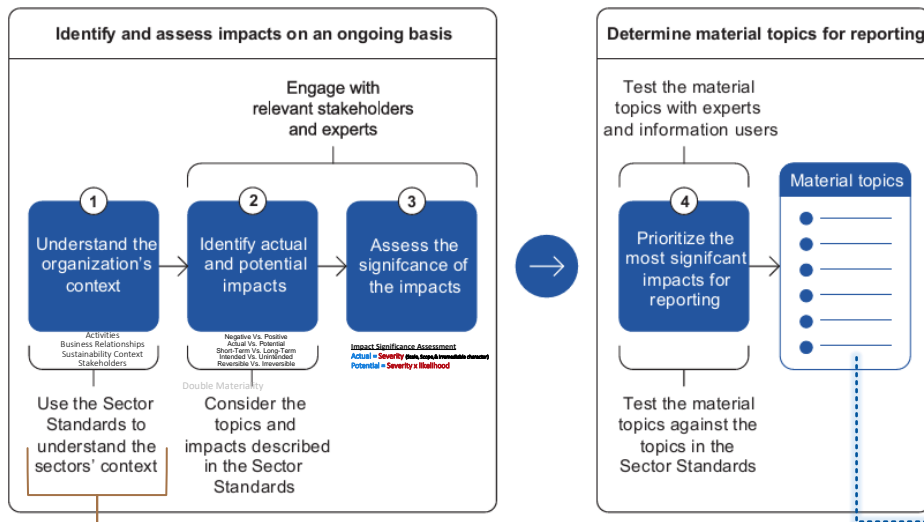- Disclosure 2-28 Membership associations

### 5. Stakeholder Engagement (2 Disclosures)
- Disclosure 2-29 Approach to stakeholder engagement
- Disclosure 2-30 Collective bargaining agreements

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## GRI 3: Material Topics 2021
**3 Disclosures**

### Process to determine Material Topics (Materiality Analysis)



Identify and assess impacts on an ongoing basis
1. Understand the organization's context
2. Identify actual and potential impacts
3. Assess the significance of the impacts

Determine material topics for reporting
4. Prioritize the most significant impacts for reporting — Material topics

Use the Sector Standards to understand the sectors' context
Consider the topics and impacts described in the Sector Standards
Test the material topics with experts and information users
Test the material topics against the topics in the Sector Standards

### GRI Sector Standards
**3 Sectors**
- GRI 11: Oil and Gas Sector 2021
- GRI 12: Coal Sector 2022
- GRI 13: Agriculture Aquaculture and Fishing Sectors 2022

Note: If the reporting organization has determined any of the topics included in the applicable Sector Standards as not material, then the organization is required to list them in the GRI content index and explain why they are not material.

### GRI 3: Disclosures on Material Topics (3 Disclosures)
- Disclosure 3-1: Process to define material topics
- Disclosure 3-2: List of the material topics
- Disclosure 3-3: Management of material topics (For each Material Topics determined)

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**SDGs**
Goals = 17
Targets =169
Indicators = 232
**2015 - 2030**

How to tackle the SDGs
(1) Examine the Country Profile - SDG Index-to Identify "shared Value" opportunities between society and business.
(2) Identify the most significant impacts
(3) Link relevant SDG Goals, Targets, and KPIs to GRI Standard Disclosures

SDGs and GRI Mapping

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Reasons for omission are permitted for all disclosures from the GRI Standards except for five disclosures;
GRI 2: (From Disclosures 2-1 To 2-5)
GRI 3: (Disclosures: 3-1 and 3-2)

Reporting expectations & disclosures on Human Rights are set out in GRI Standards;
GRI 2: (Disclosures 2-23 / 2-24 / 2-25) and (Disclosures 2-29 / 2-30)
GRI 3: (Disclosures: 3-1 / 3-2 / 3-3)
GRI Sector Standards
GRI Topic Standards

Note: From GRI 2 & GRI 3 Disclosures >>>>

This document is a personal initiative aimed at enhancing the visual appeal and user-friendliness of information. However, it is important to note that this document does not possess any official endorsement from any organizations. Its contents are solely based on personal efforts and should be treated as such.

References: I) Global Reporting Initiative (GRI). "Resource Center." www.globalreporting.org  II) GRI Universal Standards 2021, Frequently Asked Questions (FAQs) ,December 2022 https://www.globalreporting.org/media/zaul2g3/public-faqs-universal-standards.pdf  III) FBRH Consultants Ltd. "GRI Certified Courses." https://fbrh.co.uk/