



Key Changes to the Universal Standards for GRI Standards Users

Effective date is the 1st January 2023

The 2021 Universal Standards reflect leading best practice for reporting on an organization's impacts on the economy, environment and people, including impacts on their human rights. They reflect due diligence expectations for sustainability impacts set out in authoritative and intergovernmental instruments by the UN and OECD.



GRI 1: Foundation 2021

Key concepts include:

- impact
- material topics
- due diligence
- stakeholder

Reporting principles focus on the **quality and presentation** of information

+ The content of **GRI 412** has been **integrated into the Universal Standards**

Using the GRI Standards:

- **In accordance:** must comply with disclosures or its requirements
- **With reference:** does not meet the above

Statement of use is placed on top of the GRI Content Index.



GRI 2: General Disclosures 2021

Consolidation of **56 disclosures in GRI 102**
→ 30 disclosures in GRI 2

+ **New disclosure 1:** Responsible Business Conduct:

- Disclosure 2-23 *Policy Commitments*;
- Disclosure 2-24 *Embedding policy commitments*,
- Disclosure 2-26 *Mechanisms for seeking advice and raising concerns*

+ **New disclosure 2:** **GRI 307, GRI 419 withdrawn and replaced by:**

- Disclosure 2-27 *Compliance with Laws and Regulations*

↘ **GRI 102-8 becomes:**

- Disclosure 2-7 *employees* and Disclosure 2-8 *workers who are not employees*

↘ **GRI 103-2-c-vi (Grievance mechanisms) becomes:**

- Disclosure 2-25 *Processes to remediate negative impacts*



GRI 3: Material Topics 2021

Revised guidance to determining material topics that **incorporate the concept of due diligence**

↘ **Disclosures 102-44, 102-45, 102-46 becomes:**

- Disclosure 3-1 *Process to determine material topics*

↘ **Disclosure 102-47 becomes:**

- Disclosure 3-2 *List of material topics*

↘ **GRI 103 becomes:**

- Disclosure 3-3 *Management of material topics*