Transition to GRI Standards

Item 08 – Exposure draft of SRS 201: General disclosures

For GSSB approval

<table>
<thead>
<tr>
<th>Date</th>
<th>22 March 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meeting</td>
<td>5-7 April 2016</td>
</tr>
<tr>
<td>Project</td>
<td>Transition to GRI Standards</td>
</tr>
<tr>
<td>Description</td>
<td>As part of the move to become a standard setter, the Global Sustainability Standards Board (GSSB) has decided that the G4 Guidelines need to be transitioned to GRI Sustainability Reporting Standards. This paper presents an exposure draft of SRS 201: General disclosures, for GSSB approval. Key changes are highlighted within comment boxes throughout this document. A summary of the key changes is provided in an Annex.</td>
</tr>
</tbody>
</table>

This document has been prepared by the GRI Standards Division. It is provided as a convenience to observers at meetings of the Global Sustainability Standards Board (GSSB), to assist them in following the Board’s discussion. It does not represent an official position of the GSSB. Board positions are set out in the GRI Sustainability Reporting Standards. The GSSB is the independent standard-setting body of GRI. For more information visit www.globalreporting.org.

© GRI 2016
Sustainability Reporting Standard 201:
General disclosures 2016
## Contents

4 **Introduction** ................................................................. 4
5 A. Overview of the GRI Sustainability Reporting Standards .............................................. 4
6 B. Responsibility for this Standard ......................................................................................... 4
7 C. Scope ................................................................................................................................. 5
8 D. Using this Standard ............................................................................................................. 6
9 E. Normative references .......................................................................................................... 6
10 F. Effective date ..................................................................................................................... 7
11 **SRS 201: General disclosures** ......................................................................................... 8
12 1. Organizational profile ........................................................................................................ 8
13 2. Strategy and analysis ......................................................................................................... 15
14 3. Ethics and integrity ............................................................................................................. 18
15 4. Governance ........................................................................................................................ 20
16 5. Stakeholder engagement .................................................................................................... 32
17 6. Reporting practice ............................................................................................................. 34
18 **References** ...................................................................................................................... 43
Introduction

A. Overview of the GRI Sustainability Reporting Standards

The GRI Sustainability Reporting Standards (GRI Standards) are designed to be used by organizations to report about their impacts on the economy, the environment, and society.

The GRI Standards are structured as a set of interrelated standards. They are intended to be used together to help an organization prepare a sustainability report which is based on the Reporting Principles and focuses on material topics. This ensures that the organization provides a complete picture of its impacts in the report, and that the report includes contextual information to understand these impacts and how they are managed.

Organizations can also choose to use individual GRI Standards or their content to report on specific sustainability information.

Figure 1 Overview of the set of GRI Standards
The GRI Standards are divided into six series.

<table>
<thead>
<tr>
<th>Series</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>100:</td>
<td><strong>Foundation</strong> is the starting point for using the set of GRI Standards. It is required to be complied with by any organization making a claim that its sustainability report has been prepared in accordance with the GRI Standards. SRS 101 outlines the process to be followed in order to prepare a sustainability report using the GRI Standards. It also sets out the Reporting Principles for defining report content and quality, and specifies the different claims that an organization can make about its use of the GRI Standards.</td>
</tr>
<tr>
<td>200:</td>
<td><strong>General disclosures</strong> is used to report contextual information about an organization and its sustainability reporting practices. This includes information about an organization’s profile, strategy, ethics and integrity, governance, stakeholder engagement practices, and reporting process.</td>
</tr>
<tr>
<td>300:</td>
<td><strong>Management approach</strong> is used to report information about how an organization manages its material topics. This Standard is designed to be used together with each material topic, including those covered by the topic-specific Standards (series 400, 500, and 600), as well as other material topics identified by an organization. Applying SRS 301 with each material topic allows an organization to provide a narrative description about how it manages the material topics and related impacts; this is in addition to reporting topic-specific disclosures.</td>
</tr>
<tr>
<td>400, 500, and 600:</td>
<td><strong>topic-specific Standards</strong> The 400, 500, and 600 series are topic-specific Standards, which are used to report information on economic, environmental, and social topics (e.g., ‘Water’ or ‘Indirect economic impacts’). An organization applies the Reporting Principles for defining report content from SRS 101: Foundation to identify its material economic, environmental, and social topics. These material topics form the basis for the sustainability report and determine which of the topic-specific Standards will need to be used.</td>
</tr>
</tbody>
</table>

**B. Responsibility for this Standard**

This Standard is issued by the Global Sustainability Standards Board (GSSB). It is part of the set of GRI Sustainability Reporting Standards (GRI Standards). The GSSB is an independent standard-setting body created by GRI. It has responsibility for setting globally-accepted sustainability reporting standards, according to a due process. More information on GRI’s standard-setting process can be found here:

https://www.globalreporting.org/information/about-gri/governance-bodies/Global-Sustainability-Standard-Board/Pages/default.aspx

Any feedback or comments on the GRI Standards can be submitted to standards@globalreporting.org for the consideration of the GSSB.

**C. Scope**

**SRS 201: General disclosures** sets out reporting requirements on contextual information about the organization and its sustainability reporting practices. This includes information about an organization and its sustainability reporting practices.
organization’s profile, strategy, ethics and integrity, governance, stakeholder engagement practices, and reporting process.

This Standard applies to any organization that intends to prepare a sustainability report in accordance with the GRI Standards. Depending on whether the organization wishes to use an ‘in accordance’ core or comprehensive claim, specific reporting requirements need to be followed. See SRS 101: Foundation for more information.

SRS 201 can be used by an organization of any size, type, sector, or geographic location.

**D. Using this Standard**

**Requirements, recommendations, and guidance**

Throughout the GRI Standards, specific terms are used to signify requirements, recommendations, and guidance.

- **Requirements**: These are mandatory instructions and are denoted using ‘shall.’ These can include process or methodology requirements, as well as disclosure requirements (i.e., information to be reported).

- **Recommendations**: These are cases where a particular course of action is encouraged or recommended, but not required. They are denoted using ‘should.’

- **Guidance**: These sections include background context and examples to help organizations better understand the requirements. They also describe possible, achievable, or allowed scenarios for reporting information; these are signified using ‘can.’ A different background color denotes ‘Guidance’ sections throughout the GRI Standards. Guidance is not required, but organizations are encouraged to consult the ‘Guidance’ sections whenever it is useful.

A reporting organization needs to comply with all relevant requirements in order to claim that its report has been prepared in accordance with the GRI Standards. See Table 2 of SRS 101: Foundation for more information. It is not necessary to comply with recommendations or guidance in order to make an ‘in accordance’ claim.

**E. Normative references**

The documents below are normatively referenced in this Standard and are required to be used together for its application. For documents with a date given, only the listed version applies. For undated references, the latest version of the document applies.

- **SRS 101: Foundation**
- **GRI Standards Glossary of terms**
F. Effective date

SRS 201: General disclosures becomes effective for all reports published on or after 1 January 2018. Earlier adoption of this Standard is encouraged.
SRS 201: General disclosures

1. Organizational profile

Guidance 1

These disclosures provide an overview of the reporting organization’s size, geographic location, and activities. This contextual information is important to help stakeholders understand the nature of the organization and its sustainability impacts.

Name of the reporting organization

Reporting requirements

1.1 The reporting organization shall report the following information for Disclosure 201-1:

Disclosure 201-1

a. Name of the reporting organization.

Activities, brands, products, and services

Reporting requirements

1.2 The reporting organization shall report the following information for Disclosure 201-2:

Disclosure 201-2

a. Core activities and primary brands, products, and services.
b. Identification of products and services that are relevant to the sustainability topics covered in the report, including:
   i. products and services banned in certain markets, and why they are banned; and
   ii. products and services that are the subject of stakeholder questions or public debate, and why.

Location of headquarters

Reporting requirements

1.3 The reporting organization shall report the following information for Disclosure 201-3:

Commented [SD2]: Source: G4 RPSD p. 25, G4 IM p. 25

Commented [SD3]: Type of change: Clarification. All General Disclosures now include a title to improve navigation.

Commented [SD4]: Source: G4 RPSD p. 25

Commented [SD5]: Source: G4 RPSD p. 25

Commented [SD6]: Type of change: Clarification
Source: G4 RPSD p. 25

Commented [SD7]: Type of change: Change in location.
Source: G4 RPSD p. 82

Commented [SD8]: Source: G4 RPSD p. 26
**Disclosure 201-3**

a. Location of the reporting organization’s headquarters.

---

**Location of operations**

**Reporting requirements**

1.4 The reporting organization shall report the following information for **Disclosure 201-4**:

---

**Disclosure 201-4**

a. Number of countries where the reporting organization operates, and the names of countries where significant operations, or operations that are relevant to the sustainability topics covered in the report.

---

**Ownership and legal form**

**Reporting requirements**

1.5 The reporting organization shall report the following information for **Disclosure 201-5**:

---

**Disclosure 201-5**

a. Nature of ownership and legal form.

---

**Markets served**

**Reporting requirements**

1.6 The reporting organization shall report the following information for **Disclosure 201-6**:

---

**Disclosure 201-6**

a. Markets served, including:

   i. geographic locations where products and services are offered;
   
   ii. sectors served; and
   
   iii. types of customers and beneficiaries.
Scale of the reporting organization

Reporting requirements

1.7 The reporting organization shall report the following information for **Disclosure 201-7**:

**Disclosure 201-7**

a. Scale of the reporting organization, including:
   i. total number of employees;
   ii. total number of operations;
   iii. net sales (for private sector organizations) or net revenues (for public sector organizations);
   iv. total capitalization (for private sector organizations), with a breakdown in terms of debt and equity; and
   v. total number of units of products and services sold or provided.

Reporting recommendations

1.8 When compiling the information specified in **Disclosure 201-7**, the reporting organization should provide the following additional information:

   1.8.1 total assets;
   1.8.2 beneficial ownership, including the identity and percentage of ownership of the largest shareholders; and
   1.8.3 breakdowns of:
      1.8.3.1 net sales or net revenues by countries or regions that make up five percent or more of total revenues;
      1.8.3.2 costs by countries or regions that make up five percent or more of total costs; and
      1.8.3.3 total number of employees by country or region.

Size and composition of workforce

Guidance

The number of employees and workers involved in the reporting organization’s core activities provides insight into the scale of impacts created by labor issues. Breaking down this data by gender enables an understanding of gender representation across an organization, and of the optimal use of available labor and talent.

See references 6, 7, 10 and 12 in the References section.
Reporting requirements

1.9 The reporting organization shall report the following information for Disclosure 201-8:

- a. Total number of employees, with a breakdown by employment contract and gender.
- b. Total number of permanent employees, with a breakdown by employment type and gender.
- c. Total workforce by employees and supervised workers and by gender.
- d. Total workforce by region and gender.
- e. Whether a substantial portion of the reporting organization’s work is performed by workers who are legally recognized as self-employed, or by persons other than employees or supervised workers, including employees and supervised employees of contractors.
- f. Significant variations in employment numbers (such as seasonal variations in the tourism or agricultural industries).

Reporting recommendations

1.10 When compiling the information specified in Disclosure 201-8, the reporting organization should:

- 1.10.1 exclude supply chain workers other than employees or supervised employees of contractors;
- 1.10.2 express employee numbers as either head count or Full Time Equivalent (FTE), with the chosen approach stated and applied consistently;
- 1.10.3 identify the contract type and full-time and part-time status of employees based on the definitions under the national laws of the country where they are based;
- 1.10.4 use numbers as at the end of the reporting period, unless there has been a material change during the reporting period; and
- 1.10.5 combine country statistics to calculate global statistics, and disregard differences in legal definitions. Although what constitutes a type of contract and a full-time or part-time employment relationship varies between countries, the global figure should still reflect the relationships under law.

Supply chain

Guidance

This disclosure sets the overall context for understanding the reporting organization’s supply chain.

Reporting requirements

1.11 The reporting organization shall report the following information for Disclosure 201-9:

Commented [SD16]: Source: G4 RPSD p. 27
Commented [SD17]: NOTE: This disclosure content is still under review by the Technical Committee. The text here is based on G4 content without any revisions from the Technical Committee
Commented [SD18]: NOTE: This section is still under review by the Technical Committee. The text here is based on G4 content without any revisions from the Technical Committee
Commented [SD19]: Type of change: Change in instructive verb
Original wording: Supply chain workers are not included
Source: G4 IM p. 27
Commented [SD20]: Type of change: Change in instructive verb
Original wording: Employee numbers may be expressed as head count or
Source: G4 IM p. 27
Commented [SD21]: Type of change: Change in instructive verb
Original wording: Identify the contract type
Source: G4 IM p. 27
Commented [SD22]: Type of change: Change in instructive verb
Original wording: Combine country statistics
Source: G4 IM p. 27
Commented [SD23]: Type of change: Change in instructive verb
Original wording: Combine country statistics
Source: G4 IM p. 27
Commented [SD24]: Source: G4 IM p. 29
Commented [SD25]: Source: G4 RPSD p. 27
Disclosure 201-9

a. A description of the reporting organization’s supply chain, including its main elements as they relate to the reporting organization’s core activities, as well as its primary brands, products, and services.

Guidance 1.11

Examples of elements that can be covered in the description include:

- the total number of suppliers engaged by the reporting organization and the estimated number of suppliers throughout the supply chain;
- the geographic location of suppliers;
- the types of suppliers engaged;
- the estimated monetary value of payments made to suppliers; and
- the supply chain’s sector-specific characteristics (such as labor-intensive).

Significant changes

Reporting requirements

1.12 The reporting organization shall report the following information for Disclosure 201-10:

Disclosure 201-10

a. Significant changes to the reporting organization’s size, structure, ownership, or supply chain, including:
   i. changes in the location or type of operations;
   ii. changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations); and
   iii. changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.

Guidance 1.12

Significant changes to the supply chain are those that can cause or contribute to significant economic, environmental, and social impacts.

Examples of significant changes can include:

- moving parts of the supply chain from one country to another; and
- changing the structure of the supply chain, such as outsourcing a significant part of the reporting organization’s activities.
Precautionary Principle or approach

Guidance

The precautionary approach was introduced by the United Nations in Principle 15 of 'The Rio Declaration on Environment and Development'. It states: 'In order to protect the environment, the precautionary approach shall be widely applied by States according to their capabilities. Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation.' Applying the Precautionary Principle can help an organization to reduce or to avoid negative impacts on the environment.

Reporting requirements

I.13 The reporting organization shall report the following information for Disclosure 201-11:

Disclosure 201-11

a. Whether and how the reporting organization applies the Precautionary Principle or approach.

Guidance I.13

Disclosure 201-11 can include the reporting organization’s approach to risk management in operational planning, or when developing and introducing new products.

External initiatives

Reporting requirements

I.14 The reporting organization shall report the following information for Disclosure 201-12:

Disclosure 201-12

a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the reporting organization subscribes, or which it endorses.

Reporting recommendations

I.15 When compiling the information specified in Disclosure 201-12, the reporting organization should:

I.15.1 Include the date of adoption, the countries or operations where applied, and the range of stakeholders involved in the development and governance of these initiatives; and

I.15.2 Differentiate between non-binding, voluntary initiatives and obligatory initiatives.
Membership of associations

Reporting requirements

1.16 The reporting organization shall report the following information for Disclosure 201-13:

<table>
<thead>
<tr>
<th>Disclosure 201-13</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.</td>
</tr>
</tbody>
</table>

Reporting recommendations

1.17 When compiling the information specified in Disclosure 201-13, the reporting organization should include memberships maintained at the organizational level in associations or organizations in which it holds a position on the governance body, participates in projects or committees, provides substantive funding beyond routine membership dues, or views its membership as strategic.
2. Strategy and analysis

These disclosures provide an overview of the reporting organization’s strategy for addressing sustainability, in order to provide context for subsequent, more detailed reporting using other GRI Standards. The strategy and analysis section can draw on information provided in other parts of the report, but is intended to give insight on strategic issues rather than to summarize the content of the report.

See references 14, 15, and 16 in the References section.

Statement from senior decision-maker

Reporting requirements

2.1 The reporting organization shall report the following information for Disclosure 201-14:

- A statement from the most senior decision-maker of the reporting organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.

Reporting recommendations

2.2 When compiling the information specified in Disclosure 201-14, the reporting organization should include:

- the overall vision and strategy for the short term, medium term, and long term, particularly with regard to managing the significant economic, environmental, and social impacts that the organization causes and contributes to, or the impacts that can be linked to its activities as a result of relationships with others (such as suppliers and persons or organizations in local communities);

- strategic priorities and key topics for the short and medium term with regard to sustainability, including respect for internationally recognized standards and how such standards relate to long term organizational strategy and success;

- broader trends (such as macroeconomic or political) affecting the organization and influencing sustainability priorities;

- key events, achievements, and failures during the reporting period;

- views on performance with respect to targets;

- outlook on the organization’s main challenges and targets for the next year and goals for the coming 3–5 years; and

- other items pertaining to the organization’s strategic approach.
Key impacts, risks, and opportunities

Reporting requirements

2.3 The reporting organization shall report the following information for Disclosure 201-15:

a. A description of key impacts, risks, and opportunities.

Reporting recommendations

2.4 When compiling the information specified in Disclosure 201-15, the reporting organization should provide two concise narrative sections on key impacts, risks, and opportunities:

2.4.1 The first section should:

2.4.1.1 focus on the organization’s key impacts on sustainability and effects on stakeholders, including rights as defined by national laws and relevant internationally recognized standards;

2.4.1.2 take into account the range of reasonable expectations and interests of the organization’s stakeholders;

2.4.1.3 include a description of the significant economic, environmental, and social impacts of the organization, and associated challenges and opportunities. This includes the effect on stakeholders’ rights as defined by national laws and the expectations in internationally recognized standards and norms;

2.4.1.4 include an explanation of the approach to prioritizing these challenges and opportunities;

2.4.1.5 include key conclusions about progress in addressing these topics and related performance in the reporting period. This includes an assessment of reasons for underperformance or over-performance; and

2.4.1.6 include a description of the main processes in place to address performance and relevant changes.

2.4.2 The second section should:

2.4.2.1 focus on the impact of sustainability trends, risks, and opportunities on the long-term prospects and financial performance of the organization;

2.4.2.2 concentrate specifically on information relevant to financial stakeholders or that could become so in the future;

2.4.2.3 include a description of the most important risks and opportunities for the organization arising from sustainability trends;
2.4.2.4 include prioritization of key sustainability topics as risks and opportunities according to their relevance for long-term organizational strategy, competitive position, qualitative, and, if possible, quantitative financial value drivers;

2.4.2.5 include table(s) summarizing targets, performance against targets, and lessons learned for the current reporting period;

2.4.2.6 include table(s) summarizing targets for the next reporting period and medium term objectives and goals (i.e., 3–5 years) related to key risks and opportunities; and

2.4.2.7 include concise description of governance mechanisms in place specifically to manage these risks and opportunities, and identification of other related risks and opportunities.
3. Ethics and integrity

Values, principles, standards, and norms of behavior

Reporting requirements

3.1 The reporting organization shall report the following information for Disclosure 201-16:

<table>
<thead>
<tr>
<th>Disclosure 201-16</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Description of the reporting organization’s values, principles, standards, and norms of behavior.</td>
</tr>
</tbody>
</table>

Reporting recommendations

3.2 When compiling the information specified in Disclosure 201-16, the reporting organization should provide additional information about its values, principles, standards, and norms of behavior, including:

3.2.1 how they were developed and approved;

3.2.2 whether training on them is provided regularly to all and new governance body members, workers, and business partners;

3.2.3 whether they need to be read and signed regularly by all and new governance body members, workers, and business partners;

3.2.4 whether any executive-level positions maintain responsibility for them; and

3.2.5 whether they are available in different languages to reach all governance body members, workers, business partners, and other stakeholders.

Guidance 3.2

Values, principles, standards and norms of behavior can include codes of conduct and ethics. The highest governance body’s and senior executives’ roles in the development, approval, and updating of value statements is reported under Disclosure 201-27.

Mechanisms for advice and concerns about ethics

Guidance

Organizations can provide means for stakeholders to seek advice about ethical and lawful behavior, and organizational integrity, or to report concerns about unethical behavior. These means can include escalating issues through line management, whistleblowing mechanisms, and hotlines.

Reporting requirements

3.3 The reporting organization shall report the following information for Disclosure 201-17:
Disclosure 201

a. Internal and external mechanisms for:
   i. seeking advice about ethical and lawful behavior, and organizational integrity; and
   ii. reporting concerns about unethical and unlawful behavior, and organizational integrity.

Guidance 3.3

Examples of elements that can be described include:

- who is assigned the overall responsibility for the mechanisms to seek advice about and report on behavior;
- whether any are independent of the reporting organization;
- whether and how workers, business partners, and other stakeholders are informed of the mechanisms;
- whether training on them is given to workers and business partners;
- the availability and accessibility of the mechanisms to employees and business partners, such as the total number of hours per day, days per week, and availability in different languages;
- whether requests for advice and concerns are treated confidentially;
- whether the mechanisms can be used anonymously;
- the total number of requests for advice received, their type, and the percentage that were answered during the reporting period;
- the total number of concerns reported, the type of misconduct reported, and the percentage of concerns that were addressed, resolved, or found to be unsubstantiated during the reporting period;
- whether the organization has a non-retaliation policy;
- the process through which concerns are investigated; and
- the level of satisfaction of those who used the mechanisms.
4. Governance

These disclosures provide an overview of a reporting organization’s governance structure.

Transparency about an organization’s governance structure is important to ensure that relevant bodies and persons are accountable for governance actions. They also elicit information about the role of the organization’s highest governance body in:

- setting the organization’s purpose, values, and strategy;
- evaluating its economic, environmental, and social performance;
- undertaking risk management;
- conducting sustainability reporting; and
- setting remuneration and incentives.

See also reference 17 in the References section.

Governance structure

Reporting requirements

4.1 The reporting organization shall report the following information for Disclosure 201-18:

- (a) Governance structure of the reporting organization, including committees of the highest governance body.
- (b) Committees responsible for decision-making on economic, environmental, and social impacts.

Delegating authority

Reporting requirements

4.2 The reporting organization shall report the following information for Disclosure 201-19:

- (a) Process for delegating authority for economic, environmental, and social impacts from the highest governance body to senior executives and other employees.

Commented [SD58]: Source: G4 IM p. 52

Commented [SD59]: Type of change: Change in location
Source: G4 RPSD p. 36

Commented [SD60]: Source: G4 RPSD p. 36

Commented [SD61]: Source: G4 RPSD p. 36

Commented [SD62]: Type of change: Clarification [Clarifying the use of the term ‘impacts’]
Wording changed from ‘topics’ to ‘impacts’ to be consistent with other disclosures.
Source: G4 RPSD p. 36

Commented [SD63]: Employee/worker – no change suggested
Executive-level responsibility for economic, environmental, and social topics

Reporting requirements

4.3 The reporting organization shall report the following information for Disclosure 201-20:

Disclosure 201-20

a. Whether the reporting organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics.
b. Whether post holders report directly to the highest governance body.

Consulting on economic, environmental, and social topics

Reporting requirements

4.4 The reporting organization shall report the following information for Disclosure 201-21:

Disclosure 201-21

a. Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics.
b. If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body.

Collective bargaining agreements

Guidance

Governance is the means used to control an organization, including the mechanisms and processes used to make and implement decisions. Collective bargaining is a negotiation process through which an organization and its workers’ organizations reach agreements about matters, such as working conditions and terms of employment. It is also used to regulate organization-employee relations. A collective bargaining agreement then represents a form of joint decision making concerning the operations of an organization. Where collective bargaining takes place, it is part of the governance of an organization.

This disclosure does not seek the number or percentage of workers belonging to trade unions. Trade unions are private organizations and the reporting organization cannot be expected to know whether individuals are union members or not. By definition, collective bargaining agreements are obligations (often legally binding) that the reporting organization has undertaken. All organizations are expected to understand the coverage of the agreement (the workers to which the reporting organization is obligated to apply the terms of the agreement). Collective agreements can be made at various levels and for categories and groups of workers. Collective agreement can be at the level of the reporting organization or can be at the industry level in countries where the practice is to conduct collective bargaining at that level or at both. Collective agreements can cover specific groups of workers – for instance those performing specific activities or performing work at specific locations.

See references 1, 2, 3, 4, 5, 8 and 9 in the References section.
4.5 The reporting organization shall report the following information for Disclosure 201-22:

**Disclosure 201-22**

a. Percentage of total employees covered by collective bargaining agreements.

**Guidance 4.5**

The reporting organization can use data from Disclosure 201-8 as the basis for calculating this percentage.

4.6 The reporting organization shall report the following information for Disclosure 201-23:

**Disclosure 201-23**

a. Composition of the highest governance body and its committees by:
   i. executive or non-executive;
   ii. independence;
   iii. tenure on the governance body;
   iv. number of each individual’s other significant positions and commitments, and the nature of the commitments;
   v. gender;
   vi. membership of under-represented social groups;
   vii. competences relating to economic, environmental, and social impacts; and
   viii. stakeholder representation.

4.7 The reporting organization shall report the following information for Disclosure 201-24:

**Disclosure 201-24**

a. Whether the chair of the highest governance body is also an executive officer in the reporting organization.

b. If the chair is also an executive officer, describe his or her function within the reporting organization’s management and the reasons for this arrangement.
Nominating and selecting the highest governance body

4.8 The reporting organization shall report the following information for Disclosure 201-25:

Disclosure 201-25

a. Nomination and selection processes for the highest governance body and its committees.
   
b. Criteria used for nominating and selecting highest governance body members, including whether and how:
   
i. stakeholders (including shareholders) are involved;
   ii. diversity is considered;
   iii. independence is considered; and
   iv. expertise and experience relating to economic, environmental, and social topics are considered.

Conflicts of interest

4.9 The reporting organization shall report the following information for Disclosure 201-26:

Disclosure 201-26

a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed.

b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum:
   
i. cross-board membership;
   ii. cross-shareholding with suppliers and other stakeholders;
   iii. existence of controlling shareholder; and
   iv. related party disclosures.

Guidance 4.9

See reference 11 in the References section.

Reporting recommendations

4.10 When compiling the information specified in Disclosure 201-26, the reporting organization should align the definition of controlling shareholder to the definition used for the purpose of the organization’s consolidated financial statements or equivalent documents.
Role of highest governance body in setting sustainability goals and strategy

Reporting requirements

4.11 The reporting organization shall report the following information for Disclosure 201-27:

Disclosure 201-27

a. Highest governance body’s and senior executives’ roles in the development, approval, and updating of the reporting organization’s purpose, value, or mission statements, strategies, policies, and goals related to economic, environmental, and social impacts.

Collective knowledge of highest governance body

Reporting requirements

4.12 The reporting organization shall report the following information for Disclosure 201-28:

Disclosure 201-28

a. Measures taken to develop and enhance the highest governance body’s collective knowledge of economic, environmental, and social topics.

Evaluating the highest governance body’s performance

Reporting requirements

4.13 The reporting organization shall report the following information for Disclosure 201-29:

Disclosure 201-29

a. Processes for evaluation of the highest governance body’s performance with respect to governance of economic, environmental, and social topics.
b. Whether such evaluation is independent or not, and its frequency.
c. Whether such evaluation is a self-assessment.
d. Actions taken in response to evaluation of the highest governance body’s performance with respect to governance of economic, environmental, and social topics, including, as a minimum, changes in membership and organizational practice.

Identifying and managing economic, environmental, and social impacts

Reporting requirements

4.14 The reporting organization shall report the following information for Disclosure 201-30:

Disclosure 201-30

...
Disclosure 201-30

a. Highest governance body’s role in identifying and managing economic, environmental, and social impacts, risks, and opportunities – including its role in implementing the due diligence processes.

b. Whether stakeholder consultation is used to support the highest governance body’s identification and management of economic, environmental, and social impacts, risks, and opportunities.

Guidance 4.14

See references 11, 14, 15 and 16 in the References section.

Effectiveness of risk management processes

Reporting requirements

4.15 The reporting organization shall report the following information for Disclosure 201-31:

Disclosure 201-31

a. Highest governance body’s role in reviewing the effectiveness of the reporting organization’s risk management processes for economic, environmental, and social topics.

Guidance 4.15

See references 11, 14, 15 and 16 in the References section.

Review of economic, environmental, and social impacts

Reporting requirements

4.16 The reporting organization shall report the following information for Disclosure 201-32:

Disclosure 201-32

a. Frequency of the highest governance body’s review of economic, environmental, and social impacts, risks, and opportunities.

Guidance 4.16

See references 11, 14, 15 and 16 in the References section.
Highest governance body’s role in sustainability reporting

4.17 The reporting organization shall report the following information for Disclosure 201-33:

<table>
<thead>
<tr>
<th>Disclosure 201-33</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. The highest committee or position that formally reviews and approves the reporting organization’s sustainability report and ensures that all material topics are covered.</td>
</tr>
</tbody>
</table>

Communicating critical concerns

4.18 The reporting organization shall report the following information for Disclosure 201-34:

<table>
<thead>
<tr>
<th>Disclosure 201-34</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Process for communicating critical concerns to the highest governance body.</td>
</tr>
</tbody>
</table>

Nature and total number of critical concerns

4.19 The reporting organization shall report the following information for Disclosure 201-35:

<table>
<thead>
<tr>
<th>Disclosure 201-35</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Total number and nature of critical concerns that were communicated to the highest governance body.</td>
</tr>
<tr>
<td>b. Mechanism(s) used to address and resolve critical concerns.</td>
</tr>
</tbody>
</table>

Guidance 4.19

When the exact nature of concerns is sensitive due to regulatory or legal restrictions, responses to this disclosure are to be limited to the information the reporting organization is able to provide without jeopardizing confidentiality. For more information on reasons for omission, see SRS 101: Foundation.

Remuneration policies

4.20 The reporting organization shall report the following information for Disclosure 201-36:

Commented [SD89]: Source: G4 RPSD p. 40
Commented [SD90]: Source: G4 RPSD p. 40
Commented [SD91]: Source: G4 IM p. 56
Commented [SD92]: Source: G4 RPSD p. 40
Disclosure 201-36

a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration, if used:
   i. fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares;
   ii. sign-on bonuses or recruitment incentive payments;
   iii. termination payments;
   iv. clawbacks; and
   v. retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees.

b. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.

Guidance 4.20

See reference 18 in the References section.

Reporting recommendations

4.21 If performance-related pay is used when compiling the information specified in Disclosure 201-36, the reporting organization should:

   4.21.1 describe how remuneration and incentive-related pay for senior executives are designed to reward longer-term performance; and

   4.21.2 describe how performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics for the reporting period and the period ahead.

4.22 If termination payments are used when compiling the information specified in Disclosure 201-36, the reporting organization should explain whether:

   4.22.1 notice periods for governance body members and senior executives are different from those for other employees;

   4.22.2 termination payments for governance body members and senior executives are different from those for other employees;

   4.22.3 any payments other than those related to the notice period are paid to departing governance body members and senior executives; and

   4.22.4 any mitigation clauses are included in the termination arrangements.
### Process for determining remuneration

**Reporting requirements**

4.23 The reporting organization shall report the following information for Disclosure 201-37:

**Disclosure 201-37**

- b. Whether and how remuneration consultants are involved in determining remuneration and whether they are independent of management.
- c. Any other relationships that the remuneration consultants have with the reporting organization.

### Stakeholders involvement in remuneration

**Reporting requirements**

4.24 The reporting organization shall report the following information for Disclosure 201-38:

**Disclosure 201-38**

- a. How stakeholders’ views are sought and taken into account regarding remuneration.
- b. If applicable, the results of votes on remuneration policies and proposals.

### Annual total compensation ratio

**Reporting requirements**

4.25 The reporting organization shall report the following information for Disclosure 201-39:

**Disclosure 201-39**

- a. Ratio of the annual total compensation for the reporting organization’s highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.
See reference 18 in the References section.

When compiling the information specified in Disclosure 201-39, the reporting organization shall for each country of significant operations:

- **4.26.1** identify the highest-paid individual for the reporting period, as defined by total compensation;
- **4.26.2** calculate the highest-paid individual’s annual total compensation; and
- **4.26.3** calculate the median annual total compensation for all employees, except the highest-paid individual.

**Guidance 4.27**

Depending on the reporting organization’s remuneration policies and availability of data, the following components can be considered for the calculation:

- base salary: guaranteed, short term, and non-variable cash compensation;
- cash compensation: sum of base salary + cash allowances + bonuses + commissions + cash profit-sharing + other forms of variable cash payments; or
- direct compensation: sum of total cash compensation + total fair value of all annual long-term incentives, such as stock option awards, restricted stock shares or units, performance stock shares or units, phantom stock shares, stock appreciation rights, and long-term cash awards.

**Percentage increase in annual total compensation ratio**

**Reporting requirements**

The reporting organization shall report the following information for Disclosure 201-40:

- **a.** Ratio of the percentage increase in annual total compensation for the reporting organization’s highest-paid individual in each country of significant operations to the
Disclosure 201-40

- median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.

Guidance 4.28

See reference 18 in the References section.

4.29 When compiling the information specified in Disclosure 201-40, the reporting organization shall for each country of significant operations:

4.29.1 identify the highest-paid individual for the reporting period, as defined by total compensation;

4.29.2 calculate the percentage increase in the highest-paid persons’ compensation from prior period to the reporting period;

4.29.3 calculate median annual total compensation for all employees except the highest-paid individual;

4.29.4 calculate the percentage increase of the median annual total compensation from the prior period to the reporting period; and

4.29.5 calculate the ratio of the annual total compensation percentage increase of the highest-paid individual to the median annual total compensation percentage increase for all employees.

Guidance 4.30

4.30 When compiling the information specified in Disclosure 201-40, the reporting organization should for each country of significant operations:

4.30.1 list types of compensation included in the calculation;

4.30.2 specify whether full-time and part-time employees are included in this calculation;

4.30.3 specify whether full-time equivalent pay rates are used for each part-time employee in this calculation; and

4.30.4 specify which operations or countries are included, if an organization chooses to not consolidate this ratio for the entire organization.

Reporting recommendations

4.30 Depending on the reporting organization’s remuneration policies and availability of data, the following components can be considered for the calculation:

- base salary: guaranteed, short term, and non-variable cash compensation;
- cash compensation: sum of base salary + cash allowances + bonuses + commissions + cash profit-sharing + other forms of variable cash payments; or
direct compensation: sum of total cash compensation + total fair value of all annual long-term incentives, such as stock option awards, restricted stock shares or units, performance stock shares or units, phantom stock shares, stock appreciation rights, and long-term cash awards.
5. Stakeholder engagement

Guidance 5

These disclosures provide an overview of the reporting organization’s approach to stakeholder engagement. These disclosures do not have to be limited to engagement that was conducted for the purposes of preparing the report. For additional guidance on stakeholder engagement, see the Stakeholder Inclusiveness principle in SRS 101: Foundation and the How-to-Guide.

List of stakeholder groups

Reporting requirements

5.1 The reporting organization shall report the following information for Disclosure 201-41:

<table>
<thead>
<tr>
<th>Disclosure 201-41</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. A list of stakeholder groups engaged by the reporting organization.</td>
</tr>
</tbody>
</table>

Examples of stakeholder groups are:

- civil society
- customers
- employees and other workers who are not employees as well as their respective trade unions
- local communities
- shareholders and providers of capital
- suppliers

Identifying and selecting stakeholders

Reporting requirements

5.2 The reporting organization shall report the following information for Disclosure 201-42:

<table>
<thead>
<tr>
<th>Disclosure 201-42</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. The basis for identifying and selecting stakeholders with whom to engage.</td>
</tr>
</tbody>
</table>

Reporting recommendations

5.3 When compiling the information specified in Disclosure 201-42, the reporting organization should describe the process for defining its stakeholder groups, and for determining which groups it will or will not engage with.
**Approach to stakeholder engagement**

**Reporting requirements**

5.4 The reporting organization shall report the following information for Disclosure 201-43:

**Disclosure 201-43**

a. The reporting organization’s approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group.

**Guidance 5.4**

Methods of stakeholder engagement can include surveys (such as employee, supplier, or customer surveys), focus groups, community panels, corporate advisory panels, written communication, management or union structures, and other mechanisms.

**Key topics and concerns raised**

**Reporting requirements**

5.5 The reporting organization shall report the following information for Disclosure 201-44:

**Disclosure 201-44**

a. Key topics and concerns that have been raised through stakeholder engagement, including:

   i. how the reporting organization has responded to those key topics and concerns; and

   ii. the stakeholder groups that raised each of the key topics and concerns.

---

Commented [SD120]: Source: G4 RPSD p. 30

Commented [SD121]: Source: G4 RPSD p. 44

Commented [SD122]: Type of change: Clarification
Source: G4 IM p. 44

Commented [SD123]: Source: G4 RPSD p. 30
6. Reporting practice

Guidance 6

These disclosures provide an overview of the process that a reporting organization has followed to define the sustainability report content. It also reviews the process it followed to identify its material topics and their Boundaries, along with any changes or restatements. They also provide an overview of the basic information about the report, the claims made about the use of the GRI Standards, the content index, and the organization’s approach to seeking external assurance.

Entities included in the consolidated financial statements

Reporting requirements

6.1 The reporting organization shall report the following information for Disclosure 201-45:

Disclosure 201-45

a. A list of all entities included in the reporting organization’s consolidated financial statements or equivalent documents.
b. Whether any entity included in the reporting organization’s consolidated financial statements or equivalent documents is not covered by the report.

Guidance 6.1

The reporting organization can report Disclosure 201-45 by referencing the information in publicly available consolidated financial statements or equivalent documents.

Defining report content and topic Boundaries

Reporting requirements

6.2 The reporting organization shall report the following information for Disclosure 201-46:

Disclosure 201-46

a. An explanation of the process for defining the report content and the topic Boundaries.
b. An explanation of how the reporting organization has implemented the Reporting Principles for defining report content.

Reporting recommendations

6.3 When compiling the information specified in Disclosure 201-46, the reporting organization should include an explanation of:

6.3.1 the steps taken to define the content of the report and to define the topic Boundary;
6.3.2 at which points in the process each of the Reporting Principles for defining report content were applied;
6.3.3 any assumptions and subjective judgements made in this process; and
6.3.4 any challenges the organization encountered when applying the Reporting Principles for defining report content.

Guidance 6.2 and 6.3

This disclosure asks the reporting organization to explain the process it has gone through to determine the content to include in its sustainability report. This disclosure can be used to explain how the organization identified relevant sustainability topics and prioritized them using the Materiality and Stakeholder Inclusiveness principles. The explanation can also include how stakeholders’ views were sought throughout this process, although this can also be covered in the general disclosures related to stakeholder engagement of this Standard.

The disclosure also asks the organization to explain how it has applied the four Reporting Principles for defining report content during this process. Together, these four principles help the organization to make choices on what content to report, by considering its activities and impacts, along with the reasonable interests and expectations of its stakeholders.

This explanation can include a description of:

- the steps taken to identify relevant sustainability topics (i.e., those that potentially merit inclusion in the report);
- how these relevant topics were prioritized to identify the material topics to report on; and
- how thresholds (criteria that render a topic material) were defined.

For more information on applying the Reporting Principles for defining report content, see SRS 101: Foundation and in the How-to-Guide.

For a description of the topic Boundaries for each material topic, see SRS 301: Management approach.

List of material topics

Reporting requirements

6.4 The reporting organization shall report the following information for Disclosure 201-47:

- A list of material topics identified in the process for defining report content.

Guidance 6.4

Material topics are sustainability topics that the reporting organization has prioritized for inclusion in the sustainability report. This prioritization exercise is based on the Materiality and Stakeholder Inclusiveness principles. This prioritization exercise is based on the Materiality and Stakeholder Inclusiveness principles, which assess each topic based on the following two dimensions:

- The significance of the organization’s economic, environmental, and social impacts; and
614. Their substantive influence on the assessments and decisions of stakeholders.

In applying the Materiality principle, ‘impacts’ refers to the organization’s impacts on the economy, the environment, and/or society – in other words, the organization’s contribution (positive or negative) to sustainable development. ‘Impacts’ in this context do not refer to consequences for the organization itself (such as financial costs or reputational risks).

A topic does not have to be highly significant with respect to both dimensions to be considered material.

For more information on the Reporting Principles for defining report content, see SRS 101: Foundation and in the How-to-Guide.

The explanation of why each topic is material is reported under Disclosure 301-1 in SRS 301: Management approach.

624. Restatements of information

625. Reporting requirements

626. The reporting organization shall report the following information for Disclosure 201-48:

**Disclosure 201-48**

a. The effect of any restatements of information provided in previous reports, and the reasons for such restatements.

**Guidance 6.5**

Restatements can result from:

- mergers or acquisitions
- change of base years or periods
- nature of business
- measurement methods

633. Changes in reporting

634. Reporting requirements

635. The reporting organization shall report the following information for Disclosure 201-49:

**Disclosure 201-49**

a. Significant changes from previous reporting periods in the list of material topics included in the report and topic Boundaries.
636 Reporting period

637 Reporting requirements

6.7 The reporting organization shall report the following information for Disclosure 201-50:

**Disclosure 201-50**

a. Reporting period for information provided.

Guidance 6.7

The reporting period can be, for example, the fiscal or calendar year.

641 Date of most recent report

642 Reporting requirements

6.8 The reporting organization shall report the following information for Disclosure 201-51:

**Disclosure 201-51**

a. If applicable, the date of the most recent report.

Guidance 6.8

If this is the first report prepared by the reporting organization, the response to this disclosure can state that this is the first report.

647 Reporting cycle

648 Reporting requirements

6.9 The reporting organization shall report the following information for Disclosure 201-52:

**Disclosure 201-52**

a. Reporting cycle.

Guidance 6.9

The reporting cycle can be, for example, annual or biennial.

652 Contact point for questions regarding the report

653 Reporting requirements

6.10 The reporting organization shall report the following information for Disclosure 201-53.
**Disclosure 201-53**

a. The contact point for questions regarding the report or its contents.

---

**Guidance 6.11**

A reporting organization that uses all or part of the GRI Standards to report sustainability information can make one of three types of claims. These claims can vary depending on the extent to which it has used the GRI Standards and the number of disclosures it has made.

An organization that uses the set of GRI Standards as an overall framework for preparing a sustainability report, and which meet specific criteria, can make a claim that its sustainability report has been prepared in accordance with the GRI Standards. There are two options for preparing a report in accordance with the GRI Standards, with a specific claim that can be made for each one: comprehensive and core.

Any published materials that contain content based on the GRI Standards but do not meet the ‘in accordance’ criteria are required to include an ‘SRS-referenced’ claim, which is a statement referencing the specific GRI Standards used.

For more information on these claims, see SRS 101: Foundation.

---

**Content index**

**Reporting requirements**

6.12 The reporting organization shall report the following information for Disclosure 201-55.

---

Commented [SD142]:
Type of change: Clarification [Clarifying the ‘in accordance’ criteria]

Type of change: Change in location.
Source: G4 RPSD, p. 31

Commented [SD143]: Source: G4 RPSD p. 31

Commented [SD144]:
Type of change: Clarification [Clarifying the role and expectations regarding the GRI Content Index]
Source: G4 RPSD pp. 31-35, G4 IM pp. 256-257

Commented [SD145]: Source: G4 RPSD pp. 31
Disclosure 201-55

a. The content index for the report, which specifies each of the GRI Standards used to prepare the report and lists all relevant disclosures.

b. For each disclosure, the content index shall include:
   i. the number of the disclosure;
   ii. the page number(s) or URL(s) where the information for each disclosure can be found, either within the report or in another published material; and
   iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.

6.13 When compiling the information specified in Disclosure 201-55, the reporting organization shall:

6.13.1 ensure that all information in the content index is contained in one location; and

6.13.2 ensure that if the content index is not contained in the report, that a link or reference to the content index is provided in the report.

Reporting recommendations

6.14 When compiling the information specified in Disclosure 201-55, the reporting organization should:

6.14.1 use the title ‘Content Index’;

6.14.2 include the content index in the report or provide a direct link to where the content index can be found; and

6.14.3 include in the content index:
   6.14.3.1 the number, title, and publication year for each of the GRI Standards used in the preparation of the report (e.g., SRS 201: General disclosures 2016);
   6.14.3.2 the title of each disclosure made (e.g., Name of the reporting organization), in addition to the number (e.g., 201-1); and
   6.14.3.3 any additional material topics reported on which are not covered by the GRI Standards, including page number(s) or URL(s) where the information can be found.

Guidance 6.14

The content index required by this disclosure is a navigation tool that specifies which GRI Standards have been used, which disclosures have been made, and where these disclosures can be found in the sustainability report or other location. It enables stakeholders to gain a quick overview of the report and ensures easy navigation across reports. Any organization making a claim that its report has been prepared in accordance with the GRI Standards is required to include a content index in its report. See SRS 101: Foundation for more information.
The disclosure number refers to the unique numeric identifier for each disclosure in the GRI Standards (e.g., 201-53). The name of the disclosure or a description of its contents can also be included.

The page number (when the report is PDF-based) or URL (when the report is web-based) referenced in the content index need to be specific enough to direct stakeholders to information related to a certain disclosure. If a disclosure is spread over multiple pages or URLs, the content index is expected to specify the page range where the information can be found.

References to webpages and documents other than the report, such as the annual financial report or a policy document, can be included in the content index as long as they have a specific page number or a direct URL to the webpage.

Material topics that are not covered by the GRI Standards but are included in the report are also expected be listed in the content index. Here, the organization can specify the topic name and the page number(s) where disclosures on the management approach and topic-specific disclosures can be found.

While in principle it is up to the organization to add direct answers to the content index, too much text can diminish its clarity and navigation functionality.

Additional content can also be included in the content index, for example to show the connection with other reporting standards or frameworks. Such additions can be made to add clarity for stakeholders, as long as they do not compromise the readability of the content index.

See SRS 101: Foundation for guidance on reasons for omission.

Organizations can use Table 1 as one possible format to prepare the content index.

Table 1:

<table>
<thead>
<tr>
<th>Sustainability Reporting Standard</th>
<th>Disclosure</th>
<th>Page number(s) or URL(s)</th>
<th>Ommission</th>
</tr>
</thead>
<tbody>
<tr>
<td>General disclosures</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The list of general disclosures made, based on the in accordance claim chosen.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SRS 201: General disclosures 2016</td>
<td>201-1 Name of the reporting organization</td>
<td>Page 7</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>201-2 Activities, brands, products, and services</td>
<td>Corporate website [direct hyperlink]</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>...</td>
<td>...</td>
<td>...</td>
</tr>
</tbody>
</table>

Material topics

The list of material topics included in the report, as reported in Disclosure 201-47. The reporting organization can include material topics identified that are not covered by the topic-specific Standards.

Energy [example topic]

| SRS 301: Management approach 2016 | 301-1 Explanation of the material topic and its boundaries | Page 20 | - |
|                                   | 301-2 The management approach and its components | Page 20 | - |
External assurance

Guidance

The reporting organization can use a variety of approaches to enhance the credibility of its report.

The use of external assurance for sustainability reports is recommended in addition to any internal resources, but it is not required in order to make a claim that a report has been prepared in accordance with the GRI Standards.

The GRI Standards use the term ‘external assurance’ to refer to activities designed to result in published conclusions on the quality of the report and the information (whether it be qualitative or quantitative) contained within it. External assurance can also refer to activities designed to result in published conclusions about systems or processes (such as the process for defining report content, including the application of the Materiality principle or the stakeholder engagement process). This is different from activities designed to assess or validate the quality or level of performance of an organization, such as issuing performance certifications or compliance assessments.

Reporting requirements

6.15 The reporting organization shall report the following information for Disclosure 201-56:

Disclosure 201-56

a. A description of the reporting organization’s policy and current practice with regard to seeking external assurance for the report.
b. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process.

c. The relationship between the reporting organization and the assurance provider.

d. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the reporting organization’s sustainability report.

Guidance 6.15

A variety of approaches are currently used for a reporting organization to seek external assurance, including the use of professional assurance providers, or other external groups or persons. Regardless of the specific approach, it is recommended that external assurance is conducted by competent groups or persons who follow professional standards for assurance, or who apply systematic, documented, and evidence-based processes (‘assurance providers’).

Overall, for external assurance of reports that have used the GRI Standards, it is important that the assurance providers:

- are independent from the organization and therefore able to reach and publish an objective and impartial opinion or conclusions about the report;
- are demonstrably competent in both the subject matter and assurance practices;
- apply quality control procedures to the assurance engagement;
- conduct the engagement in a manner that is systematic, documented, evidence-based, and characterized by defined procedures;
- assess whether the report provides a reasonable and balanced presentation of performance – considering the veracity of data in the report as well as the overall selection of content;
- assess the extent to which the report preparer has applied the GRI Standards in the course of reaching its conclusions; and
- issue a written report that is publicly available and includes: an opinion or set of conclusions; a description of the responsibilities of the report preparer and the assurance provider; and a summary of the work performed, which explains the nature of the assurance conveyed by the assurance report.

The language used in external assurance reports, statements, or opinions can be technical and is not always accessible. Thus, it is recommended that information for this disclosure is to be included in broadly-accessible language.

In addition to external assurance, an organization can have systems of internal controls in place. These internal systems are also important to the overall integrity and credibility of a report.

In some jurisdictions, corporate governance codes can require directors to inquire, and then, if satisfied, to confirm in the annual report the adequacy of an organization’s internal controls. An organization can also establish and maintain an internal audit function, as part of its processes for risk management and for managing and reporting information.

An organization can also convene a stakeholder panel to review its overall approach to sustainability reporting or provide advice on the content of its sustainability report.
The following documents informed the development of this Standard. It is recommended that the reporting organization be familiar with these documents, as they can improve understanding of this Standard.


<table>
<thead>
<tr>
<th>#</th>
<th>Reference</th>
</tr>
</thead>
</table>
Annex 1. Summary of key changes for SRS 201: General disclosures

This section summarizes changes made to this GRI Standard compared to the G4 Guidelines. These can include the following types:

- Change in location
- Clarification – changes or additions to text to improve clarity
- Employee/worker terminology revision
- Changes to instructive verbs – to clarify the intent of guidance text that comes from the G4 Implementation Manual
- Deleted text – the text is duplicated, unnecessary or obsolete
- Other

Each of these changes is listed in the tables below and highlighted within comment boxes throughout this Standard.

A number of structural and other minor changes have been applied globally throughout the GRI Standards. These include new Introduction sections or minor wording changes to the disclosure requirements. These changes are explained in greater detail in the following document [reference to be included]; they are not listed in this summary of changes. This document [reference to be included] also provides rationales for those clarifications that have been applied globally throughout the GRI Standards (e.g., clarifying the definition of Boundary, clarifying topic descriptions).

Legend

The source of original G4 text is:

- G4 RPSD = G4 Guidelines – Reporting Principles and Standard Disclosures
<table>
<thead>
<tr>
<th>SRS clause number</th>
<th>SRS section</th>
<th>Type of change</th>
<th>Description or rationale</th>
<th>Source of original G4 text</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td>Introduction C</td>
<td>Change in location</td>
<td>Text explaining the general disclosures.</td>
<td>G4 RPSD p. 3, 24</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>G4 IM p. 25</td>
</tr>
<tr>
<td>N/A</td>
<td>All sections</td>
<td>Clarification</td>
<td>All General Disclosures now include a title to improve navigation.</td>
<td>N/A</td>
</tr>
<tr>
<td>N/A</td>
<td>Activities, brands, products and services</td>
<td>Clarification</td>
<td>'Core activities' added.</td>
<td>G4 RPSD p. 25</td>
</tr>
<tr>
<td>N/A</td>
<td>Activities, brands, products and services</td>
<td>Change in location</td>
<td>Merged with content from G4 PR-6.</td>
<td>G4 RPSD p. 82</td>
</tr>
<tr>
<td>N/A</td>
<td>Supply chain</td>
<td>Clarification</td>
<td>Clarifying the intention of reporting on supply chain.</td>
<td>G4 IM p. 29</td>
</tr>
<tr>
<td>N/A</td>
<td>Precautionary Principle or approach</td>
<td>Change in location</td>
<td>Content from Precautionary Principle definition included as guidance.</td>
<td>G4 IM p. 251</td>
</tr>
<tr>
<td>N/A</td>
<td>Membership of associations</td>
<td>Clarification</td>
<td>'Main' added.</td>
<td>G4 RPSD p. 28</td>
</tr>
<tr>
<td>N/A</td>
<td>Statement from senior decision-maker</td>
<td>Clarification</td>
<td>Clauses on the presentation of the statement moved to reporting recommendations.</td>
<td>G4 RPSD p. 24</td>
</tr>
<tr>
<td>N/A</td>
<td>Key impacts, risks, and opportunities</td>
<td>Clarification</td>
<td>Clauses on the focus of the description moved to reporting recommendations.</td>
<td>G4 RPSD p. 25</td>
</tr>
<tr>
<td>3.2.2</td>
<td>Values, principles, standards, and norms of behavior</td>
<td>Employee/worker terminology review</td>
<td>Replaced 'employee' by worker.</td>
<td>G4 IM p. 60</td>
</tr>
<tr>
<td>SRS clause number</td>
<td>SRS section</td>
<td>Type of change</td>
<td>Description or rationale</td>
<td>Source of original G4 text</td>
</tr>
<tr>
<td>------------------</td>
<td>-------------</td>
<td>----------------</td>
<td>----------------------------</td>
<td>--------------------------</td>
</tr>
<tr>
<td>3.2.3</td>
<td>Values, principles, standards, and norms of behavior</td>
<td>Employee/ worker terminology review</td>
<td>Replaced 'employee' by worker.</td>
<td>G4 IM p. 60</td>
</tr>
<tr>
<td>3.2.5</td>
<td>Values, principles, standards, and norms of behavior</td>
<td>Employee/ worker terminology review</td>
<td>Replaced 'employee' by worker.</td>
<td>G4 IM p. 60</td>
</tr>
<tr>
<td>N/A</td>
<td>Mechanisms for advice and concerns about ethics</td>
<td>Change in location</td>
<td>Part of the disclosure requirements of G4-37 and G4-38 moved to guidance.</td>
<td>G4 RPSD p. 42</td>
</tr>
<tr>
<td>N/A</td>
<td>Mechanisms for advice and concerns about ethics</td>
<td>Change in location</td>
<td>Part of mechanisms for reporting concerns definition moved to guidance.</td>
<td>G4 IM p. 250</td>
</tr>
<tr>
<td>N/A</td>
<td>Mechanisms for advice and concerns about ethics</td>
<td>Change in location</td>
<td>G4-37 and G4-38 merged.</td>
<td>G4 RPSD p. 42</td>
</tr>
<tr>
<td>Guidance 4</td>
<td>Governance</td>
<td>Change in location</td>
<td>Guidance text moved from governance structure and composition section to overarching governance section</td>
<td>G4 RPSD p. 36</td>
</tr>
<tr>
<td>N/A</td>
<td>Delegating authority</td>
<td>Clarification</td>
<td>Clarifying the use of the term 'impacts'. Wording changed from 'topics' to 'impacts' to be consistent with other disclosures.</td>
<td>G4 RPSD p. 36</td>
</tr>
<tr>
<td>N/A</td>
<td>Consulting on economic</td>
<td>Clarification</td>
<td>Content split into two disclosure requirements.</td>
<td>G4 RPSD p. 37</td>
</tr>
</tbody>
</table>
### Changes in location, clarifications and other

<table>
<thead>
<tr>
<th>SRS clause number</th>
<th>SRS section</th>
<th>Type of change</th>
<th>Description or rationale</th>
<th>Source of original G4 text</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/A</td>
<td>Collective bargaining agreements</td>
<td>Change in location</td>
<td>Content of G4-11 moved to Governance section.</td>
<td>G4 RPSD p. 27, G4 IM p. 28</td>
</tr>
<tr>
<td>Guidance</td>
<td>Collective bargaining agreements</td>
<td>Clarification</td>
<td>Guidance added to clarify intention of this Disclosure.</td>
<td>G4 IM p. 28</td>
</tr>
<tr>
<td>N/A</td>
<td>Chair of the highest governance body</td>
<td>Clarification</td>
<td>Content split into two disclosure requirements.</td>
<td>G4 RPSD p. 53</td>
</tr>
<tr>
<td>N/A</td>
<td>Nominating and selecting the highest governance body</td>
<td>Clarification</td>
<td>Content split into two disclosure requirements.</td>
<td>G4 RPSD p. 53</td>
</tr>
<tr>
<td>4.27.2</td>
<td>Annual total compensation ratio</td>
<td>Employee/worker terminology review</td>
<td>Removed ‘contracted employees’ as a category.</td>
<td>G4 IM p. 58</td>
</tr>
<tr>
<td>4.30.2</td>
<td>Percentage increase in annual total compensation ratio</td>
<td>Employee/worker terminology review</td>
<td>Removed ‘contracted employees’ as a category.</td>
<td>G4 IM p. 59</td>
</tr>
<tr>
<td>Guidance 5.1</td>
<td>List of stakeholder groups</td>
<td>Employee/worker terminology review</td>
<td>Added ‘who are not employees’ for clarification.</td>
<td>G4 IM p. 43</td>
</tr>
<tr>
<td>Guidance 5.4</td>
<td>Approach to stakeholder engagement</td>
<td>Clarification</td>
<td>‘Customer’ and ‘employee’ added</td>
<td>G4 IM p. 44</td>
</tr>
</tbody>
</table>
### Changes in location, clarifications and other

<table>
<thead>
<tr>
<th>SRS clause number</th>
<th>SRS section</th>
<th>Type of change</th>
<th>Description or rationale</th>
<th>Source of original G4 text</th>
</tr>
</thead>
<tbody>
<tr>
<td>Guidance 6.3</td>
<td>Defining report content and</td>
<td>Clarification</td>
<td>Clarifying the process for defining report content. Guidance added on what is expected</td>
<td>G4 IM pp. 31-33</td>
</tr>
<tr>
<td></td>
<td>topic Boundaries</td>
<td></td>
<td>to be reported for defining report content and topic Boundaries.</td>
<td></td>
</tr>
<tr>
<td>Guidance 6.4</td>
<td>List of material topics</td>
<td>Clarification</td>
<td>Guidance on material topics added.</td>
<td>G4 IM p. 31-40</td>
</tr>
<tr>
<td>Guidance 6.4</td>
<td>List of material topics</td>
<td>Clarification</td>
<td>Clarifying the use of the ‘term’ impacts. Guidance added on definition of impacts.</td>
<td>G4 RPSD p. 11</td>
</tr>
<tr>
<td>Guidance 6.7</td>
<td>Reporting period</td>
<td>Clarification</td>
<td>Examples that were previously in the disclosure requirement are now guidance</td>
<td>G4 RPSD p. 30</td>
</tr>
<tr>
<td>Guidance 6.8</td>
<td>Date of most recent</td>
<td>Clarification</td>
<td>Extra guidance on what to report when it is the first report</td>
<td>N/A</td>
</tr>
<tr>
<td></td>
<td>report</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Guidance 6.9</td>
<td>Reporting cycle</td>
<td>Clarification</td>
<td>Examples that were previously in the disclosure requirement are now guidance</td>
<td>G4 RPSD p. 30</td>
</tr>
<tr>
<td>N/A</td>
<td>In accordance claims</td>
<td>Clarification</td>
<td>Clarifying the ‘in accordance’ criteria. In accordance claims adjusted.</td>
<td>G4 RPSD p. 31</td>
</tr>
<tr>
<td>N/A</td>
<td>In accordance claims</td>
<td>Change in location</td>
<td>G4-32-a made a separate disclosure.</td>
<td>G4 RPSD p. 31</td>
</tr>
<tr>
<td>N/A</td>
<td>Content index</td>
<td>Clarification</td>
<td>Clarifying the role and expectations regarding the GRI Content Index. More specific</td>
<td>G4 RPSD p. 31</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>reporting requirements and additional guidance to clarify role and expectations regarding the content index.</td>
<td></td>
</tr>
</tbody>
</table>
## Changes in location, clarifications and other

<table>
<thead>
<tr>
<th>SRS clause number</th>
<th>SRS section</th>
<th>Type of change</th>
<th>Description or rationale</th>
<th>Source of original G4 text</th>
</tr>
</thead>
<tbody>
<tr>
<td>6.14.3.3</td>
<td>Content index</td>
<td>Clarification</td>
<td>Clarifying reporting on other material topics</td>
<td>N/A</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Guidance added on how to report on material topics that are not included in the Standards</td>
<td></td>
</tr>
<tr>
<td>N/A</td>
<td>External assurance</td>
<td>Clarification</td>
<td>Clarifying the language regarding external assurance</td>
<td>N/A</td>
</tr>
<tr>
<td>N/A</td>
<td>External assurance</td>
<td>Change in location</td>
<td>G4-32-c merged with disclosure on external assurance</td>
<td>G4 RPSD p. 31</td>
</tr>
</tbody>
</table>

## Changes to instructive verbs

To clarify the intent of guidance text that comes from the G4 Implementation Manual

<table>
<thead>
<tr>
<th>SRS clause number</th>
<th>SRS section</th>
<th>SRS wording</th>
<th>Original G4 text</th>
<th>Source of original G4 text</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.8</td>
<td>Scale of the reporting organization</td>
<td>The reporting organization should provide the following additional information:</td>
<td>In addition to the above, organizations are encouraged to provide additional relevant information, such as:</td>
<td>G4 IM p. 26</td>
</tr>
<tr>
<td>1.10.1</td>
<td>Size and composition of workforce</td>
<td>… the reporting organization should: exclude supply chain workers other than employees or supervised employees of contractors;</td>
<td>Supply chain workers are not included</td>
<td>G4 IM p. 27</td>
</tr>
<tr>
<td>SRS clause number</td>
<td>SRS section</td>
<td>SRS wording</td>
<td>Original G4 text</td>
<td>Source of original G4 text</td>
</tr>
<tr>
<td>------------------</td>
<td>------------------------------</td>
<td>----------------------------------------------------------------------------</td>
<td>--------------------------------------------------------------------------------</td>
<td>---------------------------</td>
</tr>
<tr>
<td>1.10.2</td>
<td>Size and composition of workforce</td>
<td>… the reporting organization should: express employee numbers as either head count or Full Time Equivalent (FTE), with the chosen approach stated and applied consistently</td>
<td>Employee numbers <strong>may be</strong> expressed as head count or Full Time Equivalent (FTE). The approach is disclosed and applied consistently in the period and between periods.</td>
<td>G4 IM p. 27</td>
</tr>
<tr>
<td>1.10.3</td>
<td>Size and composition of workforce</td>
<td>… the reporting organization should: identify the contract type and full-time and part-time status of employees based on the definitions under the national laws of the country where they are based;</td>
<td><strong>Identify</strong> the contract type and full-time and part-time status of employees based on the definitions under the national laws of the country where they are based.</td>
<td>G4 IM p. 27</td>
</tr>
<tr>
<td>1.10.4</td>
<td>Size and composition of workforce</td>
<td>… the reporting organization should: use numbers as at the end of the reporting period, unless there has been a material change during the reporting period</td>
<td>Unless there has been a material change in the reporting period, numbers as at the end of the reporting period <strong>are used</strong>.</td>
<td>G4 IM p. 27</td>
</tr>
<tr>
<td>1.10.5</td>
<td>Size and composition of workforce</td>
<td>… the reporting organization should: combine country statistics to calculate global statistics, and disregard differences in legal definitions.</td>
<td><strong>Combine</strong> country statistics to calculate global statistics and disregard differences in legal definitions.</td>
<td>G4 IM p. 27</td>
</tr>
</tbody>
</table>
### Changes to instructive verbs

To clarify the intent of guidance text that comes from the G4 Implementation Manual

<table>
<thead>
<tr>
<th>SRS clause number</th>
<th>SRS section</th>
<th>SRS wording</th>
<th>Original G4 text</th>
<th>Source of original G4 text</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.11</td>
<td>Supply chain</td>
<td>The reporting organization shall report the following information: A description of the reporting organization’s supply chain, including its main elements as they relate to the reporting organization’s core activities, as well as its primary brands, products, and services.</td>
<td>Describe the main elements of the supply chain in relation to the organization’s primary activities, products, and services.</td>
<td>G4 IM p. 29</td>
</tr>
<tr>
<td>1.15.1</td>
<td>External initiatives</td>
<td>The reporting organization should: include the date of adoption, the countries or operations where applied, and the range of stakeholders involved in the development and governance of these initiatives</td>
<td>Include date of adoption, countries or operations where applied, and the range of stakeholders involved in the development and governance of these initiatives (such as multi-stakeholder).</td>
<td>G4 IM p. 30</td>
</tr>
<tr>
<td>1.15.2</td>
<td>External initiatives</td>
<td>The reporting organization should: differentiate between non-binding, voluntary initiatives and obligatory initiatives</td>
<td>Differentiate between non-binding, voluntary initiatives and those with which the organization has an obligation to comply.</td>
<td>G4 IM p. 30</td>
</tr>
</tbody>
</table>
### Changes to instructive verbs

To clarify the intent of guidance text that comes from the G4 Implementation Manual

<table>
<thead>
<tr>
<th>SRS clause number</th>
<th>SRS section</th>
<th>SRS wording</th>
<th>Original G4 text</th>
<th>Source of original G4 text</th>
</tr>
</thead>
</table>
| 1.17              | Membership of associations | The reporting organization should include memberships maintained at the organizational level in associations or organizations in which it holds a position on the governance body, participates in projects or committees, provides substantive funding beyond routine membership dues, or views its membership as strategic. | List memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization:  
  * Holds a position on the governance body  
  * Participates in projects or committees  
  * Provides substantive funding beyond routine membership dues  
  * Views membership as strategic | G4 RPSD p. 28 |
| 3.2               | Values, principles, standards, and norms of behaviour | The reporting organization should provide additional information about its values, principles, standards, and norms of behavior, including: | Identify how the organization’s values, principles, standards and norms of behavior (such as codes of conduct, codes of ethics) have been developed, approved, and implemented, including: | G4 RPSD p. 60 |
| 4.10              | Conflicts of interest | The reporting organization should align the definition of controlling shareholder to the definition used for the purpose of the organization’s consolidated financial statements or equivalent documents. | Align the definition of controlling shareholder to the definition used for the purpose of the organization’s consolidated financial statements or equivalent documents. | G4 IM p. 54 |
### Changes to instructive verbs

To clarify the intent of guidance text that comes from the G4 Implementation Manual

<table>
<thead>
<tr>
<th>SRS clause number</th>
<th>SRS section</th>
<th>SRS wording</th>
<th>Original G4 text</th>
<th>Source of original G4 text</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.21.1</td>
<td>Remuneration policies</td>
<td>The reporting organization should: describe how remuneration and incentive-related pay for senior executives are designed to reward longer-term performance.</td>
<td>If performance-related pay is used, <strong>describe</strong> how remuneration and incentive-related pay for senior executives are designed to reward longer-term performance.</td>
<td>G4 IM p. 57</td>
</tr>
<tr>
<td>4.21.2</td>
<td>Remuneration policies</td>
<td>The reporting organization should: describe how performance criteria in the remuneration policies relate to the highest governance body’s and senior executives’ objectives for economic, environmental, and social topics for the reporting period and the period ahead.</td>
<td>If performance-related pay is used, <strong>describe</strong> how performance criteria in the remuneration policies relate to the highest governance body’s and senior executives’ economic, environmental and social objectives for the reporting period and the period ahead.</td>
<td>G4 IM p. 57</td>
</tr>
<tr>
<td>4.22</td>
<td>Remuneration</td>
<td>The reporting organization should explain whether:</td>
<td>If termination payments are used, <strong>explain</strong> whether:</td>
<td>G4 IM p. 57</td>
</tr>
</tbody>
</table>
| 4.26.1            | Annual total compensation ratio | The reporting organization shall for each country of significant operations: identify the highest-paid individual for the reporting period, as defined by total compensation | For each country of significant operations:  
  * **Identify** the highest-paid individual for the reporting period, as defined by total compensation | G4 IM p. 57 |
# Changes to instructive verbs

To clarify the intent of guidance text that comes from the G4 Implementation Manual

<table>
<thead>
<tr>
<th>SRS clause number</th>
<th>SRS section</th>
<th>SRS wording</th>
<th>Original G4 text</th>
<th>Source of original G4 text</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.26.2</td>
<td>Annual total compensation</td>
<td>The reporting organization shall for each country of significant operations:</td>
<td>For each country of significant operations:</td>
<td>G4 IM p. 58</td>
</tr>
<tr>
<td></td>
<td>ratio</td>
<td>calculate the highest-paid individual’s annual total compensation</td>
<td>• Calculate the highest-paid individual’s annual total compensation</td>
<td></td>
</tr>
<tr>
<td>4.26.3</td>
<td>Annual total compensation</td>
<td>The reporting organization shall for each country of significant operations:</td>
<td>For each country of significant operations:</td>
<td>G4 IM p. 58</td>
</tr>
<tr>
<td></td>
<td>ratio</td>
<td>calculate the median annual total compensation for all employees, except the highest-paid individual</td>
<td>• Calculate the median annual compensation for all employees, except the highest-paid individual.</td>
<td></td>
</tr>
<tr>
<td>4.27</td>
<td>Annual total compensation</td>
<td>The reporting organization should for each country of significant operations define and report the composition of the annual total compensation for all employees as follows:</td>
<td>For each country of significant operations:</td>
<td>G4 IM p. 58</td>
</tr>
<tr>
<td></td>
<td>ratio</td>
<td></td>
<td>• Define and disclose the composition of the annual total compensation for the highest-paid individual and for all employees as follows:</td>
<td></td>
</tr>
<tr>
<td>4.29.1</td>
<td>Percentage increase in annual total compensation ratio</td>
<td>The reporting organization shall for each country of significant operations:</td>
<td>For each country of significant operations:</td>
<td>G4 IM p. 59</td>
</tr>
<tr>
<td></td>
<td></td>
<td>identify the highest-paid individual for the reporting period, as defined by total compensation</td>
<td>• Identify the highest-paid individual for the reporting year, defined by total compensation</td>
<td></td>
</tr>
</tbody>
</table>
### Changes to instructive verbs

To clarify the intent of guidance text that comes from the G4 Implementation Manual

<table>
<thead>
<tr>
<th>SRS clause number</th>
<th>SRS section</th>
<th>SRS wording</th>
<th>Original G4 text</th>
<th>Source of original G4 text</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.29.2</td>
<td>Percentage increase in annual total compensation ratio</td>
<td>The reporting organization shall for each country of significant operations: calculate the percentage increase in the highest-paid persons' compensation from prior period to the reporting period</td>
<td>For each country of significant operations: • Calculate the percentage increase in the highest-paid individuals' compensation from prior year to the reporting year</td>
<td>G4 IM p. 59</td>
</tr>
<tr>
<td>4.29.3</td>
<td>Percentage increase in annual total compensation ratio</td>
<td>The reporting organization shall for each country of significant operations: calculate median annual total compensation for all employees except the highest-paid individual</td>
<td>For each country of significant operations: • Calculate median annual total compensation for all employees except the highest-paid individual</td>
<td>G4 IM p. 59</td>
</tr>
<tr>
<td>4.29.4</td>
<td>Percentage increase in annual total compensation ratio</td>
<td>The reporting organization shall for each country of significant operations: calculate the percentage increase of the median annual total compensation from the prior period to the reporting period</td>
<td>For each country of significant operations: • Calculate the percentage increase of the median total annual compensation from prior year to the reporting year</td>
<td>G4 IM p. 59</td>
</tr>
</tbody>
</table>
### Changes to instructive verbs

To clarify the intent of guidance text that comes from the G4 Implementation Manual

<table>
<thead>
<tr>
<th>SRS clause number</th>
<th>SRS section</th>
<th>SRS wording</th>
<th>Original G4 text</th>
<th>Source of original G4 text</th>
</tr>
</thead>
</table>
| 4.29.5            | 4.29.5      | The reporting organization shall for each country of significant operations: calculate the ratio of the annual total compensation percentage increase of the highest-paid individual to the median annual total compensation percentage increase for all employees | For each country of significant operations:  
  - **Calculate** the ratio of the of the annual total compensation percentage increase of the highest-paid individual to the median annual total compensation percentage increase for all employees | G4 IM p. 59 |
| 4.30              | 4.30        | The reporting organization should for each country of significant operations define and report the composition of the annual total compensation for all employees as follows: | For each country of significant operations:  
  - **Define and disclose** the composition of the annual total compensation for the highest-paid individual and for all employees as follows: | G4 IM p. 58 |
<p>| 5.3               | 5.3         | The reporting organization should describe the process for defining its stakeholder groups, and for determining which groups it will or will not engage with. | <strong>Describe</strong> the organization’s process for defining its stakeholder groups, and for determining the groups with which to engage and not to engage. | G4 IM p. 43 |</p>
<table>
<thead>
<tr>
<th>Deleted text</th>
<th>Source of original G4 text</th>
</tr>
</thead>
<tbody>
<tr>
<td>The General Standard Disclosures are divided into seven parts: Strategy and Analysis, Organizational Profile, Identified Material Aspects and Boundaries, Stakeholder Engagement, Report Profile, Governance, and Ethics and Integrity.</td>
<td>G4.IM p. 22</td>
</tr>
<tr>
<td>This section presents Guidance to the General Standard Disclosures. Each General Standard Disclosure is presented here, including those which don’t contain Guidance elements. Guidance is presented to the following General Standard Disclosures:</td>
<td></td>
</tr>
</tbody>
</table>

**GENERAL STANDARD DISCLOSURES**

- Strategy and Analysis: G4-1
- Organizational Profile: G4-9, G4-10, G4-11, G4-12, G4-13, G4-14, G4-15
- Identified Material Aspects and Boundaries: G4-18, G4-19, G4-20, G4-21
- Stakeholder Engagement: G4-24, G4-25, G4-26
- Report Profile: G4-33
- Governance: G4-38, G4-41, G4-50, G4-51, G4-54, G4-55
- Ethics and Integrity: G4-56, G4-57, G4-58
### Deleted text

<table>
<thead>
<tr>
<th>Deleted text</th>
<th>Source of original G4 text</th>
</tr>
</thead>
<tbody>
<tr>
<td>Breaking down the workforce by employment type, employment contract, and region (region refers to ‘country’ or ‘geographical area’) demonstrates how the organization structures its human resources to implement its overall strategy. It also provides insight into the organization’s business model, and offers an indication of job stability and the level of benefits the organization offers. Breaking down this data by gender enables an understanding of gender representation across an organization, and of the optimal use of available labor and talent. (…) A rise or fall in net employment, evidenced by data reported over the course of three or more years, is an important element of the organization’s contribution to the overall economic development and sustainability of the workforce.</td>
<td>G4 IM p. 26</td>
</tr>
<tr>
<td>Identify the total workforce (employees and supervised workers) by gender working for the organization at the end of the reporting period.</td>
<td>G4 IM p. 26</td>
</tr>
</tbody>
</table>
| **These Standard Disclosures provide an overview of:**  
• The organization’s values, principles, standards and norms  
• Its internal and external mechanisms for seeking advice on ethical and lawful behavior  
• Its internal and external mechanisms for reporting concerns about unethical or unlawful behavior and matters of integrity  
**These Standard Disclosures describe how the highest governance body is established and structured in support of the organization’s purpose, and how this purpose relates to economic, environmental and social dimensions.** | G4 RPSD p. 41                                                                 |
| **Freedom of association is a human right as defined by international declarations and conventions, particularly ILO Conventions 87 ‘Freedom of Association and Protection of the Right to Organise Convention’ and 98 ‘Right to Organise and Collective Bargaining Convention’. Collective bargaining is an important form of stakeholder engagement and particularly relevant for reporting guidelines. It is a form of stakeholder engagement that helps build institutional frameworks and is seen by many as contributing to a stable society. Together with corporate governance, collective bargaining is part of an overall framework that contributes to responsible management. It is an instrument used by parties to facilitate collaborative efforts to enhance the positive social impacts of an organization. The percentage of employees covered by collective bargaining agreements is the most direct way to demonstrate an organization’s practices in relation to freedom of association.** | G4 IM p. 28                                                                 |
### Deleted text

<table>
<thead>
<tr>
<th>Deleted text</th>
<th>Source of original G4 text</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>HIGHEST GOVERNANCE BODY’S ROLE IN SETTING PURPOSE, VALUES, AND STRATEGY</strong></td>
<td></td>
</tr>
<tr>
<td>The highest governance body sets the tone for the organization, and has a major role in defining its purpose, values and strategy.</td>
<td>G4 RPSD p. 38</td>
</tr>
<tr>
<td><strong>HIGHEST GOVERNANCE BODY’S COMPETENCIES AND PERFORMANCE EVALUATION</strong></td>
<td></td>
</tr>
<tr>
<td>These Standard Disclosures describe the highest governance body’s and senior executives’ willingness and capability to understand, discuss, and effectively respond to economic, environmental and social impacts; and show if a process is in place, conducted internally or externally, to ensure the highest governance body’s continuing effectiveness.</td>
<td>G4 RPSD p. 38</td>
</tr>
<tr>
<td><strong>HIGHEST GOVERNANCE BODY’S ROLE IN RISK MANAGEMENT</strong></td>
<td></td>
</tr>
<tr>
<td>These Standard Disclosures describe whether the highest governance body is accountable for risk management process and its overall effectiveness. The highest governance body’s and senior executives’ consideration of longer term and broader-reaching risk elements and their integration into strategic planning are important governance disclosures.</td>
<td>G4 RPSD p. 39</td>
</tr>
<tr>
<td><strong>HIGHEST GOVERNANCE BODY’S ROLE IN SUSTAINABILITY REPORTING</strong></td>
<td></td>
</tr>
<tr>
<td>These Standard Disclosures show the extent of the highest governance body’s involvement in developing and approving the organization’s sustainability disclosures, and the degree by which it may be aligned with processes around financial reporting.</td>
<td>G4 RPSD p. 39</td>
</tr>
<tr>
<td><strong>HIGHEST GOVERNANCE BODY’S ROLE IN EVALUATING ECONOMIC, ENVIRONMENTAL AND SOCIAL PERFORMANCE</strong></td>
<td></td>
</tr>
<tr>
<td>These Standard Disclosures show how the highest governance body is involved in monitoring and reacting to the organization’s performance for economic, environmental and social topics. Economic, environmental and social performance presents major risks and opportunities that the highest governance body ensures are monitored and addressed, where appropriate. These Standard Disclosures also address the organization’s processes for communicating critical concerns to the highest governance body.</td>
<td>G4 RPSD p. 40</td>
</tr>
</tbody>
</table>
**Deleted text**

<table>
<thead>
<tr>
<th>Deleted text</th>
<th>Source of original G4 text</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REMNUNERATION AND INCENTIVES</strong></td>
<td>G4 RPSD p. 40</td>
</tr>
<tr>
<td>These Standard Disclosures focus on the remuneration policies established to ensure that remuneration arrangements support the strategic aims of the organization, align with the interests of stakeholders, and enable the recruitment, motivation and retention of members of the highest governance body, senior executives, and employees.</td>
<td></td>
</tr>
<tr>
<td>Guidance for G4-18. This is moved to the How-to-Guide.</td>
<td>G4 IM p. 32-40</td>
</tr>
<tr>
<td>See the Guidance for G4-18, Implementation Manual pp. 31-40.</td>
<td>G4 IM p. 41</td>
</tr>
<tr>
<td>[The following text has been moved to SRS 301: Management approach]</td>
<td>G4 RPSD p. 29</td>
</tr>
<tr>
<td>G4-20</td>
<td></td>
</tr>
<tr>
<td>a. For each material Aspect, report the Aspect Boundary within the organization, as follows:</td>
<td></td>
</tr>
<tr>
<td>• Report whether the Aspect is material within the organization</td>
<td></td>
</tr>
<tr>
<td>• If the Aspect is not material for all entities within the organization (as described in G4-17), select one of the following two approaches and report either:</td>
<td></td>
</tr>
<tr>
<td>o The list of entities or groups of entities included in G4-17 for which the Aspect is not material or</td>
<td></td>
</tr>
<tr>
<td>o The list of entities or groups of entities included in G4-17 for which the Aspects is material</td>
<td></td>
</tr>
<tr>
<td>• Report any specific limitation regarding the Aspect Boundary within the organization</td>
<td></td>
</tr>
<tr>
<td>See the Guidance for G4-18, Implementation Manual pp. 31-40.</td>
<td>G4 IM p. 41</td>
</tr>
</tbody>
</table>
**Deleted text**

<table>
<thead>
<tr>
<th>Deleted text</th>
<th>Source of original G4 text</th>
</tr>
</thead>
<tbody>
<tr>
<td>[The following text has been moved to SRS 301: Management approach]</td>
<td>G4 RPSD p. 29</td>
</tr>
<tr>
<td>G4-21</td>
<td></td>
</tr>
<tr>
<td>a. For each material Aspect, report the Aspect Boundary outside the organization, as follows:</td>
<td></td>
</tr>
<tr>
<td>• Report whether the Aspect is material outside of the organization</td>
<td></td>
</tr>
<tr>
<td>• If the Aspect is material outside of the organization, identify the entities, groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified</td>
<td></td>
</tr>
<tr>
<td>• Report any specific limitation regarding the Aspect Boundary outside the organization</td>
<td></td>
</tr>
<tr>
<td>See the Guidance for G4-18, Implementation Manual pp. 31-40.</td>
<td>G4 IM p. 41</td>
</tr>
</tbody>
</table>