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What is G3.1?

G3.1 is an update and completion of GRI's G3 Sustainability Reporting Guidelines. It contains expanded guidance for organizations to report on their human rights, gender and local community performance.

Why was G3.1 developed?

In 2006 the Board of Directors approved the publication of G3. At this time, the Board recommended that GRI improve the guidance on Human Rights, Gender and Community Impacts. Expanded guidance on these issues was required both to complete the G3 Guidelines and for the wider sustainability field. Accordingly, GRI developed further guidance on these issues, resulting in G3.1 – a finalization of the G3 Guidelines.

How was G3.1 Developed?

G3.1 was developed by three multi-stakeholder Working Groups, supported by GRI's Guidance, Support and Innovation team. The Working Groups were comprised of experts from business, finance and investment, accountancy, academia, NGOs and labor organizations, and from the sustainability field.

G3.1 was developed using GRI's signature multi-stakeholder due process, including Public Comment Periods. GRI develops the Framework through a systematic process of consensus-seeking dialogue with a large network of experts, including Organizational Stakeholders from over 60 countries.

The composition of the Working Groups was balanced to reflect a diversity of regions, constituencies and content expertise. Working Group members represented 19 countries worldwide.

Follow the link to learn more about the Guideline [development process](#).

What new content is in G3.1?

- On **human rights**: A new introduction and new content for the Disclosure on Management Approach re-emphasizes the role of human rights in sustainability. New Indicators cover assessment of operations and grievance remediation.
- On **community**: An expanded introduction and new content for the Disclosure on Management Approach reflects the role of community in sustainability. New Indicators cover significant negative impacts on communities, mitigation, and local community engagement.
- On **gender**: Many existing Indicators have increased reference to gender; some now ask for their data to be broken down by gender. New Indicators

Related Links

[Learn more about GRI's Reporting Framework](#)
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cover return and retention rates after employee leave, and equal remuneration.

What is the Technical Protocol?

While it is not a part of G3.1, a new Technical Protocol on defining report content was developed by a Working Group simultaneously with G3.1's development. This much-needed resource helps organizations to produce relevant reports more easily. The Protocol can be used with the G3 and G3.1 Guidelines.

Follow the link to learn more about the [Technical Protocol](#).

What is the difference between G3 and G3.1?

- G3.1 is an update and completion of the G3 Guidelines.
- In 2006 the Board of Directors approved the publication of G3. At this time, the Board recommended that GRI improve the guidance on human rights, gender and community impacts. Expanded guidance on these issues was required both to complete the G3 Guidelines and for the wider sustainability field.
- The result is that G3.1 offers the most comprehensive sustainability reporting guidance available today.

For further information please also see the [G3.1 Quick Reference Sheet](#) and the [G3 and G3.1 Comparison Sheet](#).

How does G3.1 affect Sector Supplements?

- There are five published Sector Supplements and five that are in development.
- The Supplements that are currently in development are based on G3.1. When they are published, reporters using these Supplements will automatically begin their reporting journey with G3.1. Guidance on how to use them for G3 will also be provided.
- Existing Sector Supplements are based on G3. GRI aims to update these Supplements so that they are based on G3.1's expanded guidance, and a timeline for doing so will be available soon.

Why use G3.1?

- G3.1 is the most comprehensive sustainability reporting guidance available today.
- In 2006 the Board of Directors approved the publication of G3. At this time, the Board recommended that GRI improve the guidance on human rights, gender and community impacts. Expanded guidance on these issues was required both to complete the G3 Guidelines and for the wider sustainability field. Accordingly, GRI developed further guidance on these issues, resulting in G3.1 – a finalization of G3 Guidelines.
- While G3-based reporting is still valid, GRI recommends that reporters use G3.1, the most comprehensive reporting guidance available today. G3.1 enables organizations to be transparent about a wider range of sustainability issues. New reporters should begin their reporting journey by following G3.1.