



**PUBLICIS  
GROUPE**

# GRI STANDARDS INDEX & CONCORDANCE TABLE

Towards greater transparency.

Publicis Groupe presents CSR SMART DATA, a platform connecting the Groupe's CSR Indicators and initiatives to the UN Sustainable Development Goals, the GRI standards and other reporting frameworks. The objective is to facilitate the review of our engagements and to illustrate the work in progress on integrated thinking.

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GRI Standards		PUBLICIS GROUPE		UNITED NATIONS		REFERENTIALS	
		2017 Registration document	Other Groupe publications	Sustainable development goals (SDGs)	Global Compact	FRENCH Grenelle II Law	ISO 26000
<b>102</b>	<b>GENERAL DISCLOSURE</b>						
102-1 à 102-13	Organizational profile	Message from the Chairman - p5 Key figures - p12 Talent - p14 1.2 Group History - p19 1.3 Organization chart - p23 1.4 Activities and strategy - p24 1.4.3 Key activities and Group organisation - p25 1.4.6 Main Markets - p28 1.8.3 Environmental and human risks - p41 2.1.3 Strategy and Risk Committee - p72 3.1.1 Key Figures - p111 Summary table of social indicators - p118 3.2.1 The Group's clients - p120 3.2.6 Responsible Procurement - p122 3.3.4 Human Rights policy - p126 3.4.2 Professional ethics and ethics within business lines - p128 7.1 Information about the Company - p244	CSR Strategy Search for a Publicis Groupe agency About Publicis Groupe Power of One : Publicis Groupe, a connecting company Talents (CSR Report) CSR Procurement Guidelines Environmental Policy	2 ; 3 ; 4 ; 5 ; 8 ; 10 ; 12 ; 13 ; 16 ; 17	●	●	●
102-14 & 102-15	Strategy	Message from the Chairman - p5 1.4 Activities and strategy - p24 1.8 Risk factors - p38 2.1.1.5 Independence criteria, conflicts of interest - p67 2.1.5 Code of Ethics - p74 3 Corporate Social Responsibility - Non-financial performance - p108 Materiality of CSR challenges - p109	Values - Janus (Code of Conduct and Ethics) CSR Strategy	2 ; 3 ; 4 ; 5 ; 8 ; 10 ; 12 ; 13 ; 16 ; 17	●	●	●

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<b>102</b>	<b>GENERAL DISCLOSURE</b>						
102-16 & 102-17	Ethics & Integrity	2.1 Governance of Publicis Groupe - p50 3.3.4 Human Rights policy - p126 3.4 Business ethics and Governance - p127 3.4.1 Ethical principles in the conduct of business - p127	Values – Janus (Code of Conduct and Ethics) CSR Framework – Janus (Code of Conduct and Ethics) CSR Strategy Governance (Publicis Groupe website)	2 ; 3 ; 4 ; 5 ; 8 ; 10 ; 12 ; 13 ; 16 ; 17			
102-18 à 102-37	Governance	Governance - p9 Strategy and Organization - p10 1.4.2 Strategy - p24 1.8 Risk Factors - p36 2.1.1 Supervisory Board and Management Board - p50 2.1.1.2 Composition of the management Board as of December 31, 2017 - p64 2.1.1.5 Independence criteria, conflicts of interest - p67 2.1.3 Nominating Committee - p71 2.1.3 Compensation Committee - p72 2.1.3 Strategy and Risk Committee - p72 2.1.3 Operation of Supervisory Board and specialized Committees - p69 2.1.5 Code of Ethics - p74 2.2 Compensation of corporate officers - p75 2.2.1.3 Amounts paid in 2017 to members of the Supervisory Board - p76 2.2.3.2 Compensation of Arthur Sadoun, Chairman of the Management Board since June 1, 2017 - p82 2.2.4 Compensation summary table - p89 2.2.4.2 Elements of the compensation paid or awarded to corporate officers in respect of the 2017 fiscal year, and submitted to the Ordinary General Shareholders' Meeting for approval - p96 3 Corporate Social Responsibility - Non-financial performance - p108 3.1.6.1 Compensation - p118 3.4.4 Group Governance - p129 3.4.5 The Group's ecosystem : stakeholder relations - p129 3.7 CSR Reporting methodology - p136	Values - Janus (Code of Conduct and Ethics) Power of One : Publicis Groupe, a connecting company Governance (Publicis Groupe website) About CSR Strategy	8 ; 10 ; 16 ; 17	●	●	●
102-40 à 102-44	Stakeholders engagement	3 Corporate Social Responsibility - Non-financial performance - p108 3.1.5 Listening to and engaging with employees - p118 3.4.5 The Group's ecosystem: stakeholder relations - p129	Values – Janus (Code of Conduct and Ethics) CSR Framework – Janus (Code of Conduct and Ethics) About	8 ; 10 ; 16 ; 17	●	●	●

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102-45 à 102-56	Reporting practice	3 Corporate Social Responsibility - Non-financial performance - p108 Materiality of CSR challenges - p109 3.7 CSR reporting methodology - p136 3.8 External audit report - p139 Note 32 List of main consolidated companies on December 31, 2017 - p205	About Investors & Analysts (Publicis Groupe website)	2 ; 3 ; 4 ; 5 ; 8 ; 10 ; 12 ; 13 ; 16 ; 17	●	●	●
<b>103</b>	<b>MANAGEMENT APPROACH</b>						
103-1 à 103-3	Management approach of material topics	3 Corporate Social Responsibility - Non-financial performance- p107 3.4.1 Ethical principles in the conduct of business - p127 3.7 CSR reporting methodology - p136	CSR Framework – Janus (Code of Conduct and Ethics) CSR Strategy About	2 ; 3 ; 4 ; 5 ; 8 ; 10 ; 12 ; 13 ; 16 ; 17	●	●	●
<b>200</b>	<b>ECONOMIC</b>						
201-1	Direct economic value generated and distributed	Key Figures - p12-13 Value Creation - p110 5.1 Consolidated Income Statement - p156 1.3 Accounting policies - p164	Investors & Analysts (Publicis Groupe website)	2 ; 3 ; 4 ; 5 ; 8 ; 10 ; 12 ; 13 ; 16 ; 17	●	●	●
201-2	Financial implications and other risks and opportunities due	1.8.3 Environmental and Human risks - p41	Environmental policy	13			
201-3	Defined benefit plan obligations and other retirement plans	Note 21 Pensions and other long-term benefits - p187		8 ; 10			
201-4	Financial assistance received from government	3.4.6 Compliance - p130 7.2.2 Control of the Company - p249		16			
202-2	Proportion of senior management hired from the local community	3.1.2.3 Recruiting and attracting talented individuals with varied profiles - p115		10			
203-2	Significant indirect economic impacts	3.3.3 Commitments by the Group, agencies and employees: Creat & Impact 2017 - p125	Society (2017 CSR Report)	1 ; 2 ; 3 ; 4 ; 5 ; 6 ; 7 ; 8 ; 9 ; 10 ; 11 ; 12 ; 13 ; 14 ; 15 ; 16 ; 17			
205-1	Operations assessed for risks related to corruption	1.8.4 Regulatory and legal risks ; Risks of a breach of Code of Ethics or regulations - p43 3.4 Business ethics and Governance - p127	Anti-Bribery & Anti-Corruption - Janus (Code of Ethics) 2015	16	●	●	●
205-2	Communication and training about anti-corruption policies and procedures	1.8.4 Regulatory and legal risks ; Risks of a breach of Code of Ethics or regulations - p43 3.4 Business ethics and Governance - p127	CSR Framework – Janus (Code of Conduct and Ethics) Anti-Bribery & Anti-Corruption - Janus (Code of Ethics) 2015	16	●	●	●
205-3	Confirmed incidents of corruption and actions taken	3.4 Business ethics and Governance - p127		16	●	●	●
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	3.4.6 Compliance - P130		16	●		●

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<b>300</b>	<b>ENVIRONMENTAL</b>						
301-1	Materials used by weight or volume	3.3.2 Responsible Consumption - p125 3.5 Environmental Impact - p131 3.5.1 Environmental Policy « Consume Less & Better » - p131	Environment (2017 CSR Report) Environmental policy	12 ; 13	●	●	●
301-2	Recycled input material used	3.5 Environmental Impact - p131 3.5.1 Environmental Policy « Consume Less & Better » - p131	Environment (2017 CSR Report) Environmental policy	12 ; 13	●	●	●
302-1	Energy consumption within the organization	3.5.2 Consumption - p132, 133	Environment (2017 CSR Report) Environmental policy	12 ; 13	●	●	●
302-2	Energy consumption outside of the organization	3.5.2 Consumption - p132, 133	Environment (2017 CSR Report) Environmental policy	12 ; 13			
302-3	Energy intensity	3.5.2 Consumption - p132, 133	Environment (2017 CSR Report) Environmental policy	12 ; 13	●	●	●
302-4	Reduction of energy consumption	3.5.2 Consumption - p132, 133	Environment (2017 CSR Report) Environmental policy	12 ; 13	●		●
303-1	Water withdrawal by source	3.5.2 Consumption - p132, 133	Environment (2017 CSR Report) Environmental policy	12 ; 13	●	●	●
304-2	Significant impacts of activities, products, and services on biodiversity	3.5.1 Environmental Policy « Consume Less & Better » - p131	Environment (2017 CSR Report) Environmental policy	13			
305-1	Direct (Scope 1) GHG emissions	3.5.3 Review of greenhouse gas emissions - p133	Environment (2017 CSR Report) Environmental policy	12 ; 13	●	●	●
305-2	Energy indirect (Scope 2) GHG emissions	3.5.3 Review of greenhouse gas emissions - p133	Environment (2017 CSR Report) Environmental policy	12 ; 13	●	●	●
305-3	Other indirect (Scope 3) GHG emissions	3.5.3 Review of greenhouse gas emissions - p133	Environment (2017 CSR Report) Environmental policy	12 ; 13	●	●	●
305-4	GHG emissions intensity	3.5.3 Review of greenhouse gas emissions - p133	Environment (2017 CSR Report) Environmental policy	12 ; 13			
305-5	Reduction of GHG emissions	3.5.3 Review of greenhouse gas emissions - p133	Environment (2017 CSR Report) Environmental policy	12 ; 13	●	●	●
306-2	Waste by type and disposal method	3.5 Environmental Impact - p131	Environment (2017 CSR Report) Environmental policy	12 ; 13	●	●	●
307-1	Non-compliance with environmental laws and regulations	3.4.6 Compliance - p130	Environment (2017 CSR Report) Environmental policy	16 ; 13	●		●
308-1	New suppliers that were screened using environmental criteria	3.2.6 Responsible Procurement - p122	CSR Procurement Guidelines Clients (2017 CSR Report)	12 ; 13	●	●	●
308-2	Negative environmental impacts in the supply chain and actions taken	1.8.3 Environmental and Human risks - p41 3.2.6 Responsible Procurement - p122	CSR Procurement Guidelines Clients (2017 CSR Report)	12 ; 13	●	●	●

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<b>400</b>	<b>SOCIAL</b>						
401-1	Total number and rate of new employee hires during the reporting period, by age group, gender and region	3.1.1 Key figures - p111	HR - General Policies - Janus (Code of Ethics) 2015	8	●	●	●
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	3.1.4.2 Employee well-being - p117 3.1.6.1 Compensation - p118 Note 21 Pensions and other long-term benefits - P187 Note 28 Publicis Groupe SA stock option and free share plans - p202		5 ; 8	●		●
401-3	Parental leave	3.1.4.1 Flexibility and new working methods - p116		5 ; 8			
402-1	Notice periods regarding operational changes	3.1.5.3 Social Dialogue - p118		16			
403-1	Workers representation in formal joint management-worker health and safety committees	3.1.5.3 Social Dialogue - p118	Talents (2017 CSR Report)	5 ; 8	●	●	●
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	3.1.4.2 Employee well-being - p117	Talents (2017 CSR Report)	5 ; 8	●	●	●
403-3	Workers with high incidence or high risk of diseases related to their occupation	3.1.4.2 Employee well-being - p117		5 ; 8	●	●	●
403-4	Health and safety topics covered in formal agreements with trade unions	3.1.4.2 Employee well-being - p117	Talents (2017 CSR Report)	5 ; 8	●	●	●
404-1	Average hours of training per year per employee	3.1.3 Development of skills, experience, careers - p116 Summary table of social indicators - p119	Talents (2017 CSR Report)	4 ; 10	●	●	●
404-2	Programs for upgrading employee skills and transition assistance programs	3.1.3 Development of skills, experience, careers - p116	Talents (2017 CSR Report)	4 ; 10	●	●	●
404-3	Percentage of employees receiving regular performance and career development reviews	3.1.3 Development of skills, experience, careers - p116 3.1.5.2 Individual annual assessments - p118	Talents (2017 CSR Report)	4 ; 10	●	●	●
405-1	Diversity of governance bodies and employees	2.1.1 Supervisory Board and Management Board - p50 3.1.2 Diversity and inclusion - p112 Summary table of social indicators - p119	Talents (2017 CSR Report)	5 ; 10			
406-1	Incidents of discrimination and corrective actions taken	3 Corporate Social Responsibility - Non-financial performance - p107 3.4.6 Compliance - p130	CSR Framework - Janus (Code of Conduct and Ethics) Harassment & Workplace Violence - Janus (Code of Ethics) 2015	10 ; 16	●	●	●

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<b>400</b>	<b>SOCIAL</b>						
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	3.1.5 Listening to and engaging with employees - p118 3.2.6 Responsible Procurement -p122 3.4.6 Compliance -p130	CSR Framework - Janus (Code of Conduct and Ethics) CSR Procurement Guidelines	16			
408-1	Operations and suppliers at significant risk for incidents of child labor	3.2.6 Responsible Procurement -p122 3.4.6 Compliance -p130	CSR Framework - Janus (Code of Conduct and Ethics) CSR Procurement Guidelines	16			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	3.2.6 Responsible Procurement -p122 3.4.6 Compliance -p130	CSR Framework - Janus (Code of Conduct and Ethics) CSR Procurement Guidelines	8 ; 16			
410-1	Security personnel trained in human rights policies or procedures	3.3.4 Human Rights Policy - p126	CSR Procurement Guidelines	16			
411-1	Incidents of violations involving rights of indigenous peoples	3.3.4 Human Rights policy - p126 3.4.6 Compliance - p130	CSR Framework - Janus (Code of Conduct and Ethics)	16			
412-1	Operations that have been subject to human rights reviews or impact assessments	3.2.6 Responsible Procurement -p122 3.4.1 Ethical principles in the conduct of business - p127	CSR Framework - Janus (Code of Conduct and Ethics) CSR Procurement Guidelines	8 ; 16			
412-2	Employee training on human rights policies or procedures	3.3.4 Human Rights Policy - p126	HR General Policies - Janus (Code of Ethics) 2015	4 ; 8 ; 16	●	●	●
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	3.2.6 Responsible procurement - p122	CSR Framework - Janus (Code of Conduct and Ethics) CSR Procurement Guidelines	8 ; 16			
413-1	Operations with local community engagement, impact assessments, and development programs	3.3.3 Commitments by the Group, agencies and employees: Creat & Impact 2017 - p125	Sponsorship Charter Society (2017 CSR Report)	1 ; 2 ; 3 ; 4 ; 5 ; 6 ; 7 ; 8 ; 9 ; 10 ; 11 ; 12 ; 13 ; 14 ; 15 ; 16 ; 17	●	●	●
413-2	Operations with significant actual and potential negative impacts on local communities	3.4.6 Compliance - p130	CSR Framework - Janus (Code of Conduct and Ethics) CSR Procurement Guidelines	1 ; 2 ; 3 ; 4 ; 5 ; 6 ; 7 ; 8 ; 9 ; 10 ; 11 ; 12 ; 13 ; 14 ; 15 ; 16 ; 17			
414-1	New suppliers that were screened using social criteria	3.2.6 Responsible procurement - p122	CSR Framework - Janus (Code of Conduct and Ethics) CSR Procurement Guidelines	8 ; 16	●	●	●
414-2	Negative social impacts in the supply chain and actions taken	3.2.6 Responsible procurement - p122	CSR Framework - Janus (Code of Conduct and Ethics) CSR Procurement Guidelines	8 ; 16			

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<b>400</b>	<b>SOCIAL</b>						
415-1	Political contributions	3.3.1 Consumer protection measures - p124 3.4.6 Compliance - p130	CSR Framework - Janus (Code of Conduct and Ethics) Values - Janus (Code of Conduct and Ethics) Anti-Bribery & Anti-Corruption - Janus (Code of Ethics) 2015	16			
416-1	Assessment of the health and safety impacts of product and service categories	Message from the Chairman - p5 3.2.3 Responsible Communication & Marketing - p120 3.4.6 Compliance - p130		3 ; 12 ; 16		●	●
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	3.4.6 Compliance - p130		16		●	●
417-1	Type d'information sur les produits et services et leur étiquetage par les procédures de l'organisation et pourcentage des catégories importantes de produits et de services soumises à ces exigences en matière d'information	Message from the Chairman - p5 3.4.6 Compliance - p130	Clients (2017 CSR Report)	12 ; 16		●	●
417-2	Incidents of non-compliance concerning product and service information and labeling	3.4.6 Compliance - p130		12 ; 16		●	●
417-3	Incidents of non-compliance concerning marketing communications	3.4.6 Compliance - p130		12 ; 16		●	●
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.4.6 Compliance - p130	Data Privacy - Janus (Code of Ethics) 2015	12 ; 16		●	●
419-1	Non-compliance with laws and regulations in the social and economic area	3.4.6 Compliance - p130		16		●	●

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OMISSIONS		Reason for omission					
102-38	Annual total compensation ratio	<b>Information unavailable</b> Publicis Groupe does not have a global indicator in place for this measure			8		
102-39	Percentage increase in annual total compensation ratio	<b>Information unavailable</b> Publicis Groupe does not have a global indicator in place for this measure			8		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	<b>Information unavailable</b> Work is ongoing for this indicator, to permit Publicis Groupe to disclose information at a Group-wide level			5 ; 8		
203-1	Infrastructure investments and services supported	<b>Not applicable</b> This indicator is not applicable, as for the majority of our offices, Publicis Groupe are tenants					
204-1	Proportion of spending on local suppliers .	<b>Information unavailable</b> Work is ongoing to disclose a group-wide figure for this indicator. The deployment of ERP is expected to aid in this regard.			8		
301-3	Reclaimed products and their packaging materials	<b>Not applicable</b> Indicator deemed as not pertinent with regards to the Groupe's activities as an intellectual services provider					
302-5	Reductions in energy requirements of products and services	<b>Information unavailable</b> Publicis Groupe does not have the measuring ability to quantify the elements comprising this indicator, as an intellectual services provider			12 ; 13	●	●
303-2	Water sources significantly affected by withdrawal of water	<b>Not applicable</b> Publicis Groupe does not have the measuring ability to quantify the elements comprising this indicator, as an intellectual services provider					
303-3	Water recycled and reused	<b>Not applicable</b> Indicator deemed as not pertinent with regards to the Groupe's activities as an intellectual services provider					
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<b>Not applicable</b> Indicator deemed as not pertinent with regards to the Groupe's activities as an intellectual services provider			13		
304-3 & 304-4	Significant impacts of activities, products, and services on biodiversity	<b>Not applicable</b> Indicator deemed as not pertinent with regards to the Groupe's activities as an intellectual services provider			13	●	●
305-6 & 305-7	Emissions, ODS, NOx, Sox	<b>Not applicable</b> Indicator deemed as not pertinent with regards to the Groupe's activities as an intellectual services provider			13		



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<b>OMISSIONS</b>		Reason for omission					
306-1, 306-3 to 306-5	Water discharge by quality and destination	<b>Not applicable</b> Indicator deemed as not pertinent with regards to the Groupe's activities as an intellectual services provider			13		
405-2	Ratio of basic salary and remuneration of women to men	<b>Information unavailable</b> Work is ongoing for this indicator, to permit Publicis Groupe to disclose information at a Group-wide level.			5 ; 8 ; 10 ; 16	●	●