



**PUBLICIS
GROUPE**

GRI STANDARDS INDEX & CONCORDANCE TABLE

Towards greater transparency.

Publicis Groupe launch 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. [CSR SMART DATA](#)

GRI Standards Access to CSR SMART DATA by clicking on standards	PUBLICIS GROUPE		UNITED NATIONS		REGULATIONS		
	2016 Registration document	Other Groupe publications	Sustainable Development Goals	Global Compact	FRENCH Grenelle II Law	ISO 26000	
102	GENERAL DISCLOSURE						
102-1 to 102-13	Organizational profile	Message from the Chairperson - p2 Key figures - p10 Talent - p12 1.2 Group History - p17 1.3 Organization chart - p21 1.4 Activities and strategy - p22 1.4.3 Key activities and Group organisation - p24 1.4.6 Main Markets - p28 1.8.3 Environmental and human risks - p42 2.1.3.4 Strategy and Risk Committee - p63 2.4.1.1 Key Figures - p111 Summary table of social indicators - p118 2.4.2.1 The Group's clients - p119 2.4.2.5 Responsible Procurement - p120 2.4.3.4 Human Rights policy - p123 2.4.4.2 Professional ethics and ethics within business lines - p124 6.1 Information about the Company - p238	Search for a Publicis Groupe agency About Publicis Groupe Power of One : Publicis Groupe, a connecting company 2016 Yearbook Talents (2016 CSR Report) CSR Procurement Guidelines	2 ; 3 ; 4 ; 5 ; 8 ; 10 ; 12 ; 13 ; 16 ; 17	●	●	●
102-14 & 102-15	Strategy	Message from the Chairperson - p2 1.4 Activities and strategy - p22 1.8 Risk factors - p37 2.1.1.4 Independence criteria, conflicts of interest - p61 2.1.7 Code of Ethics - p72 2.4 Corporate Social Responsibility (CSR) - p108 Materiality of CSR challenges - p110	2016 Yearbook Values - Janus (Code of Conduct and Ethics) CSR Strategy (Publicis Groupe website)	2 ; 3 ; 4 ; 5 ; 8 ; 10 ; 12 ; 13 ; 16 ; 17	●	●	●

GRI Standards Access to CSR SMART DATA by clicking on standards		PUBLICIS GROUPE		UNITED NATIONS		REGULATIONS	
		2016 Registration document	Other Groupe publications	Sustainable Development Goals	Global Compact	FRENCH Grenelle II Law	ISO 26000
102	GENERAL DISCLOSURE						
102-16 & 102-17	Ethics & Integrity	2.1 Governance of Publicis Groupe - p48 2.4.3.4 Human Rights policy - p122 2.4.4 Business ethics and Governance - p123 2.4.4.1 Ethical principles in the conduct of business - p123	Values – Janus (Code of Conduct and Ethics) CSR Framework – Janus (Code of Conduct and Ethics) CSR Strategy (Publicis Groupe website) Governance	2 ; 3 ; 4 ; 5 ; 8 ; 10 ; 12 ; 13 ; 16 ; 17			
102-18 to 102-37	Governance	Governance - p13 1.4.2 Strategy - p22 1.8 Risk Factors - p37 2.1.1 Supervisory Board and Management Board - p48 2.1.1.2 Composition of the management Board as of December 31, 2016 - p58 2.1.1.4 Independence criteria, conflicts of interest - p61 2.1.3.1 Appointments Committee - p62 2.1.3.2 Compensation Committee - p63 2.1.3.4 Strategy and Risk Committee - p63 2.1.4 Report by the Supervisory Board Chairperson - p64 2.1.4.1 Conditions for preparing and organizing the Supervisory Board's work - p64 2.1.7 Code of Ethics - p72 2.2 Report on Corporate officer's compensation - p73 2.2.1.3 Amounts paid in 2016 to members of the Supervisory Board - p74 2.2.3.2 Compensation of Arthur Sadoun, Chairman of the Management Board from June 1, 2017 - p80 2.2.4 Compensation summary table - p89 2.2.4.2 Elements of the compensation due or paid to Corporate officers in respect of the 2016 fiscal year, and presented to the Ordinary General Shareholders' Meeting in accordance with the Say-On-Pay principle - p96 2.4 Corporate Social Responsibility - p108 2.4.1.6.1 Compensation - p117 2.4.4.4 Group Governance - p124 2.4.4.5 The Group's ecosystem : stakeholder relations - p125 2.4.6 CSR Reporting methodology - p129	Values - Janus (Code of Conduct and Ethics) Power of One : Publicis Groupe, a connecting company Governance CSR Activities (Publicis Groupe website) CSR Strategy (Publicis Groupe website) Expert Corner	8 ; 10 ; 16 ; 17	●	●	●
102-40 to 102-44	Stakeholders engagement	2.4 Corporate Social Responsibility - p108 2.4.1.5 Listening to and engaging with employees - p117 2.4.4.5 The Group's ecosystem: stakeholder relations - p125	Values – Janus (Code of Conduct and Ethics) CSR Framework – Janus (Code of Conduct and Ethics) CSR Activities (Publicis Groupe website) Expert Corner	8 ; 10 ; 16 ; 17	●	●	●
102-45 to 102-56	Reporting practice	2.4 Corporate Social Responsibility - p108 2.4.6 CSR reporting methodology - p129 2.4.7 External audit report - p131	CSR Activities (Publicis Groupe website) Expert Corner Investors & Analysts	2 ; 3 ; 4 ; 5 ; 8 ; 10 ; 12 ; 13 ; 16 ; 17	●	●	●

GRI Standards Access to CSR SMART DATA by clicking on standards		PUBLICIS GROUPE		UNITED NATIONS		REGULATIONS	
		2016 Registration document	Other Groupe publications	Sustainable Development Goals	Global Compact	FRENCH Grenelle II Law	ISO 26000
103	MANAGEMENT APPROACH						
103-1 to 103-3	Management approach of material topics	2.4 Corporate Social Responsibility - p108 2.4.4.1 Ethical principles in the conduct of business - p123 2.4.6 CSR reporting methodology - p129	CSR Framework – Janus (Code of Conduct and Ethics) Expert Corner CSR Strategy (Publicis Groupe website) CSR Activities (Publicis Groupe website)	2 ; 3 ; 4 ; 5 ; 8 ; 10 ; 12 ; 13 ; 16 ; 17	●	●	●
200	ECONOMIC						
201-1	Direct economic value generated and distributed	Key Figures - p10 Value Creation - p109 4.1 Consolidated Accounts - p148 1.3 Accounting principles - p156	Investors & Analysts	2 ; 3 ; 4 ; 5 ; 8 ; 10 ; 12 ; 13 ; 16 ; 17	●	●	●
201-2	Financial implications and other risks and opportunities due to climate change	1.8.3 Environmental and Human risks - p42		13			
201-3	Defined benefit plan obligations and other retirement plans	Note 21 Pensions and other long-term benefits - p182		8 ; 10			
201-4	Financial assistance received from government	2.4.4.6 Compliance - p125 6.2.2 Control of the Company - p242		16			
202-2	Proportion of senior management hired from the local community	2.4.4.4 Group Governance - p123		10			
203-2	Significant indirect economic impacts	2.4.3.3 Commitments by the Group, agencies and employees: Creat & Impact 2016 - p122	Society (2016 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 2.4.4 Business ethics and Governance - p123		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 2.4.4 Business ethics and Governance - p123	CSR Framework – Janus (Code of Conduct and Ethics)	16	●	●	●
205-3	Confirmed incidents of corruption and actions taken	2.4.4 Business ethics and Governance - 123 2.4.4.6 Compliance - p125		16	●	●	●
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.4.4.6 Compliance - p125		16	●		●
300	ENVIRONMENT						
301-1	Materials used by weight or volume	2.4.3.2 Responsible Consumption - p122 2.4.5 Environmental Impact - p127 2.4.5.1 Environmental Policy « Consume Less & Better » - p127	Environment (2016 CSR Report)	12 ; 13	●	●	●
301-2	Recycled input material used	2.4.5 Environmental Impact - p126 2.4.5.1 Environmental Policy « Consume Less & Better » - p127	Environment (2016 CSR Report)	12 ; 13	●	●	●
302-1	Energy consumption within the organization	2.4.5.2 Consumption - p127	Environment (2016 CSR Report)	12 ; 13	●	●	●
302-2	Energy consumption outside of the organization	2.4.5.2 Consumption - p127	Environment (2016 CSR Report)	12 ; 13			

GRI Standards Access to CSR SMART DATA by clicking on standards		PUBLICIS GROUPE		UNITED NATIONS		REGULATIONS	
		2016 Registration document	Other Groupe publications	Sustainable Development Goals	Global Compact	FRENCH Grenelle II Law	ISO 26000
300	ENVIRONMENT						
302-3	Energy intensity	2.4.5.2 Consumption - p127	Environment (2016 CSR Report)	12 ; 13	●	●	●
302-4	Reduction of energy consumption	2.4.5.2 Consumption - p127	Environment (2016 CSR Report)	12 ; 13	●	●	●
303-1	Water withdrawal by source	2.4.5.2 Consumption - p127	Environment (2016 CSR Report)	12 ; 13			
304-2	Significant impacts of activities, products, and services on biodiversity	2.4.5.1 Environmental Policy - p127	Environment (2016 CSR Report)	13			
305-1	Direct (Scope 1) GHG emissions	2.4.5.3 Review of greenhouse gas emissions - p128	Environment (2016 CSR Report)	12 ; 13	●	●	●
305-2	Energy indirect (Scope 2) GHG emissions	2.4.5.3 Review of greenhouse gas emissions - p128	Environment (2016 CSR Report)	12 ; 13	●	●	●
305-3	Other indirect (Scope 3) GHG emissions	2.4.5.3 Review of greenhouse gas emissions - p128	Environment (2016 CSR Report)	12 ; 13	●	●	●
305-4	GHG emissions intensity	2.4.5.3 Review of greenhouse gas emissions - p128	Environment (2016 CSR Report)	12 ; 13			
305-5	Reduction of GHG emissions	2.4.5.3 Review of greenhouse gas emissions - p128	Environment (2016 CSR Report)	12 ; 13	●	●	●
306-2	Waste by type and disposal method	2.4.5 Environmental Impact - p127	Environment (2016 CSR Report)	12 ; 13	●	●	●
307-1	Non-compliance with environmental laws and regulations	2.4.4.6 Compliance - p125		16 ; 13	●	●	●
308-1	New suppliers that were screened using environmental criteria	2.4.2.5 Responsible Procurement - p120	CSR Procurement Guidelines Clients (2016 CSR Report)	12 ; 13	●	●	●
308-2	Negative environmental impacts in the supply chain and actions taken	1.8.3 Environmental and Human risks - p42 2.4.2.5 Responsible Procurement - p120	CSR Procurement Guidelines Clients (2016 CSR Report)	12 ; 13	●	●	●
400	SOCIAL						
401-1	Total number and rate of new employee hires during the reporting period, by age group, gender and region	2.4.1.1 Key figures - p111		8	●	●	●
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2.4.1.4.2 Employee well-being - p116 2.4.1.6.1 Compensation - p117 Note 21 Pensions and other long-term benefits - p182 Note 28 Publicis Groupe SA stock option and free share plans - p199		8 ; 10	●		●
401-3	Parental leave	2.4.1.4.1 Flexibility and new working methods - p116		5 ; 8			
402-1	Notice periods regarding operational changes	2.4.1.5.3 Social Dialog - p117		16			
403-1	Workers representation in formal joint management–worker health and safety committees	2.4.1.5.3 Social Dialog - p117	Talents (2016 CSR Report)	3 ; 8	●	●	●
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	2.4.1.4 Employee well-being - p116	Talents (2016 CSR Report)	3 ; 8	●	●	●
403-3	Workers with high incidence or high risk of diseases related to their occupation	2.4.1.4.2 Employee well-being - p116		3 ; 8	●	●	●
403-4	Health and safety topics covered in formal agreements with trade unions	2.4.1.4 Employee well-being - p116	Talents (2016 CSR Report)	3 ; 8	●	●	●

GRI Standards Access to CSR SMART DATA by clicking on standards		PUBLICIS GROUPE		UNITED NATIONS		REGULATIONS	
		2016 Registration document	Other Groupe publications	Sustainable Development Goals	Global Compact	FRENCH Grenelle II Law	ISO 26000
400	SOCIAL						
404-1	Average hours of training per year per employee	2.4.1.3 Development of skills, experience, careers - p115 Summary table of social indicators - p118	Talents (2016 CSR Report)	4 ; 10	●	●	●
404-2	Programs for upgrading employee skills and transition assistance programs	2.4.1.3 Development of skills, experience, careers - p115	Talents (2016 CSR Report)	4 ; 10	●	●	●
404-3	Percentage of employees receiving regular performance and career development reviews	2.4.1.3 Development of skills, experience, careers - p115 2.4.1.5.2 Individual annual assessments – p116	Talents (2016 CSR Report)	4 ; 10	●	●	●
405-1	Diversity of governance bodies and employees	2.1.1 Supervisory Board and Management Board - p48 2.4.1.2 Diversity and inclusion - p112 Summary table of social indicators - p118	Talents (2016 CSR Report)	5 ; 10			
406-1	Incidents of discrimination and corrective actions taken	2.4 Corporate Social Responsibility - p108 2.4.4.6 Compliance - p125	CSR Framework - Janus (Code of Conduct and Ethics)	10 ; 16	●	●	●
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2.4.1.5 Listening to and engaging with employees - p117 2.4.2.5 Responsible Procurement - p120 2.4.4.6 Compliance - p125	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	2.4.2.5 Responsible Procurement - p120 2.4.4.6 Compliance - p125	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	2.4.2.5 Responsible Procurement - p120 2.4.4.6 Compliance - p125	CSR Framework - Janus (Code of Conduct and Ethics) CSR Procurement Guidelines	8 ; 16			
410-1	Security personnel trained in human rights policies or procedures	2.4.3.4 Human Rights Policy - p123	CSR Procurement Guidelines	16			
411-1	Incidents of violations involving rights of indigenous peoples	2.4.4.6 Compliance - p125 2.4.3.4 Human Rights policy - p123	CSR Framework - Janus (Code of Conduct and Ethics)	16			
412-1	Operations that have been subject to human rights reviews or impact assessments	2.4.2.5 Responsible Procurement - p120 2.4.4.1 Ethical principles in the conduct of business - p123	CSR Framework - Janus (Code of Conduct and Ethics) CSR Procurement Guidelines	8 ; 16	●	●	●
412-2	Employee training on human rights policies or procedures	2.4.3.4 Human Rights Policy - p123	CSR Procurement Guidelines	4 ; 8 ; 16	●	●	●
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	2.4.2.5 Responsible procurement - p120	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	2.4.3.3 Commitments by the Group, agencies and employees: Creat & Impact 2016 - p122	Sponsorship Charter Society (2016 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	2.4.4.6 Compliance - p125	CSR Procurement Guidelines CSR Framework – Janus (Code of Conduct and Ethics) Society (2016 CSR Report)	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	2.4.2.5 Responsible procurement - p120	CSR Framework - Janus (Code of Conduct and Ethics) CSR Procurement Guidelines	8 ; 16	●	●	●

GRI Standards Access to CSR SMART DATA by clicking on standards		PUBLICIS GROUPE		UNITED NATIONS		REGULATIONS	
		2016 Registration document	Other Groupe publications	Sustainable Development Goals	Global Compact	FRENCH Grenelle II Law	ISO 26000
400	SOCIAL						
414-2	Negative social impacts in the supply chain and actions taken	2.4.2.5 Responsible Procurement - p120	CSR Framework - Janus (Code of Conduct and Ethics) CSR Procurement Guidelines	8 ; 16			
415-1	Political contributions	2.4.4.6 Compliance - p125	CSR Framework - Janus (Code of Conduct and Ethics) Values – Janus (Code of Conduct and Ethics)	16			
416-1	Assessment of the health and safety impacts of product and service categories	Message from the Chairman - p2 2.4.4.6 Compliance - p125 2.4.2.3 Responsible Marketing & Communication – p118		3 ; 12 ; 16		●	●
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2.4.4.6 Compliance - p125		16		●	●
417-1	Requirements for product and service information and labeling	Message from the Chairman - p2 2.4.4.2 Professional ethics and ethics within business lines - p124 2.4.4.6 Compliance - p125	Clients (2016 CSR Report)	12 ; 16		●	●
417-2	Incidents of non-compliance concerning product and service information and labeling	2.4.4.6 Compliance - p125		12 ; 16		●	●
417-3	Incidents of non-compliance concerning marketing communications	2.4.4.6 Compliance - p125		12 ; 16		●	●
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.4.4.6 Compliance - p125		12 ; 16		●	●
419-1	Non-compliance with laws and regulations in the social and economic area	2.4.4.6 Compliance - p125		16		●	●
OMISSIONS		Reason for omission					
102-38	Annual total compensation ratio	Information unavailable Publicis Groupe does not have a global indicator in place for this measure		8 ; 10			
102-39	Percentage increase in annual total compensation ratio	Information unavailable 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	Information unavailable 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	Not applicable This indicator is not applicable, as for the majority of our offices, Publicis Groupe are tenants					
204-1	Proportion of spending on local suppliers	Information unavailable 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	Not applicable Indicator deemed as not pertinent with regards to the Groupe's activities as an intellectual services provider			●	●	●

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		2016 Registration document	Other Groupe publications	Sustainable Development Goals	Global Compact	FRENCH Grenelle II Law	ISO 26000
OMISSIONS		Reason for omission					
302-5	Reductions in energy requirements of products and services	Information unavailable 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	Not applicable 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	Not applicable 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	Not applicable 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	Not applicable 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	Not applicable Indicator deemed as not pertinent with regards to the Groupe's activities as an intellectual services provider		13			
306-1, 306-3 to 306-5	Water discharge by quality and destination	Not applicable 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	Information unavailable Work is ongoing for this indicator, to permit Publicis Groupe to disclose information at a Group-wide level.		5 ; 8 ; 10 ; 16	●	●	●