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

		PUBLICIS GROUPE		UNITED NATIONS		REGULATIONS	
GRI Standards Access to CSR SMART DATA by clicking on standards		**2016 Registration document**	**Other Groupe publications**	**Sustainable Development Goals**	**Global Compact**	**FRENCH Grenelle II Law**	**ISO 26000**
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404-3	Percentage of employees receiving regular performance and career development reviews	2.4.1.3 Development of skills, experience, careers - p115, 118	Talents (2016 CSR Report)	4 ; 10	●	●	●
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400	**SOCIAL**						
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 Ethics) CSR Procurement Guidelines	8 ; 16	●	●	●
412-2	Employee training on human rights policies or procedures	2.4.3.4 Human Rights Policy - p123		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 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	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 Ethics) Society (2016 CSR Report)	1 ; 2 ; 3 ; 4 ; 5 ; 6 ; 7 ; 8 ; 9 ; 10 ; 11; 12 ; 13 ; 14 ; 15 ; 16 ; 17			
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414-2	Negative social impacts in the supply chain and actions taken	2.4.2.5 Responsible Procurement - p120	CSR Framework - Janus (Code of Ethics) CSR Procurement Guidelines	8 ; 16			
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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		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		●	●
		Reason for omission					
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					

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		Reason for omission					
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			●	●	●
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	**Information unavailable** Indicator deemed as not pertinent with regards to the Groupe's activities as an intellectual services provider			●	●	●
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			
403-3	Workers with high incidence or high risk of diseases related to their occupation	**Not applicable** Indicator deemed as not pertinent with regards to the Groupe's activities as an intellectual services provider		3 ; 8	●	●	●
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	●	●	●