



**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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		2018 Registration document	Other Groupe publications	Sustainable development goals (SDGs)	Global Compact	FRENCH Grenelle II Law	ISO 26000
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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			
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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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	●	●	●