

GRI Content Index

Vers toujours plus de transparence.

Since 2009, to go beyond European and France CSR regulation's compliance, Publicis Groupe has aligned its CSR reporting with the GRI framework. For 2019, the GRI CONTENT INDEX has been verified by an external GRI Data Partner in France, Materiality reporting. Publicis Groupe is also voluntarily following other CSR framework and standards presented in this table. CSR Smart Data is also aligned with GRI, in a way to simplify experts' navigation and search.

Read the [2019 UNIVERSAL REGISTRATION DOCUMENT -financial report](#)

GRI Standard	Disclo- sure	Description	Location in the URD 2019	Page	Other Groupe publications	Sustainable development goals (SDGs)	Global Compact	French DPEF	ISO 26000	TCFD
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GRI 102 : GENERAL DISCLOSURES 2016										
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	102-2	Activities, brands, products, and services	1.3 Activities and Strategy	27	About Publicis Groupe	8	●	●	●	
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	102-6	Markets served	1.3.5 Main Markets 4.2.1 The Group's clients	32	Power of One: Publicis Groupe, a connecting company	8		●	●	
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	102-8	Information on employees and other workers	4.1 Key Figures	127	Talents (2019 CSR Report)	5 ; 8		●	●	
	102-9	Supply chain	4.2.5 Responsible Procurement	143	CSR for Business Guidelines	8 ; 12			●	
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	102-11	Precautionary Principle or approach	3.1.5 Code of Ethics	78	Environmental Policy	8 ; 13	●		●	
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	102-13	Membership of associations	4.3.4.4 Relations with consumer and environmental protection associations	148	Ethics (2019 CSR Report)	17	●	●	●	

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STRATEGY										
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	102-43	Approach to stakeholder engagement	4.1.5.1 Employee satisfaction survey 4.2.1 The Group's clients 4.2.4 Technological innovations and partnerships 4.3.4 Stakeholder relations	137 141 143 148	About (2019 CSR Report)	16	●	●	●	
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	103-2	The management approach and its components	4.1 Talent 4.2 Clients and Partners 4.3 Citizen-Consumers and Society	127 141 145	CSR Framework – Janus (Code of Conduct and Ethics) CSR Strategy About (2019 CSR Report) Environmental Policy	3 ; 4 ; 5 ; 8 ; 10 ; 12 ; 13 ; 16 ; 17	●		●	●
	103-3	Evaluation of the management approach	Summary table of social indicators Materiality of CSR challenges and stakeholder engagement in 2019	140 126	CSR Framework – Janus (Code of Conduct and Ethics) CSR Strategy About (2019 CSR Report) Environmental Policy	3 ; 4 ; 5 ; 8 ; 10 ; 12 ; 13 ; 16 ; 17	●		●	●
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	201-2	Climate change: financial implications, risks and opportunities	4.4.2 Duty of Care Plan 4.4.2.6 Environmental impacts 4.5 Environment and Climate Change	149 152 156	Environment (2019 CSR Report) Environmental Policy	13		●		●
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	201-4	Public aids received	4.4.6 Compliance 8.2.2 Control of the Company	154 289		16				
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	202-2	Locally Hired Executives	4.1.2.3 Attracting and recruiting talented individuals with varied profiles	132	Talents (2019 CSR Report)	10		●		
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GRI 203 : Indirect Economic Impacts - 2016	203-1	Investments in infrastructure and support services	1.4 Investments	34		8				
	203-2	Indirect economic impacts	4.3.3 Commitments given by the Group, agencies and employees to local communities: Create & Impact 2019	147	Society (2019 CSR Report) Create & Impact (2019 CSR Report)	1 ; 2 ; 3 ; 4 ; 5 ; 6 ; 7 ; 8 ; 10 ; 11 ; 12 ; 13 ; 14 ; 15 ; 16 ; 17		●		

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GRI 205 : Anti-corruption - 2016	205-1	Corruption risk assessment (op- erations)	3.1.1.4 No convictions for fraud or conflicts of interest 4.2.3.1 Lobbying Practices 4.4 Business ethics 4.4.3 Anti-Corruption Plan	68 142 149 152	Anti-Bribery & Anti-Corruption - Janus (Code of Ethics)	16	●	●	●	
	205-2	Training on anti-corruption poli- cies and procedures	Summary table of Social indicators 4.4 Business Ethics 4.4.3 Anti-Corruption Plan	140 149 152	Anti-Bribery & Anti-Corruption - Janus (Code of Ethics)	16	●	●	●	
	205-3	Corruption incidents and actions taken	4.4.7 Compliance 4.4.3 Anti-Corruption Plan	154 152	Anti-Bribery & Anti-Corruption - Janus (Code of Ethics)	16	●	●	●	
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	103-2	The management approach and its components	4.1 Talent 4.2 Clients and Partners 4.3 Citizen-Consumers and Society	127 141 145	CSR Framework – Janus (Code of Conduct and Ethics) CSR Strategy About (2019 CSR Report) Environmental Policy	3 ; 4 ; 5 ; 8 ; 10 ; 12 ; 13 ; 16 ; 17	●		●	●
	103-3	Evaluation of the management approach	Summary table of social indicators Materiality of CSR challenges and stakeholder engagement in 2019	140 126	CSR Framework – Janus (Code of Conduct and Ethics) CSR Strategy About (2019 CSR Report) Environmental Policy	3 ; 4 ; 5 ; 8 ; 10 ; 12 ; 13 ; 16 ; 17	●		●	●
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GRI 302 : Energy - 2016	302-1	Energy consumption within the organization	4.5.4 Consumption and impacts 4.5.2 Environmental policy	158 157	Environment (2019 CSR Report) Environmental Policy	12 ; 13	●	●	●	●
	302-3	Energy intensity	Summary table of environmental indicators	160	Environment (2019 CSR Report) Environmental Policy	12 ; 13	●		●	●
	302-4	Reduction of energy consumption	Summary table of environmental indicators 4.5.2 Environmental policy	160 157	Environment (2019 CSR Report) Environmental Policy	12 ; 13	●		●	●
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	303-5	Water consumption	4.5.4 Consumption and impacts	158	Environment (2019 CSR Report) Environmental Policy	12 ; 13	●	●	●	●
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GRI 305 : Emissions - 2016	305-1	Direct (Scope 1) GHG emissions	4.5.5 Review of greenhouse gas emissions	159	Environment (2019 CSR Report) Environmental Policy	12 ; 13	●	●	●	●
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	305-3	Other indirect (Scope 3) GHG emissions	4.5.5 Review of greenhouse gas emissions	159	Environment (2019 CSR Report) Environmental Policy	12 ; 13	●	●	●	●
	305-4	GHG emissions intensity	Summary table of environmental indicators	160	Environment (2019 CSR Report) Environmental Policy	12 ; 13				●
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	308-2	Negative environmental impacts in the supply chain and actions taken	4.2.5 Responsible procurement	143	CSR for Business Guidelines Clients (2019 CSR Report)	12 ; 13	●	●	●	

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GRI 103 : Management approach 2016	103-1	Explanation of the material topic and its Boundary	Materiality of CSR Challenges Materiality of CSR challenges and stakeholder engagement in 2019	15 126	CSR Framework – Janus (Code of Conduct and Ethics) CSR Strategy About (2019 CSR Report) Environmental Policy	2 ; 3 ; 4 ; 5 ; 8 ; 10 ; 12 ; 13 ; 16 ; 17	●	●	●	●
	103-2	The management approach and its components	4.1 Talent 4.2 Clients and Partners 4.3 Citizen-Consumers and Society	127 141 145	CSR Framework – Janus (Code of Conduct and Ethics) CSR Strategy About (2019 CSR Report) Environmental Policy	3 ; 4 ; 5 ; 8 ; 10 ; 12 ; 13 ; 16 ; 17	●		●	●
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	403-2	Hazard identification, risk assessment, and incident investigation	4.1.1 Key figures 4.1.4.2 Employee well-being	127 135	Talents (2019 CSR Report)	3 ; 8	●	●	●	
	403-3	Occupational health services	4.1.4.2 Employee well-being	135	Talents (2019 CSR Report)	3 ; 8	●	●	●	
	403-4	Worker participation, consultation, and communication on occupational health and safety	4.1.4.2 Employee well-being	135	Talents (2019 CSR Report)	3 ; 8	●	●	●	
	403-5	Worker training on occupational health and safety	4.1.4.2 Employee well-being	135	Talents (2019 CSR Report)	3 ; 8	●	●	●	
	403-6	Promotion of worker health	4.1.4.2 Employee well-being	135	Talents (2019 CSR Report)	3 ; 8	●	●	●	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.1.4.2 Employee well-being	135	Talents (2019 CSR Report)	3 ; 8	●	●	●	

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	403-8	Workers covered by an occupational health and safety management system	4.1.4.2 Employee well-being	136	Talents (2019 CSR Report)	3 ; 8	●	●	●	
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	404-2	Programs for upgrading employee skills and transition assistance programs	4.1.3 Development of skills, experience, careers	133	Talents (2019 CSR Report)	4 ; 10	●	●	●	
	404-3	Percentage of employees receiving regular performance and career development reviews	4.1.3 Development of skills, experience, careers 4.1.5.2 Individual annual appraisal	133 138	Talents (2019 CSR Report)	4 ; 10	●	●	●	
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	405-2	Ratio of basic salary and remuneration of women to men	3.2.2.7 Comparison of the compensation of executive corporate officers with the Company's performance and the average and median compensation of employees	109	Publicis Groupe Diversity & Inclusion Key Principles					
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GRI 406 : Non-discrimination - 2016	406-1	Incidents of discrimination and corrective actions taken	4.1.2 Diversity and Inclusion (D&I)	128	CSR Framework – Janus (Code of Conduct and Ethics) Harassment & Workplace Violence - Janus (Code of Ethics) Reporting concerns & whistleblowing - Janus (Code of Conduct and Ethics)	10 ; 16	●	●	●	
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GRI 410 : Security Practices - 2016	410-1	Security personnel trained in human rights policies or procedures	4.4.2.4 Human rights and fundamental freedoms 4.4.2 Duty of Care Plan 4.2.5 Responsible procurement	150 149 143	CSR Framework – Janus (Code of Conduct and Ethics) CSR for Business Guidelines Reporting concerns & whistleblowing - Janus (Code of Conduct and Ethics)	16				
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GRI 412 : Human Rights Assessment - 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	4.3.3 Commitments given by the Group, agencies and employees to local communities: Create & Impact 2019	147	CSR Framework – Janus (Code of Conduct and Ethics) CSR for Business Guidelines	8 ; 16				
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	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	4.4.2.4 Human rights and fundamental freedoms 4.2.5 Responsible procurement	150 143	CSR Framework – Janus (Code of Conduct and Ethics) CSR for Business Guidelines	8 ; 16				
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	413-2	Operations with significant actual and potential negative impacts on local communities	4.4.7 Compliance	154	CSR for Business Guidelines CSR Framework – Janus (Code of Conduct and Ethics) Society (2019 CSR Report)	1 ; 2 ; 3 ; 4 ; 5 ; 6 ; 7 ; 8 ; 9 ; 10 ; 11 ; 12 ; 13 ; 14 ; 15 ; 16 ; 17		●		
SUPPLIER SOCIAL ASSESSMENT										
GRI 414 : Supplier Social Assessment - 2016	414-1	New suppliers that were screened using social criteria	4.2.5 Responsible procurement	143	CSR for Business Guidelines CSR Framework – Janus (Code of Conduct and Ethics)	8 ; 16		●		
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	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	4.4.7 Compliance	154		16		●	●	
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	417-2	Incidents of non-compliance concerning product and service information and labeling	4.4.7 Compliance	154	Reporting concerns & whistleblowing - Janus (Code of Conduct and Ethics)	12 ; 16			●	
	417-3	Incidents of non-compliance concerning marketing communications	4.2.2 Responsible communication and marketing 4.4.7 Compliance	141 154		12 ; 16			●	
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