








# Universal Standards: Organizational Profile

GRI Indicator	Reporting Level	Description	Reference/Response	UN Global Compact Principle Alignment
102-1	●	Report the name of the organization	Interpublic Group of Companies, Inc.	
102-2	●	Report the primary activities, brands, products and services	IPG operates in all major world markets – our companies specialize in consumer advertising, digital marketing, communications planning and media buying, public relations and specialized communications disciplines.	
102-3	●	Report the location of the organization's headquarters	909 Third Avenue, New York, New York 10022	
102-4	●	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report	IPG is a global company with offices in over 100 countries.	
102-5	●	Report the nature of ownership and legal form	IPG is a publicly traded company.	
102-6	●	Report the markets served	We are one of the world's premier global advertising and marketing services companies.	
102-7	●	Report the scale of the organization, including: total number of employees, total number of operations, net sales or net revenues, total capitalization broken down in terms of debt and equity, quantity of products or services provided	IPG is a global company with employees and operations in more than 100 countries.	

GRI Indicator	Reporting Level	Description	Reference/Response	UN Global Compact Principle Alignment
102-8		<p>a. Report the total number of employees by employment contract and gender.</p> <p>b. Report the total number of permanent employees by employment type and gender.</p> <p>c. Report the total workforce by employees and supervised workers and by gender</p> <p>d. Report the total workforce by region and gender.</p> <p>e. Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors.</p> <p>f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).</p>	<p>Note this response is cross-referenced for 102-8, 401-1, 401-2, 404-2, and 404-3.</p> <p><b>STRONGER</b></p> <p><a href="#">IPG Hosts Inclusion Forum Call 11/01/2018</a></p> <p><a href="#">IPG Leaders Participate in 3 % Conference 11/13/2018</a></p> <p><a href="#">IPG to Host National Day of Understanding Focused on Issues of Race, Ethnicity and Inclusion 12/06/2018</a></p>	Principle 4: Labour
102-9		Describe the organization's supply chain.	Understanding and Monitoring the Conduct and Impact of our Supply Chain	
102-10		<p>a. Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including:</p> <ul style="list-style-type: none"> <li>• Changes in the location of, or changes in, operations, including facility openings, closings, and expansions</li> <li>• Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations)</li> <li>• Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination</li> </ul>	There have been no significant changes during the reporting period in IPG's size, structure, ownership, or supply chain.	
102-11		Report whether and how the precautionary approach or principle is addressed by the organization	The precautionary approach generally applies to manufacturing, rather than service companies. Since IPG is a provider of marketing services, we do not consider the precautionary approach.	

GRI Indicator	Reporting Level	Description	Reference/Response	UN Global Compact Principle Alignment
102-12		List externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or which it endorses	IPG is committed to good corporate citizenship.	
102-13		List memberships of associations and national or international advocacy organizations to which the organization holds a position on the governance body, participates in projects or committees, provides substantive funding beyond routine membership dues, views membership as strategic	IPG takes its role as a corporate citizen seriously. This includes membership and leadership roles in trade associations as well as community organizations that impact the lives of communities where our employees live and work.	


# Universal Standards: Strategy

GRI Indicator	Reporting Level	Description	Reference/Response	UN Global Compact Principle Alignment
102-14		Provide a statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability	Message from Michael Roth, Chairman and CEO of Interpublic	

# Universal Standards: Ethics & Integrity

GRI Indicator	Reporting Level	Description	Reference/Response	UN Global Compact Principle Alignment
102-16		Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	Interpublic's Code of Conduct forms the foundation of how we interact with one another, with our vendors and with our clients. It helps ensure that we operate ethically and transparently as we perform our jobs.	Principle 10: Anti-Corruption

# Universal Standards: Governance

GRI Indicator	Reporting Level	Description	Reference/Response	UN Global Compact Principle Alignment
102-18		Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts	Our Proxy Statement provides detailed information on our governance structure.	

# Universal Standards: Stakeholder Engagement

GRI Indicator	Reporting Level	Description	Reference/Response	UN Global Compact Principle Alignment
102-40	●	Provide a list of stakeholder groups engaged by the organization	Note this response will be cross-referenced for Disclosures 102-40,102-42 and 102-43	
102-41	●	Report the percentage of total employees covered by collective bargaining agreements.	The percentage of IPG employees covered by collective bargaining is zero - 0 percent.	
102-42	●	Report the basis for identification and selection of stakeholders with whom to engage.	Note this response will be cross-referenced for Disclosures 102-40,102-42 and 102-43	
102-43	●	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	Note this response will be cross-referenced for Disclosures 102-40,102-42 and 102-43	
102-44	●	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns	Sustainability is a key priority for IPG as it is for our stakeholders, including employees, clients and shareholders.	



# Universal Standards: Reporting Practice

GRI Indicator	Reporting Level	Description	Reference/Response	UN Global Compact Principle Alignment
102-45	●	a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report. The organization can report on this Standard Disclosure by referencing the information in publicly available consolidated financial statements or equivalent documents.	Please see Part 1 - Item 1, Business, Page 2 of IPG 10K.	
102-46	●	a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	Interpublic completed a comprehensive materiality process.	
102-47	●	List all the material topics identified in the process for defining report content	This year, IPG transitioned to the GRI Standards.	
102-48	●	a. Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements	There are no restatements of information provided in previous reports.	
102-49	●	a. Report significant changes from previous reporting periods in the Scope and Aspect Boundaries	Interpublic has expanded its reporting boundary each year since 2014.	
102-50	●	Reporting period (such as fiscal or calendar year) for information provided	We are reporting on a calendar year cycle.	
102-51	●	Date of most recent previous report	IPG published its last sustainability report in March of 2018. We update our sustainability site, <a href="#">STRONGER</a> , on a weekly basis.	
102-52	●	Reporting cycle	IPG reports annually.	
102-53	●	The reporting organization shall report the following information:  a. The contact point for questions regarding the report or its contents.	Jemma Gould, Senior Director, Corporate Responsibility and Communications 212-704-1327, <a href="mailto:Jemma.Gould@Interpublic.com">Jemma.Gould@Interpublic.com</a>	





GRI Indicator	Reporting Level	Description	Reference/Response	UN Global Compact Principle Alignment
102-54	●	<p>The reporting organization shall report the following information:</p> <p>a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either:</p> <p>i. 'This report has been prepared in accordance with the GRI Standards: Core option';</p> <p>ii. 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'.</p>	<p>This report provides a <b>GRI Standards</b> Content Index and references the <b>GRI Standards</b> including:</p> <ul style="list-style-type: none"> <li>• GRI 101 - Foundation</li> <li>• GRI 102 - General Disclosures,</li> <li>• GRI 103 - Management Approach,</li> <li>• GRI 201 - Economic Performance,</li> <li>• GRI 203 - Indirect Economic Impacts,</li> <li>• GRI 205 - Anti-corruption,</li> <li>• GRI 302 - Energy,</li> <li>• GRI 305 - Emissions,</li> <li>• GRI 308 - Supplier Environmental Assessment,</li> <li>• GRI 401 - Employment,</li> <li>• GRI 404 - Training and Education,</li> <li>• GRI 405 - Diversity and Equal Opportunity,</li> <li>• GRI 414 - Supplier Social Assessment,</li> <li>• GRI 412 - Human Rights Assessment,</li> <li>• GRI 414 - Supplier Social Assessment,</li> <li>• GRI 415 - Public Policy,</li> <li>• GRI 414 - Supplier Social Assessment</li> </ul>	
102-55	●	<p>GRI Content Index</p> <p>The reporting organization shall report the following information:</p> <p>a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report.</p> <p>b. For each disclosure, the content index shall include:</p> <p>i. the number of the disclosure (for disclosures covered by the GRI Standards);</p> <p>ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials;</p> <p>iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.</p>	<p>The Content Index can be found here <a href="https://www.interpublic.com/about/stronger/gri/index?report_id=122">https://www.interpublic.com/about/stronger/gri/index?report_id=122</a></p>	
102-56	●	<p>The reporting organization shall report the following information:</p> <p>a. A description of the organization's policy and current practice with regard to seeking external assurance for the report.</p> <p>b. If the report has been externally assured:</p> <p>i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process;</p> <p>ii. The relationship between the organization and the assurance provider;</p> <p>iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.</p>	<p>Other than data pulled directly from our Annual Report, the data in this report has not been externally assured.</p>	


# Universal Standards: Management Approach

GRI Indicator	Reporting Level	Description	Reference/Response	UN Global Compact Principle Alignment
<p>We have embedded our discussion on management approach in each of our indicators. Please see individual indicators for information.</p>				
<p><b>103-1</b></p>		<p>For each material Aspect, report the Aspect Boundary within the organization as follows: report whether the Aspect is material within the organization; if the Aspect is not material for all entities within the organization, select one of the following two approaches and report either (the list of entities or groups of entities included in G4-17 for which the Aspect is not material, or the list of entities or groups of entities included in G4-17 for which the Aspects is material); report any specific limitation regarding the Aspect Boundary within the organization</p>	<p>Unless otherwise noted, the boundary for the disclosures in our report represent the entire Interpublic entity as described in our 10K annual report.</p>	
<p>We have embedded our discussion on management approach in each of our indicators. Please see individual indicators for information.</p>				
<p><b>103-2</b></p>		<p>Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms</p>	<p>We provide our employees with a number of different approaches to express concerns about their work environments.</p>	



# Topic-Specific Standards: ECONOMIC: Economic Performance

GRI Indicator	Reporting Level	Description	Reference/Response	UN Global Compact Principle Alignment
201-1		Direct economic value generated and distributed	Direct economic value generated and distributed	
201-3		Coverage of the organization's defined benefit plan obligations	Please see link below for more information on IPG's defined benefit plans.	





# Topic-Specific Standards: ECONOMIC: Indirect Economic Impacts

GRI Indicator	Reporting Level	Description	Reference/Response	UN Global Compact Principle Alignment
203-2		Significant indirect economic impacts, including the extent of impacts	<p>Sustainability in all its forms -- environmental responsibility, good corporate citizenship, ensuring socially-responsible business practices --is important and integral to the way we do business around the world</p> <p><b>STRONGER</b></p> <p><a href="#">Lowe Lintas and Lifebuoy Create Hand Sanitizing Stations in India</a> 10/29/2018</p>	






# Topic-Specific Standards: ECONOMIC: Anti-Corruption

GRI Indicator	Reporting Level	Description	Reference/Response	UN Global Compact Principle Alignment
205-1		Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Interpublic assesses 100% of our operations for risks related to corruption.	Principle 10: Anti-Corruption
205-2		Communication and training on anti-corruption policies and procedures	IPG regularly communicates its anti-corruption policies and procedures by a variety of methods.	Principle 10: Anti-Corruption


# Topic-Specific Standards: ENVIRONMENTAL: Energy

GRI Indicator	Reporting Level	Description	Reference/Response	UN Global Compact Principle Alignment
302-1		Energy consumption within the organization	<i>Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.</i>	Principle 7: Environment Principle 8: Environment Principle 8: Environment Principle 9: Environment
302-3		Energy intensity	<i>Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.</i>	
302-4		Reduction of energy consumption	<i>Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.</i>	
302-5		Reductions in energy requirements of products and services	To streamline our operations and reduce unnecessary usage of energy, water, and natural resources, IPG focuses on our people.	

# Topic-Specific Standards: ENVIRONMENTAL: Emissions

GRI Indicator	Reporting Level	Description	Reference/Response	UN Global Compact Principle Alignment
305-1		Direct greenhouse gas (GHG) emissions (Scope 1)	<i>Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.</i>	Principle 7: Environment Principle 8: Environment
305-2		Energy indirect greenhouse gas (GHG) emissions (Scope 2)	<i>Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.</i>	
305-3		Other indirect greenhouse gas (GHG) emissions (Scope 3) <ul style="list-style-type: none"> <li>• Report gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent, excluding indirect emissions from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organization (these indirect emissions are reported in Indicator G4-EN16). Exclude any GHG trades, such as purchases, sales, or transfers of offsets or allowances.</li> <li>• Report gases included in the calculation, if available.</li> <li>• Report biogenic CO2 emissions in metric tons of CO2 equivalent separately from the gross other indirect (Scope 3) GHG emissions.</li> <li>• Report other indirect (Scope 3) emissions categories and activities included in the calculation.</li> <li>• Report the chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.</li> </ul>	Smart travel policies – traveling less where possible, traveling lighter and traveling smarter – is a shared goal that we have committed to.	Principle 7: Environment Principle 8: Environment
305-4		Greenhouse gas (GHG) emissions intensity	<i>Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.</i>	Principle 7: Environment Principle 8: Environment
305-5		Reduction of greenhouse gas (GHG) emissions	<i>Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5.</i>	Principle 8: Environment Principle 9: Environment

# Topic-Specific Standards: ENVIRONMENTAL: Supplier Environmental Assessment

GRI Indicator	Reporting Level	Description	Reference/Response	UN Global Compact Principle Alignment
308-1		Percentage of new suppliers that were screened using environmental criteria	Please note this response is cross-referenced for 308-1 and 414-1.	




# Topic-Specific Standards: SOCIAL: Employment

GRI Indicator	Reporting Level	Description	Reference/Response	UN Global Compact Principle Alignment
401-1	●	Total number and rates of new employee hires and employee turnover by age group, gender and region	Note this response is cross-referenced for 102-8, 401-1, 401-2, 404-2, and 404-3.	Principle 6: Labour
401-2	●	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Note this response is cross-referenced for 102-8, 401-1, 401-2, 404-2, and 404-3.	


# Topic-Specific Standards: SOCIAL: Training and Education

GRI Indicator	Reporting Level	Description	Reference/Response	UN Global Compact Principle Alignment
404-2	●	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Note this response is cross-referenced for 102-8, 401-1, 401-2, 404-2, and 404-3.	
404-3	●	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	Note this response is cross-referenced for 102-8, 401-1, 401-2, 404-2, and 404-3.	Principle 6: Labour


# Topic-Specific Standards: SOCIAL: Diversity and Equal Opportunity

GRI Indicator	Reporting Level	Description	Reference/Response	UN Global Compact Principle Alignment
405-1		Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	<p>Diversity and Inclusion have been priorities for IPG for more than a decade.</p> <p><b>STRONGER</b></p> <p><a href="#">IPG Hosts Inclusion Forum Call 11/01/2018</a></p> <p><a href="#">IPG Leaders Participate in 3 % Conference 11/13/2018</a></p> <p><a href="#">IPG to Host National Day of Understanding Focused on Issues of Race, Ethnicity and Inclusion 12/06/2018</a></p>	Principle 6: Labour


# Topic-Specific Standards: SOCIAL: Human Rights Assessment

GRI Indicator	Reporting Level	Description	Reference/Response	UN Global Compact Principle Alignment
412-2		Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	IPG understands the importance of training, particularly as it relates to ensuring a workplace that operates ethically and transparently and is also free from any type of harassment.	Principle 1: Human Rights

# Topic-Specific Standards: SOCIAL: Supplier Social Assessment

GRI Indicator	Reporting Level	Description	Reference/Response	UN Global Compact Principle Alignment
414-1		Percentage of new suppliers that were screened using human rights criteria	Please note this response is cross-referenced for 308-1 and 414-1.	Principle 4: Labour Principle 5: Labour Principle 8: Environment

# Topic-Specific Standards: SOCIAL: Public Policy

GRI Indicator	Reporting Level	Description	Reference/Response	UN Global Compact Principle Alignment
415-1		Total value of political contributions by country and recipient/beneficiary	Although personal political activity is welcome, as employees we may not make political contributions by or in the name of IPG or any of its subsidiaries.	