



Arthur Sadoun  
Chairman and CEO

Paris, September 4<sup>th</sup>, 2020

Dear Mr. Secretary General,  
Dear Stakeholders,

In the context we find ourselves since the beginning of the year 2020, we want to play a positive role in the sustainable world we need to build, even if challenges are tough.

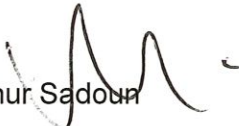
With more than 80 000 talents around the world, our first priority is our people. Taking care of their health and safety guides our business and organizational decisions. Within the “new normal” world, which means living with a pandemic risk, we are adapting our work organization and the work/life balance of our teams, as these past months have had a lasting impact on our business behaviors. Our second priority is to help our clients to navigate these uncertain periods, who for some the lockdowns have inflicted huge damage, and for others, new opportunities have arisen for business relations with their customers.

In 2019, we took the time to carefully review materiality topics with all of our main stakeholders, to ensure our day-to-day activities were well aligned around strategic items like Diversity and Inclusion, Responsible Marketing and Business Ethics. Our [2019 CSR Report](#) is part of the company Universal Registration Document. It is publicly available and where we share facts, figures and stories, including an attestation by an external auditor.

The Global Compact 10 Principles are part of “Janus”, our internal [Code of Conduct](#), shared with our 80 000 employees, our clients and our business partners. We are [tracking our impact on 10 of the 17 Sustainable Development Goals](#), to improve our positive contribution. We also improved our way of doing business with our suppliers, through the new [CSR for Business Guidelines](#), addressing the 10 UN Global principles, the 7 UN Women principles and the contribution to the UN Sustainable Development Goals.

- A few examples of our current and long-term initiatives to foster sustainability in business strategy;
- In 2019, we maintained our commitment to our industry initiative Common Ground, to support the UN SDGs, with a specific focus from us on SDG2, Zero Hunger, through our dedicated programme, “One Table”: Since 2016, we have participated in 220 projects across the world.
- Around climate change and the urgency to act,
- As a signatory of the UN “Caring for Climate” pledge and as a member of the French Business Climate Pledge, we support the Paris Agreement to limit drastically global warming. We joined [Science Based Targets Initiative](#) (SBTi) at the beginning of 2020 in order to fine tune our new trajectory for 2030 (following scenario 1.5°).

We reiterate our commitments to the UN Global Compact; we still believe in co-building solutions by engaging various stakeholders, we consider that joining forces is necessary, and one of the most effective ways to move forward and achieve ambitious goals.

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