

GRI Index and UN Global Compact Communication on Progress

2019 IPG GRI Report

Organizational Profile

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
102-1	Complete	Report the name of the organization	Interpublic Group of Companies, Inc. Read detailed response	
102-2	Complete	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. Read detailed response	
102-3	Complete	Report the location of the organization's headquarters	909 Third Avenue, New York, New York 10022 Read detailed response	
102-4	Complete	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 110 countries. Read detailed response	
102-5	Complete	Report the nature of ownership and legal form	IPG is a publicly traded company. Read detailed response	
102-6	Complete	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	We are one of the world's premier global advertising and marketing services companies.	

102-7	Complete	Report the scale of the organization, including: total number of employees, total number of operations, net sales or net	IPG is a global company with employees and operations in more than 110 countries.	
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102-9	Complete	Describe the organization's supply chain.	Understanding and Monitoring the Conduct and Impact of our Supply Chain Read detailed response	
102-10	Complete	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: Changes in the location of, or changes in, operations, including facility openings, closings, and expansions Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination	There have been no significant changes during the reporting period in IPG's size, structure, ownership, or supply chain. Read detailed response	
102-11	Complete	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. Read detailed response	
102-12	Complete	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. Read detailed response	
102-13	Complete	List memberships of associations and national or international	IPG takes its role as a corporate citizen seriously.	

		governance body, participates in projects or committees, provides substantive funding beyond routine membership dues, views membership as strategic	associations as well as community organizations that impact the lives of communities where our employees live and work.	
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GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
102-14	Complete	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	<p>Message from Michael Roth, Chairman and CEO of Interpublic</p> <p>Read detailed response</p>	

Ethics and Integrity

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
102-16	Complete	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	<p>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.</p> <p>Read detailed response</p>	Principle 10: Anti-Corruption

Governance

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
102-18	Complete	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	<p>Our Proxy Statement provides detailed information on our governance structure.</p> <p>Read detailed response</p>	

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GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
			Read detailed response	
102-41	Complete	Report the percentage of total employees covered by collective bargaining agreements.	The percentage of IPG employees covered by collective bargaining is zero – 0 percent. Read detailed response	
102-43	Complete	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 Read detailed response	
102-44	Partial	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. Read detailed response	

Reporting Practice

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
102-45	Complete	List all entities included in the organization’s consolidated financial statements or equivalent documents. 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	Please see Part 1 - Item 1, Business, Page 2 of IPG 10K, which can be accessed at the following link: Read detailed response	

		equivalent documents.		
102-46	Partial	a .Explain the process for defining	Interpublic completed a	

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102-47	Complete	List all the material topics identified in the process for defining report content	This year, IPG transitioned to the GRI Standards. Read detailed response	
102-48	Complete	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. Read detailed response	
102-49	Complete	a. Report significant changes from previous reporting periods in the Scope and Aspect Boundaries	Interpublic has expanded its reporting boundary each year since 2014. Read detailed response	
102-50	Complete	Reporting period (such as fiscal or calendar year) for information provided	We are reporting on a calendar year cycle. Read detailed response	
102-51	Complete	Date of most recent previous report	IPG published its last sustainability report in March of 2019. We update the Sustainability and Purpose information on our website on a frequent basis. Read detailed response	
102-52	Complete	Reporting cycle	IPG reports annually. Read detailed response	
102-53	Complete	The reporting organization shall report the following information: The contact point for questions regarding the report or its contents.	Jemma Gould, Senior Director, Corporate Responsibility and Communications 212-704-1327, Jemma.Gould@Interpublic.com	

102-54	Complete	Report the GRI Content Index for the chosen option. Report the reference to the External Assurance Report, if the report has been	This report provides a GRI Standards Content Index and references the GRI Standards.
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102-55	Complete	<p>GRI Content Index The reporting organization shall report the following information:</p> <ul style="list-style-type: none"> a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: <ul style="list-style-type: none"> i. the number of the disclosure (for disclosures covered by the GRI Standards); ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made. 	<p>The Content Index can be found here: https://www.interpublic.com/gri-index</p> <p>Read detailed response</p>
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Management Approach

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
103-1	Complete	Explanation of the material topic and its boundary.	<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>Read detailed response</p>	
103-2	Complete	Number of grievances about labor practices filed, addressed, and	We provide our employees with a number of different	

			environments. Read detailed response	
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201-1	Complete	Direct economic value generated and distributed	Direct economic value generated and distributed Read detailed response	
201-3	Partial	Coverage of the organization's defined benefit plan obligations	Please see link below for more information on IPG's defined benefit plans. Read detailed response	

Indirect Economic Impacts

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
203-2	Complete	Significant indirect economic impacts, including the extent of impacts	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. See also: Lowe Lintas and Lifebuoy Create Hand Sanitizing Stations in India 10/29/2018 Read detailed response	

Anti-Corruption

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
205-1	Complete	Total number and percentage of operations assessed for risks related	Interpublic assesses 100% of our operations for risks	Principle 10: Anti-Corruption

[Read detailed response](#)

Energy

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		organization	referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5. Read detailed response	
302-3	Partial	Energy intensity	Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5. Read detailed response	Principle 7: Environment Principle 8: Environment
302-4	Partial	Reduction of energy consumption	Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5. Read detailed response	Principle 8: Environment Principle 9: Environment
302-5	Complete	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. Read detailed response	

Emissions

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
305-1	Partial	Direct greenhouse gas (GHG) emissions (Scope 1)	Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5. Read detailed response	Principle 7: Environment Principle 8: Environment
305-2	Partial	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4,	

			Read detailed response	
305-3	Complete	Other indirect greenhouse gas (GHG) emissions (Scope 3) Report	Smart travel policies – traveling less where	Principle 7: Environment

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		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. Report gases included in the calculation, if available. Report biogenic CO2 emissions in metric tons of CO2 equivalent separately from the gross other indirect (Scope 3) GHG emissions. Report other indirect (Scope 3) emissions categories and activities included in the calculation. 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.		
305-4	Partial	Greenhouse gas (GHG) emissions intensity	Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5. Read detailed response	Principle 7: Environment Principle 8: Environment
305-5	Partial	Reduction of greenhouse gas (GHG) emissions	Note this response is cross-referenced for 302-1, 302-3, 302-4, 305-1, 305-2, 305-4, and 305-5. Read detailed response	Principle 8: Environment Principle 9: Environment

Employment

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
401-1	Partial	Total number and rates of new employee hires and employee turnover by age group, gender and	Note this response is cross-referenced for 102-8, 401-1, 401-2, 404-2, and 404-3.	Principle 6: Labour

401-2	Partial	Benefits provided to full-time employees that are not provided to temporary or part-time employees,	Note this response is cross-referenced for 102-8, 401-1, 401-2, 404-2, and 404-3.	
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GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
404-2	Partial	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. Read detailed response	Principle 6: Labour
404-3	Partial	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. Read detailed response	Principle 6: Labour

Diversity and Equal Opportunity

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

Human Rights Assessment

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
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		human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	importance of training, particularly as it relates to ensuring a workplace that operates ethically and transparently and is also	Human Rights
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Supplier Social Assessment

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

Public Policy

GRI Indicator	Reporting Level	Description	Reference / Response	UN Global Compact Principle Alignment
415-1	Complete	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. Read detailed response	



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