GRI Index

GRI Indicator	Description	Page(s)
1. Strategy and Analysis		
1.1	Statement from the most senior decision-maker of the organization.	2-3
1.2	Description of key impacts, risks and opportunities.	8-135
2. Organizational Profile		
2.1	Name of the organization. *The Procter & Gamble Company*	
2.2	Primary brands, products and/or services.	6
2.3	Operational structure of the organization.	5
2.4	Location of organization's headquarters. *The Procter & Gamble Company* *P.O. Box 599* *Cincinnati, OH 45201-0599*	
2.5	Number of countries where the organization operates, and names of countries either with major operations or that are specifically relevant to the sustainability issues covered in the report. Manufacturing and Outsourcing Also see Global Locations	
2.6	Nature of ownership and legal form. *P&G is a publicly traded company.*	
2.7	Markets served.	5
2.8	Scale of the reporting organization.	5
2.9	Significant changes during the reporting period regarding size, structure or ownership. Acquisitions and Proceeds from Divestitures and Other Asset Sales	
2.10	Awards received in the reporting period.	46, 70, 84, 88, 98, 117, 129, 130

GRI Indicator	Description	Page(s)
3. Report Parameters		
Report Profile		
3.1	Reporting period. July 1, 2016, through June 30, 2017.	
3.2	Date of most recent previous report (if any). FY 16/7	
3.3	Reporting cycle (annual, biennial, etc.). Annual	
3.4	Contact point for questions regarding the report or its contents. mediateam.im@pg.com	
Report Scope and Boundary		
3.5	Process for defining report content.	135, 136
3.6	Boundary of the report.	
3.7	State any specific limitations on the scope or boundary of the report.	135
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations and other entities that can significantly affect comparability from period to period and/or among organizations.	
3.9	Data measurement techniques and the bases of calculations.	132-134
3.10	Explanation of the effect of any re-statements of information provided in earlier reports.	133
3.11	Significant changes from previous reporting periods in the scope, boundary or measurement methods applied in the report. Acquisitions and Proceeds from Divestitures and Other Asset Sales	133
GRI Content Index		
3.12	Table identifying the location of the Standard Disclosures in the report.	This Report
Assurance		
3.13	Policy and current practice with regard to seeking external assurance for the report.	135

GRI Indicator	Description	Page(s)
4. Governance, Commitments and Engagement		
Governance		
4.1	Governance structure of the organization.	
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	2
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members. State how the organization defines "independent" and "non-executive."	Page i–ii, Proxy Statement
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	
4.5	Linkage between compensation for members of the highest governance body, senior managers and executives (including departure arrangements), as well as the organization's performance.	Page 18–41, Proxy Statement
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental and social topics.	
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental and social performance and the status of their implementation.	9-135
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental and social performance.	9-20
4.10	Processes for evaluating the highest governance body's own performance.	132-134
Commitments to External Initiatives		
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Product Safety
4.12	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or endorses.	88, 98, 102, 103, 105, 108-111, 113-118, 125, 126, 130
4.13	Memberships in associations.	20
Stakeholder Engagement		
4.14	List of stakeholder groups engaged by the organization.	5, 19-20
4.15	Basis for identification and selection of stakeholders with whom to engage.	9, 79
4.16	Approaches to stakeholder engagement.	20
4.17	Key topics and concerns that have been raised through stakeholder engagement.	9-135

GRI Indicator	Description	Page(s)
5. Economic Performance Indicators		
Economic Performance		
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments. (Core)	5
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change. (Core)	90-93, 98-105, 108-116
EC3	Coverage of the organization's defined benefit plan obligations. (Core) Also see financial report	43-45
EC4	Significant financial assistance received from government. (Core) Also see financial report	
Market Presence		
EC5	Range of ratios of standard entry-level wage compared to local minimum wage at significant locations of operation. (Additional)	48-85
EC6	Policy, practices and proportion of spending on locally based suppliers at significant locations of operation. (Core) Manufacturing and Outsourcing	
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation. (Core)	48-85
Indirect Economic Impacts		
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind or pro bono engagement. (Core)	22-46
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts. (Additional) Also see financial report	22-46

GRI Indicator	Description	Page(s)
6. Environemental		
Materials		
EN1	Materials used by weight or volume. (Core)	131
EN2	Percentage of materials used that are recycled input materials. (Core)	92, 95, 107, 123-127
Energy		
EN3	Direct energy consumption by primary energy source. (Core)	91, 93, 99-104, 131
EN4	Indirect energy consumption by primary source. (Core)	91, 93, 99-104, 131
EN5	Energy saved due to conservation and efficiency improvements. (Additional)	91, 93, 99-104, 131
EN6	Initiatives to provide energy-efficient or renewable-energy-based products and services, and reductions in energy requirements as a result of these initiatives. (Additional)	87, 94, 99-101, 104-107
EN7	Initiatives to reduce indirect energy consumption and reductions achieved. (Additional)	101
Water		
EN8	Total water withdrawal by source. (Core)	92, 93, 117-119, 131
EN9	Water sources significantly affected by withdrawal of water. (Additional)	117-119
EN10	Percentage and total volume of water recycled and reused. (Additional)	N/A
Biodiversity		
EN11	Location and size of land owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas. (Core)	N/A
EN12	Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas. (Core)	108-116
EN13	Habitats protected or restored. (Additional)	109, 113, 114
EN14	Strategies, current actions and future plans for managing impacts on biodiversity. (Additional)	108-116
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations by level of extinction risk. (Additional)	N/A

GRI Indicator	Description	Page(s)
Emissions, Effluents and Waste		
EN16	Total direct and indirect greenhouse gas emissions by weight. (Core)	91, 93, 102, 103, 131
EN17	Other relevant indirect greenhouse gas emissions by weight. (Core)	103
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved. (Additional)	91, 93, 98-105, 131
EN19	Emissions of ozone-depleting substances by weight. (Core)	131, 134
EN20	NO_x, SO_x and other significant air emissions by type and weight. (Core)	131, 134
EN21	Total water discharge by quality and destination. (Core)	117-119, 131
EN22	Total weight of waste by type and disposal method. (Core)	120, 131
EN23	Total number and volume of significant spills. (Core)	134
EN24	Weight of transported, imported, exported or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III and VIII, and percentage of transported waste shipped internationally. (Additional)	120, 134
EN25	Identity, size, protected status and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff. (Additional)	N/A
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. (Core)	87-135
EN27	Percentage of products sold and their packaging materials that are reclaimed by category. (Core)	107, 121-127
EN28	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations. (Core)	134
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce. (Additional)	91
EN30	Total environmental protection expenditures and investments by type. (Additional)	N/A

GRI Indicator	Description	Page(s)
7. Labor Practices and Decent Work		
Employment		
LA1	Total workforce by employment type, employment contract and region.(Core)	5
LA2	Total number and rate of employee turnover by age group, gender and region. (Core) *Note: We do not track this information globally.*	N/A
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations. (Additional)	N/A
Labor/Management Relations		
LA4	Percentage of employees covered by collective bargaining agreements. (Core)	Page 10, Worldwide Business Conduct Manual
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements. (Core) *Note: We abide by local legislation and our PVPs.*	N/A
Occupational Health and Safety		
LA6	Percentage of total workforce represented in formal joint management worker health and safety committees that help monitor and advice on occupational health and safety programs. (Additional)	Worldwide Health, Safety & Environment Organization
LA7	Rates of injury, occupational diseases, lost days, absenteeism and total number of work-related fatalities, by region. (Core)	Worldwide Health, Safety & Environment Organization
LA8	Education, training, counselling, prevention and risk-control programs in place to assist workforce members, their families or community members regarding serious diseases. (Core)	43-45
LA9	Health and safety topics covered in formal agreements with trade unions. (Additional)	Worldwide Health, Safety & Environment Organization
Training and Education		
LA10	Average hours of training per year per employee by employee category. (Core)	Worldwide Health, Safety & Environment Organization
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. (Additional)	44
LA12	Percentage of employees receiving regular performance and career development reviews. (Additional)	N/A
Diversity and Equal Opportunity		
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership and other indicators of diversity. (Core)	Page 4–7, Proxy Statement
LA14	Ratio of basic salary of men to women by employee category. (Core)	Worldwide Business Conduct Manual

GRI Indicator	Description	Page(s)
8. Human Rights		
Investment and Procurement Practices		
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that underwent human rights screening. (Core)	See Human Rights Policy
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken. (Core)	See Human Rights Policy
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained. (Additional)	N/A
Non-discrimination		
HR4	Total number of incidents of discrimination and actions taken. (Core)	48-85
Freedom of Association and Collective Bargaining		
HR5	Operations identified in which the right to exercise freedom of association or collective bargaining may be at significant risk, and actions taken to support these rights. (Core)	See Human Rights Policy
Child Labor		
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor. (Core)	See Human Rights Policy
Forced and Compulsory Labor		
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of forced or compulsory labor. (Core)	See Human Rights Policy
Security Practices		
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations. (Additional)	N/A
Indigenous Rights		
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken. (Additional)	N/A

GRI Indicator	Description	Page(s)
9. Society		
Community		
SO1	Nature, scope and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating and exiting. (Core)	19
Corruption		
SO2	Percentage and total number of business units analyzed for risks related to corruption. (Core)	Worldwide Business Conduct Manual
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures. (Core)	Worldwide Business Conduct Manual
SO4	Actions taken in response to incidents of corruption. (Core)	Worldwide Business Conduct Manual
Public Policy		
SO5	Public policy positions and participation in public policy development and lobbying. (Core)	
SO6	Total value of financial and in-kind contributions to political parties, politicians and related institutions by country. (Additional)	
Anti-Competitive Behavior		
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes. (Additional)	N/A
Compliance		
SO8	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations. (Core)	134

GRI Indicator	Description	Page(s)
10. Product Responsibility		
Consumer Health and Safety		
PR1	Life-cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures. (Core)	Product Safety
PR2	Total number of incidents of noncompliance with regulations and voluntary codes concerning health and safety impacts of products and services, by type of outcomes.	N/A
Product and Service Labeling		
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements. (Core)	Product Safety
PR4	Total number of incidents of noncompliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes. (Additional)	N/A
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	19
Marketing Communications		
PR6	Programs for adherence to laws, standards and voluntary codes related to marketing communications, including advertising, promotion and sponsorship. (Core)	Responsible Sales and Marketing Practices, Worldwide Business Conduct Manual
PR7	Total number of incidents of noncompliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship, by type of outcomes. (Additional)	N/A
Customer Privacy		
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data. (Additional)	N/A
Compliance		
PR9	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services. (Core) *Note: We do not track this information globally.*	N/A