

# GRI Index

GRI Indicator	Description	Page(s)
<b>1. Strategy and Analysis</b>		
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
<b>2. Organizational Profile</b>		
2.1	Name of the organization. <i>The Procter &amp; Gamble Company</i>	
2.2	Primary brands, products and/or services.	6
2.3	Operational structure of the organization.	5
2.4	Location of organization's headquarters. <i>The Procter &amp; Gamble Company</i> <i>P.O. Box 599</i> <i>Cincinnati, OH 45201-0599</i>	
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. <a href="#">Manufacturing and Outsourcing</a> Also see <a href="#">Global Locations</a>	
2.6	Nature of ownership and legal form. <i>P&amp;G is a publicly traded company.</i>	
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. <a href="#">Acquisitions and Proceeds from Divestitures and Other Asset Sales</a>	
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. <a href="mailto:mediateam.im@pg.com">mediateam.im@pg.com</a>	

#### Report Scope and Boundary

3.5	Process for defining report content.	135, 136
3.6	<a href="#">Boundary of the report.</a>	
3.7	State any specific limitations on the scope or boundary of the report.	135
3.8	<a href="#">Basis for reporting</a> 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. <a href="#">Acquisitions and Proceeds from Divestitures and Other Asset Sales</a>	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)
<b>4. Governance, Commitments and Engagement</b>		
<b>Governance</b>		
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
<b>Commitments to External Initiatives</b>		
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
<b>Stakeholder Engagement</b>		
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) <a href="#">Also see financial report</a>	43-45
EC4	Significant financial assistance received from government. (Core) <a href="#">Also see financial report</a>	

### 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) <a href="#">Manufacturing and Outsourcing</a>	
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) <a href="#">Also see financial report</a>	22-46

GRI Indicator	Description	Page(s)
<b>6. Environmental</b>		
<b>Materials</b>		
<b>EN1</b>	Materials used by weight or volume. (Core)	131
<b>EN2</b>	Percentage of materials used that are recycled input materials. (Core)	92, 95, 107, 123-127
<b>Energy</b>		
<b>EN3</b>	Direct energy consumption by primary energy source. (Core)	91, 93, 99-104, 131
<b>EN4</b>	Indirect energy consumption by primary source. (Core)	91, 93, 99-104, 131
<b>EN5</b>	Energy saved due to conservation and efficiency improvements. (Additional)	91, 93, 99-104, 131
<b>EN6</b>	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
<b>EN7</b>	Initiatives to reduce indirect energy consumption and reductions achieved. (Additional)	101
<b>Water</b>		
<b>EN8</b>	Total water withdrawal by source. (Core)	92, 93, 117-119, 131
<b>EN9</b>	Water sources significantly affected by withdrawal of water. (Additional)	117-119
<b>EN10</b>	Percentage and total volume of water recycled and reused. (Additional)	N/A
<b>Biodiversity</b>		
<b>EN11</b>	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
<b>EN12</b>	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
<b>EN13</b>	Habitats protected or restored. (Additional)	109, 113, 114
<b>EN14</b>	Strategies, current actions and future plans for managing impacts on biodiversity. (Additional)	108-116
<b>EN15</b>	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)
<b>Emissions, Effluents and Waste</b>		
<b>EN16</b>	Total direct and indirect greenhouse gas emissions by weight. (Core)	91, 93, 102, 103, 131
<b>EN17</b>	Other relevant indirect greenhouse gas emissions by weight. (Core)	103
<b>EN18</b>	Initiatives to reduce greenhouse gas emissions and reductions achieved. (Additional)	91, 93, 98-105, 131
<b>EN19</b>	Emissions of ozone-depleting substances by weight. (Core)	131, 134
<b>EN20</b>	NO <sub>x</sub> , SO <sub>x</sub> and other significant air emissions by type and weight. (Core)	131, 134
<b>EN21</b>	Total water discharge by quality and destination. (Core)	117-119, 131
<b>EN22</b>	Total weight of waste by type and disposal method. (Core)	120, 131
<b>EN23</b>	Total number and volume of significant spills. (Core)	134
<b>EN24</b>	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
<b>EN25</b>	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
<b>EN26</b>	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. (Core)	87-135
<b>EN27</b>	Percentage of products sold and their packaging materials that are reclaimed by category. (Core)	107, 121-127
<b>EN28</b>	Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations. (Core)	134
<b>EN29</b>	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
<b>EN30</b>	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) <i>Note: We do not track this information globally.</i>	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) <i>Note: We abide by local legislation and our PVPs.</i>	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 <a href="#">diversity</a> . (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)
<b>8. Human Rights</b>		
<b>Investment and Procurement Practices</b>		
<b>HR1</b>	Percentage and total number of significant investment agreements that include human rights clauses or that underwent <a href="#">human rights screening</a> . (Core)	<a href="#">See Human Rights Policy</a>
<b>HR2</b>	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken. (Core)	<a href="#">See Human Rights Policy</a>
<b>HR3</b>	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
<b>Non-discrimination</b>		
<b>HR4</b>	Total number of incidents of discrimination and actions taken. (Core)	48-85
<b>Freedom of Association and Collective Bargaining</b>		
<b>HR5</b>	Operations identified in which the right to exercise freedom of association or <a href="#">collective bargaining</a> may be at significant risk, and actions taken to support these rights. (Core)	<a href="#">See Human Rights Policy</a>
<b>Child Labor</b>		
<b>HR6</b>	Operations identified as having significant risk for incidents of <a href="#">child labor</a> , and measures taken to contribute to the elimination of child labor. (Core)	<a href="#">See Human Rights Policy</a>
<b>Forced and Compulsory Labor</b>		
<b>HR7</b>	Operations identified as having significant risk for incidents of <a href="#">forced or compulsory labor</a> , and measures taken to contribute to the elimination of forced or compulsory labor. (Core)	<a href="#">See Human Rights Policy</a>
<b>Security Practices</b>		
<b>HR8</b>	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
<b>Indigenous Rights</b>		
<b>HR9</b>	Total number of incidents of violations involving rights of indigenous people and actions taken. (Additional)	N/A



GRI Indicator	Description	Page(s)
<b>9. Society</b>		
<b>Community</b>		
<b>S01</b>	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
<b>Corruption</b>		
<b>S02</b>	Percentage and total number of business units analyzed for risks related to corruption. (Core)	<a href="#">Worldwide Business Conduct Manual</a>
<b>S03</b>	Percentage of employees trained in organization's anti-corruption policies and procedures. (Core)	<a href="#">Worldwide Business Conduct Manual</a>
<b>S04</b>	Actions taken in response to incidents of corruption. (Core)	<a href="#">Worldwide Business Conduct Manual</a>
<b>Public Policy</b>		
<b>S05</b>	<a href="#">Public policy</a> positions and participation in public policy development and lobbying. (Core)	
<b>S06</b>	Total value of <a href="#">financial and in-kind contributions</a> to political parties, politicians and related institutions by country. (Additional)	
<b>Anti-Competitive Behavior</b>		
<b>S07</b>	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes. (Additional)	N/A
<b>Compliance</b>		
<b>S08</b>	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)
<b>10. Product Responsibility</b>		
<b>Consumer Health and Safety</b>		
<b>PR1</b>	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)	<a href="#">Product Safety</a>
<b>PR2</b>	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
<b>Product and Service Labeling</b>		
<b>PR3</b>	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements. (Core)	<a href="#">Product Safety</a>
<b>PR4</b>	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
<b>PR5</b>	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	19
<b>Marketing Communications</b>		
<b>PR6</b>	Programs for adherence to laws, standards and voluntary codes related to marketing communications, including advertising, promotion and sponsorship. (Core)	<a href="#">Responsible Sales and Marketing Practices, Worldwide Business Conduct Manual</a>
<b>PR7</b>	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
<b>Customer Privacy</b>		
<b>PR8</b>	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data. (Additional)	N/A
<b>Compliance</b>		
<b>PR9</b>	Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services. (Core) <i>Note: We do not track this information globally.</i>	N/A