GRI Indicator	Description	Reference/Response	UN Global Compact Principle Alignment
Strategy & Analysis			
G4-1	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 Read Detailed Response	
Organizational Profile			
G4-3	Report the name of the organization	Interpublic Group of Companies, Inc.	
G4-4	Report the primary 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	
G4-5	Report the location of the organization's headquarters	909 Third Avenue New York, New York 10022	
G4-6	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. Read Detailed Response	
G4-7	Report the nature of ownership and legal form	IPG is a publicly traded company. Read Detailed Response	
G4-8	Report the markets served	We are one of the world's premier global advertising and marketing services companies. Read Detailed Response	
G4-9	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. Read Detailed Response	

GRI Indicator	Description	Reference/Response	UN Global Compact Principle Alignment
G4-10	a. Report the total number of employees by employment contract and gender. b. Report the total number of permanent employees by employment type and gender. c. Report the total workforce by employees and supervised workers and by gender d. Report the total workforce by region and gender. 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. f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).	*Note this response is cross-referenced for G4-10, G4-LA1, G4-LA2, G4-LA10, and G4-LA11.* Read Detailed Response **STRONGER** IPG's Women's Leadership Network Appoints Darla Price as National Chair *10/05/2016* Profiles in Diversity Journal Recognizes IPG IDEAL Program *10/21/2016* IPG Sponsors the 3% Conference *11/03/2016*	
G4-11	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	
G4-12	Describe the organization's supply chain.	Understanding and Monitoring the Conduct and Impact of our Supply Chain Read Detailed Response	
G4-13	a. 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	

GRI Indicator	Description	Reference/Response	UN Global Compact Principle Alignment
G4-14	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.	
G4-15	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	
G4-16	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. Read Detailed Response	

Identified Material Aspects & Boundaries

G4-17	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 IPG 10k, Page 2. Read Detailed Response	
G4-18	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. Read Detailed Response	
G4-19	List all the Material Aspects identified in the process for defining report content	Click below for a list of material GRI G4 aspects that were identified in the process for defining report content which included a comprehensive stakeholder-driven materiality assessment detailed in this report. Read Detailed Response	

GRI Indicator	Description	Reference/Response	UN Global Compact Principle Alignment
G4-20	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	Unless otherwise noted, the boundary for the disclosures in our report represent the entire Interpublic entity as described in our 10K annual report.	
G4-21	For each material Aspect, report the Aspect Boundary outside the organization, as follows: report whether the Aspect is material outside the organization; if the Aspect is material outside of the organization identify the entities, groups or entities or elements for which the aspect is material and describe the geographic area where the Aspect is material for the entities identified; report any specific limitation regarding the Aspect Boundary outside the organization.	Unless otherwise noted, the boundary for the disclosures in our report represent the entire Interpublic entity as described in our 10K annual report.	
G4-22	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.	
G4-23	a. Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	This year Interpublic has continued our journey of calculating GHG emissions by expanding our initial boundary to include offices in the United Kingdom. This is in addition to our original boundary which included our largest offices in North America. In North America we included all offices which are over 100,000 square feet and in the UK we included 90% of our leased facilities and 100% of our owned facilities.	

Stakeholder Engagement

G4-24	Provide a list of stakeholder groups engaged by the organization.	*Note this response will be cross-referenced for G4-24, G4-25 and G4-26* Read Detailed Response	

GRI Indicator	Description	Reference/Response	UN Global Compact Principle Alignment
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	*Note this response will be cross-referenced for G4-24, G4-25 and G4-26.* Read Detailed Response	
G4-26	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 G4-24, G4-25 and G4-26.* Read Detailed Response	
G4-27	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	

Report Profile

G4-28	Reporting period (such as fiscal or calendar year) for information provided.	We are reporting on a calendar year cycle.	
G4-29	Date of most recent previous report.	IPG published its last sustainability report in May of 2016. We update our sustainability site, STRONGER, on a weekly basis.	
G4-30	Reporting cycle.	IPG reports annually.	
G4-31	Provide 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	
G4-32	Report the in accordance option the organization has chosen. Report the GRI Content Index for the chosen option. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be in accordance with the Guidelines.	The GRI G4 Guidelines served as a guide for our reporting and our report includes a GRI content index, but we do not declare in accordance with either core or comprehensive levels.	

GRI Indicator	Description	Reference/Response	UN Global Compact Principle Alignment
G4-33	Report the organization's policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. Report the relationship between the organization and the assurance providers. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	This report has not been externally assured.	

Governance

G4-34	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. Read Detailed Response	

Ethics & Integrity

G4-56	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. Read Detailed Response	Principle 10: Anti-Corruption

Economic

G4-EC1	Direct economic value generated and distributed	See detail at link below. Read Detailed Response	
G4-EC3	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	

GRI Indicator	Description	Reference/Response	UN Global Compact Principle Alignment
G4-EC8	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 Read Detailed Response **STRONGER** Mullen Lowe Lintas Creates New Work for Lifebuoy's "Help a Child Reach 5" *12/31/2015* The Martin Agency Supports Rowing and Fresh Water Around the World *08/11/2016* McCann Launches Campaign Encouraging Urban Sanitation in India *09/15/2016* IPG Continues Support of SDG #6 – Look for Stories on STRONGER *10/05/2016* MullenLowe Singapore Creates New Campaign to Raise Awareness of Singapore Red Cross *10/13/2016*	

Labor Practices & Decent Work

G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	*Note this response is cross-referenced for G4-10, G4-LA1, G4-LA2, G4-LA10, and G4-LA11.* Read Detailed Response **STRONGER** IPG Receives Perfect Score on HRC Corporate Equality Index for LGBT Workplace Equality *12/05/2016*	Principle 6: Labour
G4-LA2	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 G4-10, G4-LA1, G4-LA2, G4-LA10, and G4-LA11.* Read Detailed Response	
G4-LA10	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 G4-10, G4-LA1, G4-LA2, G4-LA10, and G4-LA11.* Read Detailed Response	
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	*Note this response is cross-referenced for G4-10, G4-LA1, G4-LA2, G4-LA10, and G4-LA11* Read Detailed Response	Principle 6: Labour

GRI Indicator	Description	Reference/Response	UN Global Compact Principle Alignment
G4-LA12	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. Read Detailed Response **STRONGER** Profiles in Diversity Journal Recognizes IPG IDEAL Program *10/21/2016* IPG Sponsors the 3% Conference *11/03/2016* IPG Receives Perfect Score on HRC Corporate Equality Index for LGBT Workplace Equality *12/05/2016*	Principle 6: Labour
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	Please note this response is cross-referenced for G4-EN32, G4-LA14, G4-SO9 and G4-HR10 Read Detailed Response	
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	We provide our employees with a number of different approaches to express concerns about their work environments. Read Detailed Response	

Environment

G4-EN3	Energy consumption within the organization	*Note this response is cross-referenced for G4-EN3, G4-EN5, G4-EN6, G4-EN15, G4-EN16, G4-EN 18 and G4-EN 19* Read Detailed Response	Principle 7: Environment Principle 8: Environment
G4-EN5	Energy intensity	Note this response is cross-referenced for G4-EN3, G4-EN5, G4-EN6, G4-EN15, G4-EN16, G4-EN 18 and G4-EN 19. Read Detailed Response	Principle 8: Environment
G4-EN6	Reduction of energy consumption	Note this response is cross-referenced for G4-EN3, G4-EN5, G4-EN6, G4-EN15, G4-EN16, G4-EN 18 and G4-EN 19. Read Detailed Response **STRONGER** Tierney Proves that Anybody Can Save Energy with PECO *12/06/2016*	Principle 8: Environment Principle 9: Environment

GRI Indicator	Description	Reference/Response	UN Global Compact Principle Alignment
G4-EN7	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 **STRONGER** IPG Puts Sustainability into Action *06/28/2012* IPG's Travel Is Getting Greener *09/12/2014* IPG is Making Sustainability a Priority *10/30/2018*	Principle 8: Environment Principle 9: Environment
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Note this response is cross-referenced for G4-EN3, G4-EN5, G4-EN6, G4-EN15, G4-EN16, G4-EN 18 and G4-EN 19. Read Detailed Response	Principle 7: Environment Principle 8: Environment
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Note this response is cross-referenced for G4-EN3, G4-EN5 G4-EN6, G4-EN15, G4-EN16, G4-EN 18 and G4-EN 19. Read Detailed Response	Principle 7: Environment Principle 8: Environment
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3) • 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. • 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.	Smart travel policies – traveling less where possible, traveling lighter and traveling smarter – is a shared goal that we have committed to. Read Detailed Response **STRONGER** IPG is Making Sustainability a Priority *10/30/2018*	Principle 7: Environment Principle 8: Environment

GRI Indicator	Description	Reference/Response	UN Global Compact Principle Alignment
G4-EN18	Greenhouse gas (GHG) emissions intensity	Note this response is cross-referenced for G4-EN3, G4-EN5 G4-EN6, G4-EN15, G4-EN16, G4-EN 18 and G4-EN 19. Read Detailed Response	Principle 8: Environment
G4-EN19	Reduction of greenhouse gas (GHG) emissions	Note this response is cross-referenced for G4-EN3, G4-EN5 G4-EN6, G4-EN15, G4-EN16, G4-EN 18 and G4-EN 19. Read Detailed Response **STRONGER** Virgo Health And RB Tackle Effects of Air Pollution on Children *07/11/2016* McCann Global Health Wins Global Alliance for Clean Cookstoves *08/08/2016*	Principle 8: Environment Principle 9: Environment
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	IPG's primary asset is our people. As a client services company with clients around the world, our employees travel frequently for business. We are working to mitgate the impact of this travel. Read Detailed Response	Principle 7: Environment Principle 8: Environment
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Please note this response is cross-referenced for G4-EN32, G4-LA14, G4-SO9 and G4-HR10. Read Detailed Response	Principle 8: Environment

Human Rights

G4-HR2	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. Read Detailed Response	Principle 1: Human Rights
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Please note this response is cross-referenced for G4-EN32, G4-LA14, G4-SO9 and G4-HR10. Read Detailed Response	Principle 2: Human Rights

Society

G4-SO3	Total number and percentage of operations asessed for risks related to corruption and the significant risks identified	Interpublic assesses 100% of our operations for risks related to corruption. Read Detailed Response	Principle 10: Anti-Corruption
G4-SO4	Communication and training on anti-corruption policies and procedures	IPG regularly communicates its anti-corruption policies and procedures by a variety of methods. Read Detailed Response	

GRI Indicator	Description	Reference/Response	UN Global Compact Principle Alignment
G4-SO6	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	
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Please note this response is cross-referenced for G4-EN32, G4-LA14, G4-SO9 and G4-HR10. Read Detailed Response	