






2017-2018 Cross reference table of Societe Generale with GRI 4, Global Compact, EP 3, UNEP-FI

Category	Indicators	 	2018 Registration Document (Art.225 Grenelle 2)					CSR Website <a href="https://www.societegenerale.com/en/measuring-our-performance/csr">https://www.societegenerale.com/en/measuring-our-performance/csr</a>  Additional information: Integrated report (PDF) Digital Integrated report	
			Indicators Art. 225	Chapitres du Document de Référence 2018					
<b>Strategy and Analysis</b>	Statement from the most senior decision-maker of the Bank (CEO) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability	G4-1.a	Art. R. 225-1/5	Chapter 1 (p. 4/5)	All principles	All principles	All principles	P. 2 and 8 (RI PDF) Vision/Message from F. Oudéa (RI digital)	
	Key impacts, risks, and opportunities	G4-2.a	Art. R. 225-1/5	Chapters 3, 4 and 5	Principles 7, 8, 9	Principles 1 to 4	2.3	P. 24/25,42/43,46/47, 48/49, 52 (IR PDF) Strategy and perspectives ; Corporate social responsibility (digital IR) About us / Identity and strategy (societegenerale.com)	
<b>Organisational profile</b>	The name of the organization	G4-3.a	/	Chapter 7 (p. 504)	/	/	/	P. 53 (IR PDF) Governance and Organisation (digital IR) Legal information (societegenerale.com)	
	The primary brands, products, and services	G4-4.a	/	Chapter 2	/	/	/	P. 4/5, 16, 18/19, 34/41, 42/48 (IR PDF) Vision/Societe Generale today, Strategy and perspectives ; Value creation Dynamic businesses ; Positive impact innovation (digital IR)	
	The location of the organization's headquarters	G4-5.a	/	Chapter 7 (p. 539)	/	/	/	P. 53 (IR PDF) Legal mentions (societegenerale.com)	
	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	G4-6.a	/	/	Chapter 1 and 2	/	/	/	P. 6/7 (IR PDF) Vision/About us (digital IR) About us/Locations (societegenerale.com)
	The nature of ownership and legal form	G4-7.a	/	/	Chapter 7 (p. 539)	/	/	/	P. 53 (IR PDF) Legal mentions (societegenerale.com)
	The markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	G4-8.a	/	/	Chapters 1 and 2	/	/	/	P. 18/19, 34/41 (IR PDF) Value creation ; Dynamic businesses (digital IR) About us/Businesses (societegenerale.com)
	The scale of the organization, including: total number of employees, total number of operations, net sales (for private sector organizations) or net revenues (for public sector organizations), total capitalization broken down in terms of debt and equity (for private sector organizations), quantity of products or services provided	G4-9.a	/	/	Chapters 1, 2, 5 and 7	/	/	/	P. 4/5, 6/7, 34/41 (IR PDF) Vision/Societe Generale today and About us; Dynamic businesses, CSR (digital IR) measuring-our-performance/CSR/Responsible employer (societegenerale.com)
	The total number of employees by employment contract and gender	G4-1.a	/	/	Chapter 5	/	/	/	P. 22/23 (IR PDF) Value creation / Succeeding together ; CSR (digital IR); measuring-our-performance / CSR / Responsible employer (societegenerale.com)
	The total number of permanent employees by employment type and gender	G4-10.b	/	/	Chapter 5	/	/	/	P. 22/23 (IR PDF) Value creation/Succeeding together ; CSR (digital IR) measuring-our-performance/CSR/Responsible employer (societegenerale.com)
	The total workforce by employees and supervised workers and by gender	G4-10.c	/	/	Chapter 5	/	/	/	P. 22/23 (IR PDF) Value creation/Succeeding together ; CSR (digital IR) measuring-our-performance/CSR/Responsible employer (societegenerale.com)
The total workforce by region and gender	G4-10.d	/	/	Chapter 5	/	/	/	P. 22/23 (IR PDF) Value creation/Succeeding together ; CSR (digital IR) measuring-our-performance/CSR/Responsible employer (societegenerale.com)	

	The percentage of total employees covered by collective bargaining agreements	G4-11.a	/	Chapter 5	/	/	/	P. 22/23 (IR PDF) Value creation/Succeeding together ; CSR (digital IR) measuring-our-performance/CSR/Responsible employer (societegenerale.com)
	Describe the organization's supply chain	G4-12.a	/	Chapter 5 (p. 270/272)	/	/	/	P. 19 (RI PDF) CSR (RI Digital) measuring-our-performance/csr/responsible-sourcing (societegenerale.com)
	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	G4-13.a	/	Chapters 1, 2 and 5	/	/	/	P. 26/29 (IR PDF) Governance and organisation (digital IR) about-us/identity-and-strategy (societegenerale.com)
	Report whether and how the precautionary approach or principle is addressed by the organization	G4-14.a	/	Chapters 4 and 5	All principles	Principles 1, 2, 3, 4, 5	2.1	P. 32/33 (IR PDF) Governance and organisation ; Corporate Social Responsibility (digital IR); about-us/identity-and-strategy (societegenerale.com)
	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	G4-15.a	/	Chapters 3 (p. 85/92), 4 (p. 228/231), 5 (p. 239/241, 256, 263, 265/270, 272 et 288)	/	Principle 8	3.4	P. 20, 23, 30/31, 47 (IR PDF) Governance and organisation ; Corporate Social Responsibility (digital IR); measuring-our-performance/csr ;/responsible-finance (societegenerale.com)
	List memberships of associations (such as industry associations) and national or international advocacy organizations in 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	G4-16.a	/	Chapter 5	/	/	/	P. 47 (RI PDF) Governance and organisation ; Corporate Social Responsibility (digital IR); measuring-our-performance/csr ;/responsible-finance (societegenerale.com)
<b>Identified Material Aspects and Boundaries</b>	All entities included in the organization's consolidated financial statements or equivalent documents	G4-17.a	/	Chapters 2 and 6	/	/	/	Corporate Social Responsibility (digital IR)
	Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report	G4-17.b	/	Chapters 2 and 6	/	/	/	Corporate Social Responsibility (digital IR)
	The process for defining the report content and the Aspect Boundaries	G4-18.a	/	Chapter 5 (p. 258 and 291)	/	/	/	P. 12 (RI PDF) Strategy and perspectives/Listening our stakeholders ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/reporting-compliance- and-ratings (societegenerale.com)
	How the organization has implemented the Reporting Principles for Defining Report Content	G4-18.b	/	Chapter 5 (p. 258 and 291)	/	/	/	P. 12 (RI PDF) Strategy and perspectives / Listening our stakeholders ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/reporting-compliance- and-ratings (societegenerale.com)
	All the material Aspects identified in the process for defining report content	G4-19.a	/	Chapter 5 (p. 258 and 291)	/	/	/	P. 12 (RI PDF) Strategy and perspectives / Listening our stakeholders ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/reporting-compliance- and-ratings (societegenerale.com)

	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 (as described in G4-17), 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	G4-20.a	/	Chapter 5 (p. 258 and 291)	/	/	/	P. 12 (RI PDF) Strategy and perspectives / Listening our stakeholders ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/reporting-compliance-and-ratings (societegenerale.com)
	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 or groups of entities or elements for which the Aspect is material. In addition, describe the geographical location where the Aspect is material for the entities identified. Report any specific limitation regarding the Aspect Boundary outside the organization	G4-21.a	/	Chapter 5 (p. 258 and 291)	All principles	All principles	/	P. 12 (RI PDF) Strategy and perspectives / Listening our stakeholders ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/reporting-compliance-and-ratings (societegenerale.com)
	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	G4-23 a.	/	Chapter 5 (p. 258 and 291)	/	/	/	P. 12 (RI PDF) Strategy and perspectives / Listening our stakeholders ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/reporting-compliance-and-ratings (societegenerale.com)
<b>Stakeholder engagement</b>	List of stakeholder groups engaged by the organization	G4-24 a.	3-b	Chapter 5 (p. 256/258)	All principles	All principles	1 ; 2 ; 3	P. 12; 22/23 (RI PDF) Strategy and perspectives / Listening our stakeholders ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/dialogue-with-stakeholders (societegenerale.com)
	The basis for identification and selection of stakeholders with whom to engage	G4-25 a.	3-b	Chapter 5 (p. 256/258)	All principles	All principles	1 ; 2 ; 3	P. 12; 22/23 (RI PDF) Strategy and perspectives / Listening our stakeholders ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/dialogue-with-stakeholders (societegenerale.com)
	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	G4-26 a.	3-b	Chapter 5 (p. 256/258)	All principles	All principles	1 ; 2 ; 3	P. 12; 22/23 (RI PDF) Strategy and perspectives / Listening our stakeholders ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/dialogue-with-stakeholders (societegenerale.com)
	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	G4-27 a.	3-b	Chapter 5 (p. 256/258)	All principles	All principles	1 ; 2 ; 3	P. 12; 22/23 (RI PDF) Strategy and perspectives / Listening our stakeholders ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/dialogue-with-stakeholders (societegenerale.com)
<b>Report profile</b>	Period (such as fiscal or calendar year) for information provided	G4-28.a	/	Chapter 5 (p. 291) and 7	/	/	/	measuring-our-performance/information-and-publications/corporate-social-responsibility;/rse/notation-et-reporting (societegenerale.com)
	Date of most recent previous report (if any)	G4-29.a	/	Chapter 5 (p. 291) and 7	/	/	/	measuring-our-performance/information-and-publications/corporate-social-responsibility;/rse/notation-et-reporting (societegenerale.com)
	Reporting cycle (such as annual, biennial)	G4-30.a	/	Chapter 5 (p. 291) and 7	/	/	/	measuring-our-performance/information-and-publications/corporate-social-responsibility;/rse/notation-et-reporting (societegenerale.com)

	Report the reference to the External Assurance Report, if the report has been externally assured	G4-32.c	Art. R. 225-1/5-2	Chapter 3 (p. 133) and 5 (p. 295)	/	/	/	measuring-our-performance/information-and-publications/corporate-social-responsibility;/rse/notation-et-reporting (societegenerale.com)
	The organization's policy and current practice with regard to seeking external assurance for the report	G4-33.a	Art. R. 225-1/5-2	Chapter 3 (p. 133) and 5 (p. 295)	/	/	/	measuring-our-performance/information-and-publications/corporate-social-responsibility;/rse/notation-et-reporting (societegenerale.com)
	If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided	G4-33.b	Art. R. 225-1/5-2	Chapter 5 (p. 295)	/	Principle 9	/	measuring-our-performance/information-and-publications/corporate-social-responsibility;/rse/notation-et-reporting (societegenerale.com)
	Report the relationship between the organization and the assurance providers	G4-33.c	Art. R. 225-1/5-2	Chapter 5 (p. 295)	/	Principle 9	/	measuring-our-performance/information-and-publications/corporate-social-responsibility;/rse/notation-et-reporting (societegenerale.com)
	Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report	G4-33.d	Art. R. 225-1/5-2	Chapter 5 (p. 295)	/	Principle 9	/	measuring-our-performance/information-and-publications/corporate-social-responsibility;/rse/notation-et-reporting (societegenerale.com)
<b>Governance</b>	The governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decisionmaking on economic, environmental and social impacts	G4-34.a	/	Chapters 3, 5 (p. 261)	All principles	All principles	/	P. 26/29 Corporate Social Responsibility (digital IR) measuring-our-performance/csr/csr-strategy-and-governance (societegenerale.com)
	The process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	G4-35.a	/	Chapters 3, 5 (p. 261)	All principles	All principles	/	P. 26/29 Corporate Social Responsibility (digital IR) measuring-our-performance/csr/csr-strategy-and-governance (societegenerale.com)
	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body	G4-36.a	/	Chapters 3, 5 (p. 261)	All principles	All principles	/	P. 26/29 Corporate Social Responsibility (digital IR) measuring-our-performance/csr/csr-strategy-and-governance (societegenerale.com)
	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body	G4-37.a	/	Chapters 3, 5 (p. 256/261)	All principles	All principles	/	P. 12 Corporate Social Responsibility (digital IR) measuring-our-performance/csr/csr-strategy-and-governance;/csr/responsible-finance (societegenerale.com)
<b>Ethics and integrity</b>	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	G4-56.a	/	Chapters 3, 4 and 5 (p. 239/242, 262/270)	/	All principles	/	P. 4/5, 30/31 (IR PDF) Governance and organisation ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/responsible-finance (societegenerale.com)
	The internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines	G4-57.a	/	Chapters 3, 4 and 5 (p. 239/242, 262/270)	Principles 3, 8, 10	Principles 4, 5, 6	/	P. 4/5, 30/31 (IR PDF) Governance and organisation ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/responsible-finance (societegenerale.com)
<b>Category: Economic</b>	<b>ECONOMIC PERFORMANCE</b>							
	Direct economic value generated and distributed	EC1	/	Chapters 2, 5 (p. 247, 252/255 and 282/290), 6 and 7	Tous les principes	All principes	Tous les principes	P. 10/11, 18/19, 42/51 (IR PDF) Strategy and perspectives / Trends and opportunities, Value creation/Model, Positive impact innovation, Corporate Social Responsibility (digital IR) measuring-our-performance/csr/solidarity-banking (societegenerale.com)
	Financial implications and other risks and opportunities for the organization's activities due to climate change	EC2	/	Chapters 4 and 5 (p. 147, 272/280)	Principes 7, 8 et 9	All principes	1, 2	P. 24/25; 46/47 (IR PDF) Value creation/Fighting climate change ; Corporate Social Responsibility (digital IR) measuring-our-performance/CSR/Environment (societegenerale.com)

Coverage of the organization's defined benefit plan obligations	EC3	1-a	Chapter 5 (p. 247, 251/252)	/	/	/	P. 22/23 Value creation/Succeeding together ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/responsible-employer (societegenerale.com)
Financial assistance received from government	EC4	/	Chapter 6	/	/	/	P. 42/51 (IR PDF) Positive impact innovation (digital IR) measuring-our-performance/csr/Innovation and social trends (societegenerale.com)
<b>MARKET PRESENCE</b>							
Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	EC5	1-a	Chapter 5 (p. 242/252)	/	/	/	Value creation/Succeeding together ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/responsible-employer (societegenerale.com)
Proportion of senior management hired from the local community at significant locations of operation	EC6	3-a	Chapter 5 (p. 242/252)	Principe 6	/	/	Value creation/Succeeding together ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/responsible-employer (societegenerale.com)
<b>INDIRECT ECONOMIC IMPACTS</b>							
Development and impact of infrastructure investments and services supported	EC7	/	Chapter 5 (p. 282/290 and 298)	Tous les principes	Principes 1, 2, 3, 4, 5, 7	Tous les principes	P. 42/51 (IR PDF) Positive impact innovation (digital IR) measuring-our-performance/CSR/Innovation and social trends (societegenerale.com)
Significant indirect economic impacts, including the extent of impacts	EC8	/	Chapter 5 (p. 280/290 and 298)	Tous les principes	Principes 1, 2, 3, 4, 5, 7	Tous les principes	P. 42/51 (IR PDF) Positive impact innovation, Corporate Social responsibility (digital IR); measuring-our-performance/CSR/Innovation and social trends (societegenerale.com)
<b>PROCUREMENT PRACTICES</b>							
Proportion of spending on local suppliers at significant locations of operation	EC9	3-a	Chapter 5 (p. 270/272, 294 and 298)	Principes 7, 8 et 9	/	2.4 ; 3	Corporate Social responsibility (digital IR); measuring-our-performance/csr/responsible-sourcing (societegenerale.com)
<b>Category: Environmental</b>							
<b>MATERIALS</b>							
Materials used by weight or volume	EN1	2-c	Chapter 5 (p. 277/279, 293 and 298)	Principes 7, 8 et 9	Principe 2	2.4	Value creation/Fighting climate change ; Corporate Social responsibility (digital IR); measuring-our-performance/csr/environment (societegenerale.com)
Percentage of materials used that are recycled input materials	EN2	2-b, 2-c	Chapter 5 (p. 277/279, 293 and 298)	Principes 7, 8 et 9	Principe 2	2.4	Value creation/Fighting climate change ; Corporate Social responsibility (digital IR); measuring-our-performance/csr/environment (societegenerale.com)
<b>ENERGY</b>							
Energy consumption within the organization	EN3	2-c	Chapter 5 (p. 277/279, 293 and 298)	Principes 7, 8 et 9	Principe 2	2.4	Value creation/Fighting climate change ; Corporate Social responsibility (digital IR); measuring-our-performance/csr/environment (societegenerale.com)
Energy consumption outside of the organization	EN4	2-c	Chapter 5 (p. 277/279, 293 and 298)	Principes 7, 8 et 9	Principe 2	2.4	Value creation/Fighting climate change ; Corporate Social responsibility (digital IR); measuring-our-performance/csr/environment (societegenerale.com)

Energy intensity	EN5	2-c	Chapter 5 (p. 277/279, 293 and 298)	Principes 7, 8 et 9	Principle 2	2.4	Value creation/Fighting climate change ; Corporate Social responsibility (digital IR); measuring-our-performance/csr/environment (societegenerale.com)
Reduction of energy consumption	EN6	2-c	Chapter 5 (p. 277/279, 293 and 298)	Principes 7, 8 et 9	Principle 2	2.4	Value creation/Fighting climate change ; Corporate Social responsibility (digital IR); measuring-our-performance/csr/environment (societegenerale.com)
Reductions in energy requirements of products and services	EN7	2-c	Chapter 5 (p. 273/275, 277/279, 293 and 298)	Principes 7, 8 et 9	Principle 2	2.4	Value creation/Fighting climate change ; Corporate Social responsibility (digital IR); measuring-our-performance/csr/environment (societegenerale.com)
<b>WATER</b>							
Total water withdrawal by source (municipal or water utilities)	EN8	/	Chapter 5 (p. 277/279, 293 and 298)	Principes 7, 8 et 9	Principle 2	2.4	Value creation/Fighting climate change ; Corporate Social responsibility (digital IR); measuring-our-performance/csr/environment (societegenerale.com)
<b>BIODIVERSITY</b>							
Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	EN11	2-e	Chapter 5 (p. 265/270, 277/279 and 293)	Principes 7, 8 et 9	Principles 2, 7	2	Value creation/Fighting climate change ; Governance and organisation / E&S General Principles ; /E&S Commitments ; / ESG Risks : Corporate Social Responsibility (digital IR) measuring-our-performance/csr/environment ; /responsible-finance (societegenerale.com)
Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	EN12	2-e	Chapter 5 (p. 265/270, 277/279 and 293)	Principes 7, 8 et 9	Principles 2, 7	2	Value creation/Fighting climate change ; Governance and organisation / E&S General Principles ; /E&S Commitments ; / ESG Risks : Corporate Social Responsibility (digital IR) measuring-our-performance/csr/environment ; /responsible-finance (societegenerale.com)
<b>EMISSIONS</b>							
Direct greenhouse gas (GHG) emissions (Scope 1)	EN15	2-d	Chapter 5 (p. 265/270, 277/279 and 293)	Principes 7, 8 et 9	Principles 1, 2, 3, 4	2.4	Value creation/Fighting climate change ; Governance and organisation / E&S General Principles ; /E&S Commitments ; / ESG Risks : Corporate Social Responsibility (digital IR) measuring-our-performance/csr/environment ; /responsible-finance (societegenerale.com)
Energy indirect greenhouse gas (GHG) emissions (Scope 2)	EN16	2-d	Chapitre 5 (p. 265/270, 277/279 et 293)	Principes 7, 8 et 9	Principles 1, 2, 3, 4	2.4	Value creation/Fighting climate change ; Governance and organisation / E&S General Principles ; /E&S Commitments ; / ESG Risks : Corporate Social Responsibility (digital IR) measuring-our-performance/csr/environment ; /responsible-finance (societegenerale.com)
Other indirect greenhouse gas (GHG) emissions (Scope 3)	EN17	2-d	Chapter 5 (p. 265/270, 277/279 and 293)	Principes 7, 8 et 9	Principles 1, 2, 3, 4	2.4	Value creation/Fighting climate change ; Governance and organisation / E&S General Principles ; /E&S Commitments ; / ESG Risks : Corporate Social Responsibility (digital IR) measuring-our-performance/csr/environment ; /responsible-finance (societegenerale.com)
Greenhouse gas (GHG) emissions intensity	EN18	2-d	Chapitre 5 (p. 265/270, 277/279 et 293)	Principes 7, 8 et 9	Principles 1, 2, 3, 4	2.4	Value creation/Fighting climate change ; Governance and organisation / E&S General Principles ; /E&S Commitments ; / ESG Risks : Corporate Social Responsibility (digital IR) measuring-our-performance/csr/environment ; /responsible-finance (societegenerale.com)

	Reduction of greenhouse gas (GHG) emissions	EN19	2-d	Chapter 5 (p. 265/270, 277/279 and 293)	Principes 7, 8 et 9	Principes 1, 2, 3, 4	2.4	Value creation/Fighting climate change ; Governance and organisation / E&S General Principles ; /E&S Commitments ; / ESG Risks : Corporate Social Responsibility (digital IR) measuring-our-performance/csr/environment ; /responsible-finance (societegenerale.com)	
<b>PRODUCTS AND SERVICES</b>									
	Extent of impact mitigation of environmental impacts of products and services	EN27	2-a, 2-e	Chapter 5 (p. 265/270, 273/275 and 293)	Principes 7, 8 et 9	Principe 4	2.7	Value creation/Fighting climate change ; Corporate Social responsibility (digital IR); measuring-our-performance/csr/environment (societegenerale.com)	
<b>TRANSPORT</b>									
	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	EN30	2-d	Chapter 5 (p. 277/279 and 293)	Principes 7, 8 et 9	/	2.3 ; 2.7	Value creation/Fighting climate change ; Corporate Social responsibility (digital IR); measuring-our-performance/csr/environment (societegenerale.com)	
<b>OVERALL</b>									
	Total environmental protection expenditures and investments by type	EN31	2-a	Chapter 5 (p. 277/279 and 293)	Principes 7, 8 et 9	Principe 4	2.3	Value creation/Fighting climate change ; Corporate Social responsibility (digital IR); measuring-our-performance/csr/environment (societegenerale.com)	
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>									
	Percentage of new suppliers that were screened using environmental criteria	EN32	2-a, 3-c	Chapter 5 (p. 270/272 and 294)	Principes 7, 8 et 9	Principes 1, 2, 3	2.3 ; 2.4	Corporate Social responsibility (digital IR); measuring-our-performance/csr/responsible-sourcing (societegenerale.com)	
<b>Category: Social - Labor practices and decent work</b>	<b>EMPLOYMENT</b>								
		Total number and rates of new employee hires and employee turnover by age group, gender and region	LA1	1-a	Chapter 5 (p. 242/252, 294 and 297)	Principes 1 à 6	/	/	Value creation/Succeeding together ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/responsible-employer (societegenerale.com)
		Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	LA2	1-a	Chapter 5 (p. 242/252 and 297) and 6 (p. 458)	Principes 1 à 6	/	/	Value creation/Succeeding together ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/responsible-employer (societegenerale.com)
	<b>LABOR/MANAGEMENT RELATIONS</b>								
		Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	LA4	1-c	Chapter 5 (p. 242/252 and 297)	Principes 3 à 6	/	/	Value creation/Succeeding together ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/responsible-employer (societegenerale.com)
	<b>OCCUPATIONAL HEALTH AND SAFETY</b>								
		Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programmes	LA5	1-d	Chapter 5 (p. 242/252 and 297)	Principes 1 à 6	/	/	Value creation/Succeeding together ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/responsible-employer (societegenerale.com)
		Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	LA6	1-b, 1-d	Chapter 5 (p. 242/252, 294 and 297)	Principes 1 à 6	/	/	Value creation/Succeeding together ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/responsible-employer (societegenerale.com)
		Workers with high incidence or high risks of diseases related to their occupation	LA7	1-d	Chapter 5 (p. 242/252, 294 and 297)	Principes 1 à 6	/	/	Value creation/Succeeding together ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/responsible-employer (societegenerale.com)
		Health and safety topics covered in formal agreements with trade unions	LA8	1-d	Chapter 5 (p. 242/252, 294 and 297)	Principe 3	/	/	Value creation/Succeeding together ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/responsible-employer (societegenerale.com)

TRAINING AND EDUCATION								
Average hours of training per year per employee by gender, and by employee category	LA9	1-e	Chapter 5 (p. 242/252 and 294)	Principes 1, 2	/	/	Value creation/Succeeding together ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/responsible-employer (societegenerale.com)	
Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	LA10	1-e	Chapter 5 (p. 242/252 and 294)	Principes 1, 2	/	/	Value creation/Succeeding together ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/responsible-employer (societegenerale.com)	
Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	LA11	1-e	Chapter 5 (p. 242/252 and 294)	Principes 1, 2	/	/	Value creation/Succeeding together ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/responsible-employer (societegenerale.com)	
DIVERSITY AND EQUAL OPPORTUNITY								
Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	LA12	1-f	Chapters 3 and 5 (p. 242/252 and 294)	Principe 6	/	/	Value creation/Succeeding together ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/responsible-employer (societegenerale.com)	
EQUAL REMUNERATION FOR WOMEN AND MEN								
Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	LA13	1-f	Chapters 3 and 5 (p. 242/252 and 294)	Principe 6	/	/	Value creation/Succeeding together ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/responsible-employer (societegenerale.com)	
SUPPLIER ASSESSMENT FOR LABOR PRACTICES								
Percentage of new suppliers that were screened using labor practices criteria	LA14	3-c	Chapter 5 (p. 265/272 and 294)	Principes 1, 2	/	2	Governance and organisation / E&S General Principles ; /E&S Commitments ; / ESG Risks : Corporate Social Responsibility (digital IR); measuring-our-performance/csr/responsible-sourcing; CSR/responsible-finance (societegenerale.com)	
Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	LA15	3-c	Chapter 5 (p. 265/272 and 294)	Principes 1, 2	/	2.2 ; 2.3	Governance and organisation / E&S General Principles ; /E&S Commitments ; / ESG Risks : Corporate Social Responsibility (digital IR); measuring-our-performance/csr/responsible-sourcing; CSR/responsible-finance (societegenerale.com)	
Category: Social - Human rights	FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING							
	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	HR4	1-d, 3-c	Chapter 5 (p. 242/255, 265/272 and 294)	Principe 3	Principes 1, 4	/	Governance and organisation / E&S General Principles ; /E&S Commitments ; / ESG Risks : Corporate Social Responsibility (digital IR); measuring-our-performance/csr/responsible-sourcing; CSR/responsible-finance; /csr/responsible-employer (societegenerale.com)
	CHILD LABOR							
	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor	HR5	1-d, 3-c	Chapter 5 (p. 265/272)	Principes 2, 5	All principles	2.2 ; 2.3	Governance and organisation / E&S General Principles ; /E&S Commitments ; / ESG Risks : Corporate Social Responsibility (digital IR); measuring-our-performance/csr/responsible-sourcing; CSR/responsible-finance (societegenerale.com)
	FORCED OR COMPULSORY LABOR							
	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	HR6	1-d	Chapter 5 (p. 265/272)	Principes 2, 4	Principes 1, 4	2.2 ; 2.3	Governance and organisation / E&S General Principles ; /E&S Commitments ; / ESG Risks : Corporate Social Responsibility (digital IR); measuring-our-performance/csr/responsible-sourcing; CSR/responsible-finance (societegenerale.com)
	SUPPLIER HUMAN RIGHTS ASSESSMENT							
	Percentage of new suppliers that were screened using human rights criteria	HR10	/	Chapter 5 (p. 265/272)	Principes 1, 2	/	Principes 1, 2	Governance and organisation / E&S General Principles ; /E&S Commitments ; / ESG Risks : Corporate Social Responsibility (digital IR); measuring-our-performance/csr/responsible-sourcing; CSR/responsible-finance (societegenerale.com)



LOCAL COMMUNITIES								
Access points in low-populated or economically disadvantaged areas by type	FS13	/	Chapter 5 (p.280/288)	Principes 1, 2	All principles	2.7	P. 44/45 and 48/49 (IR PDF) Positive Impact Innovation /Supporting local growth through innovation ; /Contributing to the sustainable development of Africa ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/Innovation and social trends (societegenerale.com)	
Initiatives to improve access to financial services for disadvantaged people	FS14	/	Chapter 5 (p.280/288)	Principes 1, 2	All principles	2.7	P. 44/45 and 48/49 (IR PDF) Positive Impact Innovation /Supporting local growth through innovation ; /Contributing to the sustainable development of Africa ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/Innovation and social trends (societegenerale.com)	
ANTI-CORRUPTION								
Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	SO3	3-d	Chapters 4 and 5 (p. 240/241 and 262/264)	Principe 10	Principe 1	2.2 ; 2.3	P. 26/27, 30/33 (IR PDF) Governance and organisation ; Corporate Social Responsibility (digital IR); measuring-our-performance/csr/responsible-finance (societegenerale.com)	
Communication and training on anti-corruption policies and procedures	SO4	3-d	Chapters 4 and 5 (p. 240/241 and 262/264)	Principe 10	Principe 4	2.2 ; 2.3	P. 26/27, 30/33 (IR PDF) Governance and organisation ; Corporate Social Responsibility (digital IR); measuring-our-performance/csr/responsible-finance (societegenerale.com)	
SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY								
Percentage of new suppliers that were screened using criteria for impacts on society	SO9	3-c	Chapter 5 (p. 270/272, 294 and 298)	/	/	2.3	Corporate Social Responsibility (digital IR) measuring-our-performance/csr/responsible-sourcing (societegenerale.com)	
Significant actual and potential negative impacts on society in the supply chain and actions taken	SO10	3-c	Chapter 5 (p. 265/272 and 298)	/	/	2.3	Governance and organisation / E&S General Principles ; /E&S Commitments ; / ESG Risks : Corporate Social Responsibility (digital IR); measuring-our-performance/csr/responsible-sourcings ; csr/responsible-finance (societegenerale.com)	
Category: Social - Product Responsibility	CUSTOMER HEALTH AND SAFETY							
	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	PR1	3-d	Chapter 5 (p. 265/270)	/	Principe 2	2.7	Governance and organisation / E&S General Principles ; /E&S Commitments ; / ESG Risks : Corporate Social Responsibility (digital IR); measuring-our-performance/ csr/responsible-finance (societegenerale.com)
	PRODUCT AND SERVICE LABELLING							
	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	PR3	/	/	/	Principe 1	3.2	/
	Initiatives to enhance financial literacy by type of beneficiary	FS16	/	Chapter 5 (p. 286)	/	Principe 4	3.2	Positive impact innovation /Supporting local growth through innovation (digital IR)
	Results of surveys measuring customer satisfaction	PR5	/	Chapter 5 (p. 242/252 and 294)	/	/	3.2 ; 3.3	P. 23 (IR PDF) Value creation/Succeeding together ; Corporate Social Responsibility (digital IR) measuring-our-performance/csr/responsible-employer (societegenerale.com)
	PRODUCT PORTFOLIO							
	Policies with specific environmental and social components applied to business lines	FS1	/	Chapter 5 (p. 265/270)	/	All principles	2	Governance and organisation / E&S General Principles ; /E&S Commitments ; / ESG Risks : Corporate Social Responsibility (digital IR); measuring-our-performance/ csr/responsible-finance (societegenerale.com)

Procedures for assessing and screening environmental and social risks in business lines	FS2	/	Chapter 5 (p. 265/270)	/	All principles	2	Governance and organisation / E&S General Principles ; /E&S Commitments ; / ESG Risks : Corporate Social Responsibility (digital IR); measuring-our-performance/ csr/responsible-finance (societegenerale.com)
Processes for monitoring clients' implementation of and compliance with environmental and social requirements included in agreements or transactions	FS3	/	Chapter 5 (p. 265/270)	/	All principles	2	Governance and organisation / E&S General Principles ; /E&S Commitments ; / ESG Risks : Corporate Social Responsibility (digital IR); measuring-our-performance/ csr/responsible-finance (societegenerale.com)
Process(es) for improving staff competency to implement the environmental and social policies and procedures as applied to business lines	FS4	/	Chapter 5 (p. 265/270)	/	All principles	2	Governance and organisation / E&S General Principles ; /E&S Commitments ; / ESG Risks : Corporate Social Responsibility (digital IR); measuring-our-performance/ csr/responsible-finance (societegenerale.com)
Interactions with clients/investees/business partners regarding environmental and social risks and opportunities	FS5	/	Chapter 5 (p. 265/270)	/	Principle 5	3.3	Governance and organisation / E&S General Principles ; /E&S Commitments ; / ESG Risks : Corporate Social Responsibility (digital IR); measuring-our-performance/ csr/responsible-finance (societegenerale.com)
Percentage of the portfolio for business lines by specific region, size (e.g. micro/SME/large) and by sector	FS6	/	Chapter 1	/	Principle 5	3.3	P. 34/41 (IR PDF) Dynamic businesses (digital IR) about-us/our-businesses (www.societegenerale.com)
<b>AUDIT</b>							
Coverage and frequency of audits to assess implementation of environmental and social policies and risk assessment procedures	FS9	/	Chapter 5 (p. 265/270 and 295)	/	/	/	Governance and organisation / E&S General Principles ; /E&S Commitments ; / ESG Risks : Corporate Social Responsibility (digital IR); measuring-our-performance/ csr/responsible-finance (societegenerale.com)