


Profil	Sustainable Development and Annual Report (relevant pages)	Sustainable Development Indicators (relevant pages)	Reporting status
1. Strategy and Analysis			
1.1 Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	4-5		■
1.2 Description of key impacts, risks, and opportunities.	26-29		■
2. Organisation profile			
2.1 Name of the organization	Inside front cover		■
2.2 Primary brands, products, and/or services.	Inside front cover		■
2.3 Operational structure of the organization.	6-7		■
2.4 Location of organization's headquarters.	89		■
2.5 Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	10-11		■
2.6 Nature of ownership and legal form	3,9	14-15	■
2.7 Markets served	10-11, 58-59, 64-68	18-20, 27-28	■
2.8 Scale of the reporting organization	10-11		■
2.9 Significant changes during the reporting period regarding size, structure, or ownership			■
2.10 Awards received in the reporting period	39	97	■
3. Report Parameters			
REPORT PROFILE			
3.1 Reporting period for information provided		4	■
3.2 Date of most recent previous report		4	■
3.3 Reporting cycle		4	■
3.4 Contact point for questions regarding the report or its contents	88	4	■
Report scope and boundary			
3.5 Process for defining report content including : - Determining materiality - Prioritizing topics within the report; and - Identifying stakeholders the organization expects to use the report.	88	4	■
3.6 Boundary of the report		4,48-50, 75	■
3.7 State any specific limitations on the scope or boundary of the report.		4,48-50, 75	■
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 between organizations.		4,48-50, 75	■
3.9 Data measurement techniques and the bases of calculations.		4,48-50, 75	■
3.10 Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement.		4,48-50, 75	■
3.11 Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.		4,48-50, 75	■

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3.12 Table identifying the location of the Standard Disclosures in the report.		126-131	
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ASSURANCE


3.13 Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s).	88	4, 11-12, 132-133	
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4. Governance, Commitments & Engagement

GOVERNANCE

4.1 Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	2-7	5-12	
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4.2 Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).		5	
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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.	N/r	N/r	
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4.4 Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	8		
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4.5 Linkage between compensation for members of the highest governance body, senior managers, and executives, and the organization's performance.		8-9, 118	
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4.6 Processes in place for the highest governance body to ensure conflicts of interest are avoided.		11-12, 124-125	
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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.		5	
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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.	32, 38, 43	11-12, 103-104, 124-125	
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4.9 Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance.	32	11-12	
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4.10 Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.		6-9	
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COMMITMENTS TO EXTERNAL INITIATIVES

4.10 Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	44-47, 50-53	49, 37-38, 41-43	
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4.12 Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	32, 43, 50-51	11, 46	
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4.13 Memberships in associations (such as industry associations) and/or national/international advocacy organizations.	33, 65		
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STAKEHOLDER ENGAGEMENT

4.14 List of stakeholder groups engaged by the organization.	33		
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4.15 Basis for identification and selection of stakeholders with whom to engage.	33		
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4.16 Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	43	46, 97	
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4.17 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.	26-27, 28-29, 43	97	
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Indicator		Sustainable Development and Annual Report (relevant pages)	Sustainable Development Indicators (relevant pages)	Reporting status
Economy				
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.	74-75	14-17, 21, 116, 118-120	
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	26-27	29-30	
EC3	Coverage of the organization's defined benefit plan obligations.		121	
EC4	Significant financial assistance received from government.			
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.		116	
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.		22-23	
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.		76, 82, 104	
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	54-55	122-123	
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.			
Environment				
EN1	Materials used by weight or volume.		64, 66	
EN2	Percentage of materials used that are recycled input materials.		37-38	
EN3	Direct energy consumption by primary energy source.	86	51-53	
EN4	Indirect energy consumption by primary source.		52	
EN5	Energy saved due to conservation and efficiency improvements.		25-26	
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	52-53	25-26	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.		25-26	
EN8	Total water withdrawal by source.	87	62-63	
EN9	Water sources significantly affected by withdrawal of water.		63	
EN10	Percentage and total volume of water recycled and reused.	52-53	63	
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.		73	
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.		73	
EN13	Habitats protected or restored.		73	
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.		73	
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations by level of extinction risk.		73	


EN16	Total direct and indirect greenhouse gas emissions by weight.	86	54-56	
EN17	Other relevant indirect greenhouse gas emissions by weight.		29-32, 57	
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	44-47, 52-53	57	
EN19	Emissions of ozone-depleting substances by weight.	45	61	
EN20	NOx, SOx, and other significant air emissions by type and weight.		33-36, 59-61	
EN21	Total water discharge by quality and destination.		71-72	
EN22	Total weight of waste by type and disposal method.	87	64-69	
EN23	Total number and volume of significant spills.		73	
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.		70	
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.			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	82-83	33, 73	
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.		66	
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.		73	
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.			
EN30	Total environmental protection expenditures and investments by type.			
Labour practices & decent work				
LA1	Total workforce by employment type, employment contract, and region.	84	75-82	
LA2	Total number and rate of employee turnover by age group, gender, and region.		81-85	
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.		116, 119-121	
LA4	Percentage of employees covered by collective bargaining agreements.		94-96	
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.		86, 89-90, 96	
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.		114	
LA7	Rates of injury, occupational diseases, lost day's, absenteeism and total number of work-related fatalities, by region.	41, 85	107-109, 111, 113	
LA8	Education, training, counseling, prevention and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.		110-113	

LA9	Health and safety topics covered in formal agreements with trade unions.		115	
LA10	Average hours of training per year per employee by employee category.		91	
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	36, 40	86, 90-92	
LA12	Percentage of employees receiving regular performance and career development reviews.		93	
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.		97-102	
LA14	Ratio of basic salary of men to women by employee category.		117-118	
Human rights				
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that underwent human rights screening.		103-104	
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.		22, 104	
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.		103	
HR4	Total number of incidents of discrimination and actions taken.		102	
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.		104	
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.		104	
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.		104	
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.		103	
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.		104-106	
Product responsibility				
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.	43	25-26, 39, 40-43, 45	
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services by type of outcomes.		45	
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	43, 61, 63	46	
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.		56	
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.		44	
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	43	46	
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes.		46	

PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.		45	
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.		45-46	
Society				
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.		104-105, 110, 122-123	
SO2	Percentage and total number of business units analyzed for risks related to corruption.		124	
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.		103, 124	
SO4	Actions taken in response to incidents of corruption.		124	
SO5	Public policy positions and participation in public policy development and lobbying.	33		
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	32		
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.		124-125	
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.		45-46, 125	

Standard indicators are in black

Additional indicators are in grey

 Fully reported

 Partially reported

 Not reported

n/r: not relevant

An annotated GRI index is available on the Group's sustainable development website.

Note that this supplement does not necessarily contain all of PSA Peugeot Citroën's response to a given indicator, even though its reporting status shows that it is partially or fully reported. This is because the reporting status reflects information disclosed in other media, such as the PSA Peugeot Citroën sustainable development website (www.sustainability.psa-peugeot-citroen.com) and the Group's Registration Document.

Correspondance between Global Compact and GRI indicators

Principle	GRI indicators	Code
1. Human Rights	1. Businesses are asked to support and respect the protection of international human rights within their sphere of influence.	HR1, HR2, HR3, HR5, HR6, HR7, HR8, HR9
	2. Make sure their own corporations are not complicit in human rights abuses.	1.1, EC1, HR1, HR2, HR8
2. Labour	3. Businesses are asked to uphold the freedom of association and the effective recognition of the right to collective bargaining.	HR5, LA4, LA5
	4. The elimination of all forms of forced and compulsory labour.	HR7
	5. The effective abolition of child labour.	HR6
	6. The elimination of discrimination in respect of employment and occupation.	HR4, LA2, LA10, LA13, LA14
3. Environment	7. Businesses are asked to support a precautionary approach to environmental challenges.	2.1
	9. Encourage the development and diffusion of environmentally friendly technologies.	EN2, EN5, EN6, EN7, EN10, EN13, EN14, EN18, EN21, EN22, EN26, EN27, EN30
	8. Undertake initiatives to promote greater environmental responsibility;	EN2, EN5, EN6, EN7, EN10, EN18, EN26, EN27
4. Anti-Corruption	10. Business should work against corruption in all its forms, including extortion and bribery.	SO2, SO3, SO4