

A decorative graphic on the left side of the page. It features several overlapping circles in various colors: a light grey circle at the top left, a yellow circle, a blue circle, a purple circle, a dark purple circle, and a green circle. These circles are connected by a network of light grey lines that curve and loop around them.

vivendi

2015

**CROSS-REFERENCE
TABLE**



CROSS REFERENCE TABLE | 2015

This table establishes the correspondances between the extra-financial information published by Vivendi in the period 2015 and the principal reporting references:

- **Guidelines of the Global Reporting Initiative (GRI - G4 version);**
- **GRI's Media Sector Supplement;**
- **Article 225 of the French Grenelle II law;**
- **Principles of the United Nations Global Compact;**
- **OECD Guidelines for Multinational Enterprises;**
- **United Nations Guiding Principles on Business and Human Rights (reporting framework).**

Thus, the table shows the location of the information required by the GRI Guidelines ("core" option) within the group's publications: the Annual Report 2015 (AR 2015); the CSR heading of Vivendi's institutional website (www.vivendi.com); the Extra-Financial Indicators Handbook 2015; the Communication on Progress 2015 (COP 2015) or any other document available online.

The table then presents the correspondances with the other extra-financial reporting references.

The information published in Vivendi's Annual Report 2015 have been subject to verification by Vivendi's Statutory Auditors.

Specification: the references to Article 225 of the French Grenelle II law are structured as follows:

A = "Provisions of the Law and General Reporting Principles";










B = "Social Data";

C = "Environmental Data";

D = "Information on Company's Commitments to Support Sustainable Development"












Legend: 📄 Annual Report 2015 (AR 2015) 🌐 Vivendi institutional website

GENERAL STANDARD DISCLOSURES

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?				Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator								
1. STRATEGY AND ANALYSIS										
G4-1		Statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	 Chapter 3: ■ Section 4.7 "Corporate Social Responsibility (CSR)" p. 164 ■ Section 4.8 "Perspectives" p. 166							
			 CSR > Our Vision of CSR in the Media Sector CSR > Reports and Performance > CSR Reports > COP 2015 p. 2							
G4-2		Description of key impacts, risks, and opportunities	 Chapter 1: ■ Section 1.5 "Creating Value for the Group's Stakeholders" p. 15 ■ Section 3 "Risk Factors" p. 44 Chapter 2: ■ Section 1.1 "CSR - A Source of Value Creation for Vivendi and its Stakeholders" p. 48 ■ Section 1.2 "Integrating CSR into the Group's Governance and Strategy" p. 51 ■ Section 2.1 "Key Societal Messages" p. 55 ■ Section 2.2 "Key Social Messages" p. 58 ■ Section 2.3 "Key Environmental Messages" p. 60 Chapter 3: ■ Section 3.1.1.13 "Committees of the Supervisory Board" p. 130 ■ Section 4.4 "Risk Monitoring and Management" p. 161 ■ Section 4.8 "Perspectives" p. 166					II.A.1 III.3.a IV.4	A1	
		MSS Commentaries	 CSR > Our Vision of CSR in the Media Sector > Our Sphere of Influence in Human Rights > Our Integrated Reporting Process Promoting Value Creation CSR > Reports and Performance > CSR Reports > COP 2015 p. 6					II.A.10 III.2.f	B1 B2 B3 B4 C3	
2. ORGANIZATIONAL PROFILE										
G4-3		Name of the organization	 Chapter 3, Section 1.1 "Corporate and Commercial Name" p. 102							
G4-4		Primary brands, products, and services	 Chapter 1: ■ Section 1.5.3 "The Vivendi Business Model" p. 18 ■ Section 1.6 "Businesses" p. 30					III.1		
G4-5		Location of the organization's headquarters	 Chapter 3, Section 1.4 "Registered Office, Legal Form and Laws Applicable to Vivendi's Business" p. 102							
G4-6		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	 Chapter 1: ■ Section 1.2 "Key Figures" p. 8 ■ Section 1.6 "Businesses" p. 30 Chapter 4, Section III Note 24 "Major Consolidated Entities or Entities Accounted For Under Equity Method" p. 276					III.1	B3	
			 CSR > Our Eight CSR Priority Issues > Economic, Social and Cultural Local Development CSR > Reports and Performance > Key Indicators > Economic Indicators							










GENERAL STANDARD DISCLOSURES

2. ORGANIZATIONAL PROFILE

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?				Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator								
G4-7		Nature of ownership and legal form		Chapter 3: ■ Section 1.4 "Registered Office, Legal Form and Laws Applicable to Vivendi's Business" ■ Section 2.3 "Major Shareholders"	p. 102 p. 111			III.1		
		MSS Commentary		Chapter 1, Section 1.6 "Businesses"	p. 30			IV		
				CSR > Our Eight CSR Priority Issues > Knowledge Sharing CSR > Reports and Performance > Key Indicators > Societal Indicators						
G4-8		Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)		Chapter 1: ■ Section 1.2 "Key Figures" ■ Section 1.6 "Businesses" Chapter 4, Section III Note 3.2 "Geographic Information"	p. 8 p. 30 p. 225			III.1 III.2		
G4-9		Scale of the organization, including: total number of employees, total number of operations, net sales, total capitalization broken down in terms of debt and equity, quantity of products or services provided		Chapter 1: ■ Section 1.2 "Key Figures" ■ Section 1.6 "Businesses" Chapter 2: ■ Section 3.1.2 "Local, Economic and Social Impact of the Business Activity" ■ Section 3.2 "Social Indicators" Chapter 4, Section III Note 3 "Segment Data"	p. 8 p. 30 p. 70 p. 76 p. 221			III.1 III.2		
		MSS Commentaries		CSR > Reports and Performance > Key Indicators > Economic Indicators > Social Indicators						
G4-10		Total number of employees by employment type, contract, region and gender; report whether a substantial portion of the organization's work is performed by workers who are legally recognized as selfemployed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors; report any significant variations in employment numbers		Chapter 1: ■ Section 1.2 "Key Figures" ■ Section 1.5.8 "La création de valeur pour les salariés" Chapter 2: ■ Section 3.1.2 "Local, Economic and Social Impact of the Business Activity" ■ Section 3.2.1 "Employment" ■ Section 3.2.2 "Organization of Work" ■ Section 3.2.6 "Diversity and Equal Opportunities"	p. 8 p. 26 p. 70 p. 76 p. 79 p. 85	B-1.1 to B-1.4		II.A.3 V		
				CSR > Reports and Performance > Key Indicators > Societal Indicators > Social Indicators						
		MSS Commentary		CSR > Reports and Performance > Key Indicators > Social Indicators						
G4-11		Percentage of total employees covered by collective bargaining agreements		Chapter 1, Section 1.5.8 "Creating Value for Employees" Chapter 2: ■ Section 3.2.3 "Social Relations" ■ Section 3.2.7 "Promotion of and Compliance with the Fundamental Principles of the ILO"	p. 26 p. 81 p. 88	B-3.2 B-7.1	3	V.8		
				CSR > Reports and Performance > Key Indicators > Social Indicators						












GENERAL STANDARD DISCLOSURES

2. ORGANIZATIONAL PROFILE

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?				Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator								
	G4-12	Description of the organization's supply chain	 Chapter 1, Section 1.5.9 "Creating Value for Suppliers and Business Partners" Chapter 2: ■ Section 2.1.3 "Human Rights and Business Relationships" ■ Section 3.1.4 "CSR Criteria as Part of Purchasing Policy and in Relations with Suppliers and Subcontractors"	p. 27 p. 57 p. 73	D-3.2			III.1		
			 CSR > Our Vision of CSR in the Media Sector > Our Commitments > Responsible Supplier Relationship Charter CSR > Our Eight CSR Priority Issues > Vigilance in Conducting Business CSR > Reports and Performance > Key Indicators > Societal Indicators							
	G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain	 Chapter 1: ■ Section 1.3 "2015 Highlights" ■ Section 1.4.1 "From Refocus to Redeployment: the Dynamic of the New Vivendi in Media and Content" ■ Section 1.7 "Holdings" ■ Section 1.8 "Operations Sold" Chapter 4, Section IV.3 "Significant Events in 2015" Chapter 5, Section 1 "Recent Events"	p. 10 p. 12 p. 39 p. 40 p. 287 p. 326				III.1		
Commitments to External Initiatives	G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organization	 Chapter 2: ■ Section 3.1.5 "Fair Business Practices" ■ Section 3.3 "Environmental Indicators" Chapter 3: ■ Section 4.3 "Internal Control Procedures" ■ Section 4.4 "Risk Monitoring and Management"	p. 74 p. 89 p. 159 p. 161		7		II.10 VI.3, 4 & 5		
			 CSR > Our Eight CSR Priority Issues > Respect for the Environment in the Digital Era Vivendi > Compliance Program							
	G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses	 Chapter 1, Section 1.5.4 "Vivendi's "Sphere of Influence" in Human Rights at the Center of the Group's Value Creation" Chapter 2	p. 20 p. 46				III.3	A1 C1	
			 CSR > Our Vision of CSR in the Media Sector > Our Commitments CSR > Our Eight CSR Priority Issues CSR > Reports and Performance > CSR Reports > COP 2015							
G4-16	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	 Chapter 1: ■ Section 1.5.1 "An Integrated Reporting Process that is Part of Vivendi's Ongoing CSR Strategy" ■ Section 1.5.5 "Creating Value for Artists" Chapter 2	p. 15 p. 22 p. 46	D-2.1			II.A.14	C2		
		 CSR > Our Vision of CSR in the Media Sector > Extra-Financial Reporting as a Management Tool > Dialogue with All the Group's Stakeholders CSR > Our Eight CSR Priority Issues								






GENERAL STANDARD DISCLOSURES

3. IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?				Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator								
3. IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES										
G4-17		List of all entities included in the organization's consolidated financial statements or equivalent documents; report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report	 Chapter 1: <ul style="list-style-type: none"> Section 1.1 "Simplified Economic Organization Chart of the Group" p. 7 Section 1.2 "Key Figures" p. 8 Chapter 2: <ul style="list-style-type: none"> Section 1.2 "Integrating CSR into the Group's Governance and Strategy" p. 54 Section 3.1 "Societal Indicators" p. 62 Section 3.2 "Social Indicators" p. 76 Section 3.3 "Environmental Indicators" p. 89 Section 4.1 "Note on Extra-Financial Reporting Methodology" p. 95 Chapter 4, Section III Note 24 "Major Consolidated Entities or Entities Accounted For Under Equity Method" p. 276 	A-1.1		III.1, III.4				
			 CSR > Reports and Performance > Key Indicators > Methodology							
G4-18		Process for defining the report content and the aspect boundaries; explanation of how the organization has implemented the reporting principles for defining report content	 Chapter 1, Section 1.5 "Creating Value for the Group's Stakeholders" p. 15 Chapter 2, Section 1 "CSR Policy" p. 48	A-1.1		III.4	B1 B2 B3			
			 CSR > Our Vision of CSR in the Media Sector > A Pioneer and Innovative Positioning > Extra-Financial Reporting as a Management Tool > Dialogue with All the Group's Stakeholders CSR > Our Eight CSR Priority Issues							
G4-19		List of all the material aspects identified in the process for defining report content	 Chapter 1, Section 1.5 "Creating Value for the Group's Stakeholders" p. 15 Chapter 2: <ul style="list-style-type: none"> Section 1.1 "CSR - A Source of Value Creation for Vivendi and its Stakeholders" p. 48 Section 2.1 "Key Societal Messages" p. 55 Section 2.2 "Key Social Messages" p. 58 Section 2.3 "Key Environmental Messages" p. 60 	A-1.1		III.4	B1 B2 B3			
			 CSR > Our Vision of CSR in the Media Sector CSR > Our Eight CSR Priority Issues							
G4-20		Aspect boundary within the organization for each material aspect	 Chapter 2 p. 46	A-1.1		III.4	B1 B2 B3			
G4-21		Aspect boundary outside the organization for each material aspect	 Chapter 2 p. 46	A-1.1		III.4	B1 B2 B3			
G4-22		Effect of any restatements of information provided in previous reports, and the reasons for such restatements	 Chapter 1: <ul style="list-style-type: none"> Section 1.1 "Simplified Economic Organization Chart of the Group" p. 7 Section 1.2 "Key Figures" p. 8 Chapter 2, Section 4.1 "Note on Extra -Financial Reporting Methodology" p. 95	A-1.1		III.4	B1 B2 B3			
			 CSR > Reports and Performance > Key Indicators CSR > Reports and Performance > Key Indicators > Methodology							
G4-23		Significant changes from previous reporting periods in the scope and aspect boundaries	 CSR > Reports and Performance > Key Indicators CSR > Reports and Performance > Key Indicators > Methodology	A-1.1 A-1.3		III.4	B1 B2 B3			









GENERAL STANDARD DISCLOSURES

4. STAKEHOLDER ENGAGEMENT

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?	Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator					
4. STAKEHOLDER ENGAGEMENT							
G4-24	List of stakeholder groups engaged by the organization	 Chapter 1, Section 1.5 "Creating Value for the Group's Stakeholders" Chapter 2: <ul style="list-style-type: none"> Section 1.1.2 "The Eight Priority Issues of Vivendi's CSR Policy" Section 1.2.4 "Dialog with All the Group's Stakeholders" Section 3.1.3 "Relations with Stakeholders" 	p. 15 p. 49 p. 53 p. 72	D-2.1 D-3.2		III.2.g & 3.e	C2.2
		 CSR > Our Vision of CSR in the Media Sector > Dialogue with All the Group's Stakeholders CSR > Reports and Performance > Key Indicators > Societal Indicators > Economic Indicators					
	MSS Commentary						
G4-25	Basis for identification and selection of stakeholders with whom to engage	 Chapter 1, Section 1.5 "Creating Value for the Group's Stakeholders" Chapter 2: <ul style="list-style-type: none"> Section 1.2.4 "Dialog with All the Group's Stakeholders" Section 3.1.3 "Relations with Stakeholders" 	p. 15 p. 53 p. 72	D-2.1		III.2.g & 3.e	C2.1
G4-26	Approach of the organization 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	 Chapter 1: <ul style="list-style-type: none"> Section 1.5 "Creating Value for the Group's Stakeholders" Section 2.1.2 "Financial Communication Policy" Chapter 2: <ul style="list-style-type: none"> Section 1 "CSR Policy" Section 2.2.2 "Ongoing and Constructive Social Dialog" Section 2.2.3 "Employee Support Programs Adapted to Group Changes" Section 3.1.1.1.3 "Respect for Intellectual Property and Support for Artists" Section 3.1.1.2 "Empowering and Protecting Young People in their Use of Digital Media" Section 3.1.1.3.1 "Pluralism of Content" Section 3.1.2 "Local, Economic and Social Impact of the Business Activity" Section 3.1.3 "Relations with Stakeholders" Chapter 3: <ul style="list-style-type: none"> Section 2.1.4 "Shareholders' Meeting" Section 2.3 "Major Shareholders" 	p. 15 p. 41 p. 48 p. 58 p. 59 p. 65 p. 66 p. 68 p. 70 p. 72 p. 103 p. 111	D-2.1	1	II.A.14 III.2.g & 3.e	C2
		 CSR > Our Vision of CSR in the Media Sector > A Pioneer and Innovative Positioning > Dialogue with All the Group's Stakeholders CSR > Our Integrated Reporting Process Promoting Value Creation CSR > Reports and Performance > CSR Reports > COP 2015 p. 56 > Key Indicators > Societal Indicators > Corporate Governance Indicators > Social Indicators Culture(s) with Vivendi website Vivoice CSR web radio					






GENERAL STANDARD DISCLOSURES

5. REPORT PROFILE

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?				Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator								
	G4-27	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; stakeholder groups that raised each of the key topics and concerns	 Chapter 1, Section 1.5 "Creating Value for the Group's Stakeholders" Chapter 2: <ul style="list-style-type: none"> ■ Section 1.2.2 "CSR Criteria Integrated Into the Variable Compensation of Senior Executives" p. 51 ■ Section 1.2.4 "Dialog with All the Group's Stakeholders" p. 53 ■ Section 3.1.3 "Relations with Stakeholders" p. 72 ■ Section 3.1.5.2 "Contribution to Public Policy/ Responsible Lobbying" p. 75 	A-2.3	1	II.A.14 III.2.g & 3.e	C2.3			
			 CSR > Our Eight CSR Priority Issues CSR > Reports and Performance > Key Indicators > Societal Indicators > Corporate Governance Indicators Culture(s) with Vivendi website Vivoice CSR web radio							
5. REPORT PROFILE										
	G4-28	Reporting period (such as fiscal or calendar year) for information provided	 Chapter 2, Section 4 "Verification of Extra-Financial Data" p. 95	A-2.3		III.4				
			 CSR > Reports and Performance > Key Indicators > Methodology							
	G4-29	Date of most recent previous report (if any)	Annual Report 2015: 15 March 2016 Extra-Financial Indicators Handbook 2015: June 2016 COP 2015: 28 July 2016			III.4				
	G4-30	Reporting cycle (such as annual, biennial)	Annual			III.4				
	G4-31	Contact point for questions regarding the report or its contents	 CSR > Contacts	A-2.3		III.4				
GRI Content Index	G4-32	GRI Content Index and the chosen 'in accordance' option; reference to the External Assurance Report, if the report has been externally assured	 Cross-Reference Table 2015	A-1.3 A-1.4		III.4				
Assurance	G4-33	Policy and current practice of the organization with regard to seeking external assurance for the report, and the relationship between the organization and the assurance providers	 Chapter 2, Section 4.2 "Independent Statutory Auditors' Report designated as an Independent Third Party on Consolidated Societal, Social and Environmental Information Presented in the Management Report" p. 98 Chapter 3, Section 5 "Statutory Auditors' report, prepared in accordance with Article L.225-235 of the French Commercial Code, on the Report prepared by the Chairman of the Supervisory Board of Vivendi SA" p. 167 Chapter 4: <ul style="list-style-type: none"> ■ Section III "Statutory Auditors' Report on the Consolidated Financial Statements" p. 194 ■ Section IV.1 "Statutory Auditor's Report on the Financial Statements" p. 281 ■ Section IV.7 "Statutory Auditors' Report on Related Party Agreements and Commitments" p. 321 	A-1.6		III.4				
			 CSR > Reports and Performance > Key Indicators > Methodology > External Assessment							





GENERAL STANDARD DISCLOSURES

6. GOVERNANCE









GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?				Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator								
6. GOVERNANCE										
Governance Structure and Composition	G4-34	Governance structure of the organization, including committees of the highest governance body; committees responsible for decision-making on economic, environmental and social impacts	 Chapter 1, Section 1.5.3 "The Vivendi Business Model" Chapter 2: <ul style="list-style-type: none"> ■ Section 1.2.1 "Cross-Mobilization" p. 51 ■ Section 1.2.2 "CSR Criteria Integrated Into the Variable Compensation of Senior Executives" p. 51 ■ Section 3.2.6 "Diversity and Equal Opportunities" p. 86 Chapter 3: <ul style="list-style-type: none"> ■ Section 3.1 "Directors, Senior Management and Supervisory Bodies" p. 116 ■ Section 3.2 "Management Board" p. 133 ■ Section 3.7 "Financial Information and Communication Procedures Committee" p. 156 ■ Section 3.8 "Management Committees" p. 156 ■ Section 3.9 "General Management" p. 157 ■ Section 3.10 "Management Committee" p. 157 ■ Section 4.1 "Corporate Governance" p. 158 ■ Section 4.2 "Vivendi's Equal Opportunities Policy" p. 159 ■ Section 4.3 "Internal Control Procedures" p. 159 ■ Section 4.4.1 "Internal Control Operations" p. 161 ■ Section 4.7.2 "Integration of CSR into Vivendi's Governance and Strategy" p. 165 	A-2.2		III.1 & 2.h	A2.1 A2.2			
		 CSR > Our Vision of CSR in the Media Sector CSR > Reports and Performance > CSR Reports > COP 2015 p. 54 > Key Indicators > Corporate Governance Indicators								
	MSS Commentaries	 Chapter 2: <ul style="list-style-type: none"> ■ Section 1.2.1 "Cross-Mobilization" p. 51 ■ Section 3.1.1 "Vivendi's Four "Core" Issues Relating to Human Rights" p. 62 Chapter 3: <ul style="list-style-type: none"> ■ Section 3.6 "Compliance Program" p. 155 ■ Section 4.3.3 "Internal Control Components" p. 160 	D-5	1	III.1 & 2.h IV					
		 CSR > Our Eight CSR Priority Issues > Knowledge Sharing > Vigilance in Conducting Business CSR > Reports and Performance > Key Indicators > Societal Indicators Vivendi > Compliance Program Footer > Data and Content Protection Charter								
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed; disclosure of conflicts of interest to stakeholders	 Chapter 3: <ul style="list-style-type: none"> ■ Section 3.1.1.4 "Family Relationships" p. 127 ■ Section 3.1.1.5 "Absence of Conflicts of Interest" p. 127 ■ Section 3.2.3 "Family Relationships" p. 137 ■ Section 3.2.4 "Absence of Conflicts of Interest" p. 137 			II.6 III.2.h					

GENERAL STANDARD DISCLOSURES





7. ETHICS AND INTEGRITY

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?				Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator								
	G4-41 (continued)	MSS Commentary	 Chapter 2: <ul style="list-style-type: none"> Section 1.2.1 "Cross-Mobilization" p. 51 Section 3.1.1 "Vivendi's Four "Core" Issues Relating to Human Rights" p. 62 Chapter 3: <ul style="list-style-type: none"> Section 3.6 "Compliance Program" p. 155 Section 4.3.3 "Internal Control Components" p. 160 	D-5	1	II.6 III.2.h IV	C1			
			 CSR > Our Eight CSR Priority Issues > Knowledge Sharing > Vigilance in Conducting Business CSR > Reports and Performance > Key Indicators > Corporate Governance Indicators Vivendi > Compliance Program Footer > Data and Content Protection Charter							
7. ETHICS AND INTEGRITY										
	G4-56	Values, principles, standards and norms of behavior of the organization such as codes of conduct and codes of ethics	 Chapter 1, Section 1.5.4 "Vivendi's "Sphere of Influence" in Human Rights at the Center of the Group's Value Creation" p. 20 Chapter 2 p. 46 Chapter 3: <ul style="list-style-type: none"> Section 3.6 "Compliance Program" p. 155 Section 4.3.3 "Internal Control Components" p. 160 Section 4.4.1 "Internal Control Operations" p. 161 Section 4.7 "Corporate Social Responsibility (CSR)" p. 164 	D-5	1	III.3 II.B.1 III.3 IV	A1 C1			
		MSS Commentaries	 CSR > Our Vision of CSR in the Media Sector > Our Commitments CSR > Our Eight CSR Priority Issues > Empowerment and Protection of Young People in their Use of Digital Media > Knowledge Sharing > Valuation and Protection of Personal Data > Vigilance in Conducting Business > Social and Professional Empowerment of Employees CSR > Reports and Performance > CSR Reports > COP 2015 pp. 18, 26, 32, 39 Vivendi > Compliance Program Footer > Data and Content Protection Charter							

ECONOMY

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?				Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator								
	DMA EC	Disclosure on Management Approach (aspects covered: Economic Performance, Market Presence, Indirect Economic Impacts)	 Chapter 1: <ul style="list-style-type: none"> Section 1.4 "Strategy" p. 12 Section 1.5 "Creating Value for the Group's Stakeholders" p. 15 Section 2.1.1 "Investment Policy" p. 41 Chapter 2, Section 3.1.2 "Local, Economic and Social Impact of the Business Activity" p. 70							
			 CSR > Our Vision of CSR in the Media Sector > Our Commitments > Responsible Supplier Relationship Charter CSR > Our Integrated Reporting Process Promoting Value Creation CSR > Our Eight CSR Priority Issues > Economic, Social and Cultural Local Development CSR > Reports and Performance > CSR Reports > COP 2015 p. 47 > Key Indicators > Societal Indicators > Economic Indicators						II.A.1 II.A.3	
Economic Performance	G4-EC1	Direct economic value generated and distributed	 Chapter 1, Section 1.5 "Creating Value for the Group's Stakeholders" p. 15 Chapter 2: <ul style="list-style-type: none"> Section 3.1.2 "Local, Economic and Social Impact of the Business Activity" p. 70 Section 3.1.4 "CSR Criteria as Part of Purchasing Policy and in Relations with Suppliers and Subcontractors" p. 73 Section 3.2.1 "Employment" p. 76 Chapter 4: <ul style="list-style-type: none"> Section I "2015 Financial Report" p. 171 Section III: - Note 4 "EBIT" p. 225 - Note 6 "Income Taxes" p. 228 - Note 17 "Employee Benefits" p. 245 			D-1 D-2.2		II.A.3 XI		
			 CSR > Our Integrated Reporting Process Promoting Value Creation CSR > Our Eight CSR Priority Issues > Economic, Social and Cultural Local Development CSR > Reports and Performance > CSR Reports > COP 2015 p. 10 > Key Indicators > Societal Indicators > Economic Indicators > Social Indicators							
	G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	 Not relevant - Chapter 1, Section 3 "Risk Factors" Chapter 2: <ul style="list-style-type: none"> Section 3.3.1 "General Environmental Policy" p. 89 Section 3.3.5 "Information Categories Deemed Irrelevant with Regard to the Group's Businesses" p. 94 			C-1.4 C-4.2	7	VI		
	G4-EC3	Coverage of the organization's defined benefit plan obligations	 Chapter 4, Section III: <ul style="list-style-type: none"> Note 4 "EBIT" p. 226 Note 17 "Employee Benefits" p. 245 							
	G4-EC4	Financial assistance received from government MSS Commentary	 Chapter 4, Section III Note 6 "Income Taxes" p. 228					II.A.15		
			 Chapter 1, Section 1.6.2.2 "Free-to-air TV in France" p. 33 Chapter 4, Section III Note 21 Subsection 21.2 "Other Related Parties" p. 261					II.A.15		

ECONOMY

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?		Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator						
Market Presence	G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation		Not reported	B-6			
	G4-EC6	Proportion of senior management hired from the local community at significant locations of operation		Not reported - Impossible to consolidate at group level	D-1.1	6	II.A.3 & 4 V.5	
Indirect Economic Impacts	G4-EC7	Development and impact of infrastructure investments and services supported		Chapter 1: ■ Section 1.4.2 "Content and Talent at the Heart of Vivendi's Development" p. 14 ■ Section 2.3 "Investments" p. 43 Chapter 2: ■ Section 2.1.1.3 "Live Entertainment in Africa: the Creation of CanalOlympia" p. 56 ■ Section 3.1.1.3.2 "Media Access" p. 69 ■ Section 3.1.2.1 "Contribution to Local Economies" p. 70 Chapter 4, Section III: ■ Note 3 Section "Depreciations and Amortizations" p. 224 ■ Note 4 Section "Additional Information on Operating Expenses" p. 226 ■ Note 22 Section 22.1 "Contractual Obligations and Commercial Commitments" p. 263	D-1 D-5		II.A.1 IV	
		MSS Commentary		CSR > Our Eight CSR Priority Issues > Promotion of Cultural Diversity in Content Production and Distribution > Knowledge Sharing > Economic, Social and Cultural Local Development CSR > Reports and Performance > CSR Reports > COP 2015 p. 47 > Key Indicators > Societal Indicators				
	G4-EC8	Significant indirect economic impacts, including the extent of impacts		Chapter 2: ■ Section 2.1.1 "Cultural Diversity - A Higher Priority in the Digital Era" p. 55 ■ Section 3.1.1.3.2 "Media Access" p. 69 ■ Section 3.1.2 "Local, Economic and Social Impact of the Business Activity" p. 70 ■ Section 3.2.5 "Training" p. 84	D-1 D-2.2 D-5		II.A.3 & 4 IV V.5 IX.5	
			CSR > Our Eight CSR Priority Issues > Knowledge Sharing > Social and Professional Empowerment of Employees > Economic, Social and Cultural Local Development CSR > Reports and Performance > CSR Reports > COP 2015 p. 47 > Key Indicators > Societal Indicators					

General Standard Disclosures

Economy (EC)

Environment (EN)

Labor Practices and Decent Work (LA)

Human Rights (HR)

Society (SO)

Product Responsibility (PR)

ENVIRONMENT

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?				Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator								
	DMA EN	Disclosure on Management Approach (aspects covered: Materials, Energy, Emissions, Waste, Products and Services, Compliance, Transports, Overall, Supplier Environmental Assessment, Environmental Grievance Mechanisms)	 Chapter 1, Section 3 "Risk Factors" Chapter 2: ■ Section 2.3 "Key Environmental Messages " ■ Section 3.1.4 "CSR Criteria as Part of Purchasing Policy and in Relations with Suppliers and Subcontractors" ■ Section 3.3 "Environmental Indicators"	p. 44 p. 60 p. 73 p. 89	C-1	7, 8, 9	II.A.12 & 13 II.B VI			
		MSS Commentaries	 CSR > Our Vision of CSR in the Media Sector > Our Commitments > Responsible Supplier Relationship Charter CSR > Our Eight CSR Priority Issues > Respect for the Environment in the Digital Era CSR > Reports and Performance > CSR Reports > COP 2015 p. 32 > Key Indicators > Environmental Indicators Vivendi > Compliance Program							
Materials	G4-EN1	Materials used by weight or volume	 Chapter 1 ■ Section 1.5.2 "Resources Necessary to Vivendi's operations" ■ Section 2.5 "Raw Materials Used for the Group's Operations" Chapter 2, Section 3.3.3.1 "Consumption of Raw Materials and Measures to Improve Efficiency of Use"	p. 17 p. 43 p. 91	C-3.3		VI.1.a			
		MSS Commentaries	 CSR > Our Eight CSR Priority Issues > Respect for the Environment in the Digital Era CSR > Reports and Performance > Key Indicators > Environmental Indicators							
	G4-EN2	Percentage of materials used that are recycled input materials		Not reported		C-3.4	8, 9	VI.6.d		
Energy	G4-EN3	Energy consumption within the organization	 Chapter 2, Section 3.3.3.2 "Energy Consumption and Measures Taken to Improve Energy Efficiency and the Use of Renewable Energy"	p. 92	C-3.5		VI.1.a			
			 CSR > Our Eight CSR Priority Issues > Respect for the Environment in the Digital Era CSR > Reports and Performance > Key Indicators > Environmental Indicators							
	G4-EN4	Energy consumption outside of the organization	 Chapter 2, Section 2.3.3 "The Environmental Challenges of Digital"	p. 61	C-3.5		VI.1.a			
	G4-EN5	Energy intensity	 Non reported but calculable from verified data sources: Chapter 1, Section 1.2 "Key Figures" Chapter 2, Section 3.3.3.2 "Energy Consumption and Measures Taken to Improve Energy Efficiency and the Use of Renewable Energy"	p. 8 p. 92	C-3.5		VI.1.a			
	G4-EN6	Reduction of energy consumption	 Chapter 2: ■ Section 2.3.2 "A Better Control of Energy Consumption" ■ Section 3.3.3.2 "Energy Consumption and Measures Taken to Improve Energy Efficiency and the Use of Renewable Energy" ■ Section 3.3.4 "Climate Change"	p. 60 p. 92 p. 93	C-3.6	8, 9	VI.6.d			
			 CSR > Our Eight CSR Priority Issues > Respect for the Environment in the Digital Era CSR > Reports and Performance > Key Indicators > Environmental Indicators							
	G4-EN7	Reductions in energy requirements of products and services	 Chapter 2, Section 2.3.3 "The Environmental Challenges of Digital"	p. 61	C-3.6	8, 9	VI.3 VI.6.b & d			
MSS Commentary		 CSR > Our Eight CSR Priority Issues > Respect for the Environment in the Digital Era								

ENVIRONMENT

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?				Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator								
Water	G4-EN8	Total water withdrawal by source		Not relevant - Chapter 2, Section 4.1 "Note on Extra -Financial Reporting Methodology", Subsection "Scope of Environmental Reporting"	p. 96	C-3.1		VI.1.a		
	G4-EN9	Water sources significantly affected by withdrawal of water				C-3.1 C-3.2		VI.6.d		
	G4-EN10	Percentage and total volume of water recycled and reused				C-3.1 C-3.4	8, 9	VI.6.d		
Biodiversity	G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Not relevant - Chapter 2, Section 3.3.5 "Information Categories Deemed Irrelevant with Regard to the Group's Businesses"	p. 94	C-5.1		VI.1.a		
	G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas				C-5.1		VI.1.a		
	G4-EN13	Habitats protected or restored				C-5.1	8	VI.6.d		
	G4-EN14	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk				C-5.1		VI.1.a		
Emissions	G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)		Chapter 2, Section 3.3.4 "Climate Change"	p. 93	C-4.1		VI.1.a		
	G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	@	CSR > Reports and Performances > Key Indicators > Environmental Indicators						
	G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)		Chapter 2, Section 2.3.3 "The Environmental Challenges of Digital"	p. 61					
	G4-EN18	Greenhouse gas (GHG) emissions intensity		Non reported but calculable from verified data sources: ■ Chapter 1, Section 1.2 "Key Figures" ■ Chapter 2, Section 3.3.4 "Climate Change"	p. 8 p. 93					
	G4-EN19	Reduction of greenhouse gas (GHG) emissions		Chapter 2: ■ Section 2.3.2 "A Better Control of Energy Consumption" ■ Section 2.3.3 "The Environmental Challenges of Digital" ■ Section 3.3.3 "Sustainable Use of Resources" ■ Section 3.3.4 "Climate Change"	p. 60 p. 61 p. 91 p. 93	C-4.2	7, 8, 9	VI.6.d		
		MSS Commentary	@	CSR > Our Eight CSR Priority Issues > Respect for the Environment in the Digital Era CSR > Reports and Performance > Key Indicators > Environmental Indicators						
	G4-EN20	Emissions of ozone-depleting substances (ODS)		Not relevant - Chapter 2, Section 3.3.5 "Information Categories Deemed Irrelevant with Regard to the Group's Businesses"	p. 94	C-4.1		VI.1.a		
G4-EN21	NOx, SOx, and other significant air emissions									

General Standard Disclosures

Economy (EC)

Environment (EN)

Labor Practices and Decent Work (LA)

Human Rights (HR)

Society (SO)

Product Responsibility (PR)

ENVIRONMENT

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?				Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator								
Effluents and Waste	G4-EN22	Total water discharge by quality and destination	 Not relevant - Chapter 2, Section 3.3.5 "Information Categories Deemed Irrelevant with Regard to the Group's Businesses"	p. 94	C-2.1		VI.1.a			
	G4-EN23	Total weight of waste by type and disposal method	 Chapter 2, Section 3.3.2 "Pollution and Waste Management"	p. 90	C-2.2	8	VI.1.a			
		MSS Commentaries	 CSR > Reports and Performance > Key Indicators > Environmental Indicators							
	G4-EN24	Total number and volume of significant spills	 Not relevant - Chapter 2, Section 3.3.5 "Information Categories Deemed Irrelevant with Regard to the Group's Businesses"	p. 94	C-2.1		VI.1.a			
	G4-EN25	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	 Not relevant - Chapter 2, Section 4.1 "Note on Extra -Financial Reporting Methodology", Subsection "Scope of Environmental Reporting"	p. 96	C.2.1		VI.1.a			
	G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff	 Not relevant - Chapter 2, Section 3.3.5 "Information Categories Deemed Irrelevant with Regard to the Group's Businesses"	p. 94	C-5.1	8	VI.1.a & 6.d			
Products and Services	G4-EN27	Extent of impact mitigation of environmental impacts of products and services	 Chapter 2: <ul style="list-style-type: none"> Section 2.3.2.2 "Management of Electric and Electronic Equipment" Section 2.3.3 "The Environmental Challenges of Digital" Section 3.3.2 "Pollution and Waste Management" Section 3.3.3 "Sustainable Use of Resources" 	p. 61 p. 61 p. 90 p. 91	C-3.4 C-3.6	7, 8, 9	VI.6.b			
			 CSR > Our Eight CSR Priority Issues > Respect for the Environment in the Digital Era CSR > Reports and Performance > Key Indicators > Environmental Indicators							
Products and Services	G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category	 Chapter 2: <ul style="list-style-type: none"> Section 2.3.2.2 "Management of Electric and Electronic Equipment" Section 3.3.2 "Pollution and Waste Management" 	p. 61 p. 90	C-2.2	8, 9	VI.6.b & d			
			 CSR > Our Eight CSR Priority Issues > Respect for the Environment in the Digital Era CSR > Reports and Performance > Key Indicators > Environmental Indicators							
Compliance	G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	 Chapter 4: <ul style="list-style-type: none"> Section III Note 23 "Litigation" Section IV.3 Note 25 "Litigation" 	p. 268 p. 311	C-1.4					
Transports	G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	 Chapter 2, Section 3.3.4 "Climate Change"	p. 93	C-3.5 C-4.1		VI.1.a			
			 CSR > Reports and Performance > Key Indicators > Environmental Indicators							

General Standard
Disclosures

Economy (EC)

Environment (EN)








Labor Practices and
Decent Work (LA)

Human Rights (HR)

Society (SO)












Product
Responsibility (PR)

ENVIRONMENT

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?				Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator								
Overall	G4-EN31	Total environmental protection expenditures and investments by type	 Chapter 2: <ul style="list-style-type: none"> Section 2.3.1 "An Expansion of the Scope of Environmental Reporting and the Strengthening of Environmental Certifications" Section 3.3.1 "General Environmental Policy" Section 3.3.5 "Information Categories Deemed Irrelevant with Regard to the Group's Businesses" 	p. 60 p. 89 p. 94	C-1.3	7, 8	VI.1.a & c			
			 CSR > Our Eight CSR Priority Issues > Respect for the Environment in the Digital Era CSR > Reports and Performance > Key Indicators > Environmental Indicators							
Supplier Environmental Assessment	G4-EN32	Percentage of new suppliers that were screened using environmental criteria	 Chapter 2: <ul style="list-style-type: none"> Section 2.3.3.1 "Supply Chain Environmental Criteria" Section 3.1.4 "CSR Criteria as Part of Purchasing Policy and in Relations with Suppliers and Subcontractors" 	p. 61 p. 73	D-3.1 D-3.2	7, 8	II.A.12 & 13 VI-6			
			 CSR > Our Eight CSR Priority Issues > Vigilance in Conducting Business > Respect for the Environment in the Digital Era CSR > Reports and Performance > COP 2015 pp. 15 and 32 > Key Indicators > Societal Indicators							
	G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	 Chapter 2, Section 2.3.3 "The Environmental Challenges of Digital"	p. 61	D-3.1 D-3.2		II.A.12 & 13 VI.1.a			
			 CSR > Our Eight CSR Priority Issues > Respect for the Environment in the Digital Era							
Environmental Grievance Mechanisms	G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	 Chapter 4: <ul style="list-style-type: none"> Section III Note 23 "Litigation" Section IV.3 Note 25 "Litigation" 	p. 268 p. 311		8				














General Standard Disclosures
Economy (EC)
Environment (EN)
Labor Practices and Decent Work (LA)
Human Rights (HR)
Society (SO)
Product Responsibility (PR)

LABOR PRACTICES AND DECENT WORK

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?				Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator								
	DMA LA	Disclosure on Management Approach (aspects covered: Employment, Labor/ Management relations, Occupational Health and Safety, Training and Education, Diversity and Equal Opportunities, Equal Remuneration for Women and Men, Supplier Assessment for Labor Relations, Labor Practices Grievance Mechanisms)	 Chapter 1, Section 1.5.8 "Creating Value for Employees" Chapter 2: <ul style="list-style-type: none"> Section 2.1.3.1 "Vigilance Fully Integrated into Corporate Governance" p. 26 Section 2.2 "Key Social Messages" p. 57 Section 3.1.4 "CSR Criteria as Part of Purchasing Policy and in Relations with Suppliers and Subcontractors" p. 58 Section 3.2 "Social Indicators" p. 73 Chapter 3: <ul style="list-style-type: none"> Section 3.1.1 "Supervisory Board" p. 76 Section 4.2 "Vivendi's Equal Opportunities Policy" p. 116 							
		MSS Commentaries	 CSR > Our Eight CSR Priority Issues > Social and Professional Empowerment of Employees CSR > Reports and Performance > COP 2015 p. 26 > Key Indicators > Social Indicators Vivendi > Compliance Program							
Employment	G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	 Chapter 2, Section 3.2.1 "Employment" p. 76			B-1.5 B-1.6	6	V		
	G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	 CSR > Reports and Performance > Key Indicators > Social Indicators			B-1.7 B-1.8				
	G4-LA3	Return to work and retention rates after parental leave, by gender	 Chapter 2, Section 3.2.6 "Diversity and Equal Opportunities" p. 85			B-6.1	1, 6	IV V.1.e		
			 CSR > Our Eight CSR Priority Issues > Social and Professional Empowerment of Employees CSR > Reports and Performance > Key Indicators > Social Indicators							
Labor/ Management Relations	G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	 Not reported - Chapter 2, Section 3.2.3 "Social Relations" p. 81			B-3.2 B-7.1	3	V.6		
Occupational Health and Safety	G4-LA5	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	 Chapter 2, Section 3.2.4 "Occupational Health and Safety" p. 81			B-4.1		V.4.c		
			 CSR > Our Eight CSR Priority Issues > Social and Professional Empowerment of Employees CSR > Reports and Performance > Key Indicators > Social Indicators							
	G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of workrelated fatalities, by region and by gender	 Chapter 2: Section 3.2.2.2 "Absenteeism within the Group" p. 80 Section 3.2.4 "Occupational Health and Safety" p. 81			B-2.2 B-4.3 B-4.4	1	IV V	C3.2	
		MSS Commentary	 CSR > Reports and Performance > Key Indicators > Social Indicators							
			Not relevant							

General Standard Disclosures
Economy (EC)
Environment (EN)
Labor Practices and Decent Work (LA)
Human Rights (HR)
Society (SO)
Product Responsibility (PR)

LABOR PRACTICES AND DECENT WORK

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?				Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator								
Occupational Health and Safety	G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	 Chapter 2, Section 3.2.4.3 "Workplace Accidents and Occupational Illnesses"	p. 83	B-4.1 B-5.1	1	II.A.4 & 8 IV V.4.c VI.7	C3.2		
		MSS Commentary	 CSR > Reports and Performance > Key Indicators > Social Indicators							
	G4-LA8	Health and safety topics covered in formal agreements with trade unions	 Chapter 2, Section 3.2.4.2 "Collective Agreements on Occupational Health, Safety and Working Conditions"	p. 83	B-4.2	3	V.4.c			
			 CSR > Reports and Performance > Key Indicators > Social Indicators							
Training and Education	G4-LA9	Average hours of training per year per employee by gender, and by employee category	 Chapter 2: ■ Section 3.1.1.4 "Valuation and Protection of Personal Data" ■ Section 3.1.4 "CSR Criteria as Part of Purchasing Policy and in Relations with Suppliers and Subcontractors" ■ Section 3.1.5.1 "Action to Prevent Corruption" ■ Section 3.2.5 "Training"	p. 69 p. 73 p. 74 p. 84	B-5.2	6	II.A.4			
		MSS Commentaries	 CSR > Our Eight CSR Priority Issues > Social and Professional Empowerment of Employees CSR > Reports and Performance > CSR Reports > COP 2015 p. 23 > Key Indicators > Societal Indicators > Social Indicators							
	G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	 Chapter 2: ■ Section 2.2.3 "Employee Support Programs Adapted to Group Changes" ■ Section 3.2.5 "Training"	p. 59 p. 84	B-5.1		II.A.8			
			 CSR > Our Eight CSR Priority Issues > Social and Professional Empowerment of Employees CSR > Reports and Performance > Key Indicators > Social Indicators							
	G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	 Chapter 2, Section 2.2.3 "Employee Support Programs Adapted to Group Changes"	p. 59	B-3.1	6	V.3			
			 CSR > Our Eight CSR Priority Issues > Social and Professional Empowerment of Employees							
Diversity and Equal Opportunity	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	 Chapter 1, Section 1.5.8 "Creating Value for Employees" Chapter 2: ■ Section 3.2.1 "Employment" ■ Section 3.2.6 "Diversity and Equal Opportunities"	p. 26 p. 76 p. 85	B-6.1 B-6.3 B-6.4 B-7.2	1, 6	IV V.1.e			
			 CSR > Our Eight CSR Priority Issues > Social and Professional Empowerment of Employees CSR > Reports and Performance > Key Indicators > Social Indicators							
Equal Remuneration for Women and Men	G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	 Not reported - Chapter 2, Section 3.2.6.1 "Gender Equality"	p. 85	B-6.1 B-7.2	1, 6	IV V.1.e			

General Standard
Disclosures

Economy (EC)

Environment (EN)





Labor Practices and
Decent Work (LA)

Human Rights (HR)

Society (SO)

Product
Responsibility (PR)

LABOR PRACTICES AND DECENT WORK

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?				Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator								
Supplier Assessment for Labor Practices	G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	 Chapter 2, Section 3.1.4 "CSR Criteria as Part of Purchasing Policy and in Relations with Suppliers and Subcontractors" p. 73	 CSR > Our Eight CSR Priority Issues > Vigilance in Conducting Business CSR > Reports and Performance > CSR Reports > COP 2015 p. 15 > Key Indicators > Societal Indicators	D-3.1 D-3.2	3, 4, 5, 6	II.A.12 & 13			
		Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	 Chapter 2, Section 3.2.7 "Promotion of and Compliance with the Fundamental Principles of the ILO" p. 88							D-3.1 D-3.2
Labor Practices Grievance Mechanisms	G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	 Chapter 4: ■ Section III Note 23 "Litigation" ■ Section IV.3 Note 25 "Litigation" p. 268 p. 311			3, 4, 5, 6				

General Standard
Disclosures

Economy (EC)

Environment (EN)







Labor Practices and
Decent Work (LA)

Human Rights (HR)

Society (SO)

Product
Responsibility (PR)

HUMAN RIGHTS

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?	Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator					
	DMA HR	Disclosure on Management Approach (aspects covered: Investment, Non Discrimination, Freedom of Association and Collective Bargaining, Child Labor, Forced or Compulsory Labor, Assessment, Supplier Human Rights Assessment, Human Rights Grievance Mechanisms, media sector specific aspects - Freedom of Expression, Portrayal of Human Rights, Cultural Rights, Intellectual Property, Protection of Privacy)	 Chapter 1, Section 1.5.4 "Vivendi's "Sphere of Influence" in Human Rights at the Center of the Group's Value Creation" p. 20 Chapter 2: <ul style="list-style-type: none"> ■ Section 1.1.1 "Innovative Positioning in the Media Sector" p. 48 ■ Section 1.2 "Integrating CSR into the Group's Governance and Strategy" p. 51 ■ Section 2.1.3 "Human Rights and Business Relationships" p. 57 ■ Section 3.1.1 "Vivendi's Four "Core" Issues relating to Human Rights" p. 62 ■ Section 3.1.4 "CSR Criteria as Part of Purchasing Policy and in Relations with Suppliers and Subcontractors" p. 73 ■ Section 3.2.7 "Promotion of and Compliance with the Fundamental Principles of the ILO" p. 88 Chapter 3: <ul style="list-style-type: none"> ■ Section 4.3 "Internal Control Procedures" p. 159 ■ Section 4.4 "Risk Monitoring and Management" p. 161 ■ Section 4.7.2 "Integration of CSR into Vivendi's Governance and Strategy" p. 165 	D-3 D-5	1-6	IIA2, 12 & 13 IV	A1 A2.1 C1 C4
		 CSR > Our Sphere of Influence in Human Rights CSR > Our Eight CSR Priority Issues > Promotion of Cultural Diversity in Content Production and Distribution > Empowerment and Protection of Young People in their Use of Digital Media > Knowledge Sharing > Valuation and Protection of Personal Data > Vigilance in Conducting Business > Social and Professional Empowerment of Employees CSR > Reports and Performance > CSR Reports > COP 2015 pp. 8 and 18 > Key Indicators > Societal Indicators > Social Indicators Vivendi > Compliance Program Footer > Data and Content Protection Charter					
Investment	G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	 Chapter 2: <ul style="list-style-type: none"> ■ Section 2.1.3 "Human Rights and Business Relationships" p. 57 ■ Section 3.1.4 "CSR Criteria as Part of Purchasing Policy and in Relations with Suppliers and Subcontractors" p. 73 	D-3.1 D-5	1, 2, 3, 4, 5, 6	IV.2 & 3	A2.4 C4
	 CSR > Our Eight CSR Priority Issues > Vigilance in Conducting Business CSR > Reports and Performance > Key Indicators > Societal Indicators						
	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	 Chapter 2: <ul style="list-style-type: none"> ■ Section 3.1.1 "Vivendi's Four "Core" Issues relating to Human Rights" p. 62 ■ Section 3.1.4 "CSR Criteria as Part of Purchasing Policy and in Relations with Suppliers and Subcontractors" p. 73 Chapter 3, Section 4.3.3 "Internal Control Components" p. 160	D-3.1 D-5	1, 2	IIA8, 12 & 13 IV	A2.3
		 CSR > Our Eight CSR Priority Issues > Valuation and Protection of Personal Data > Vigilance in Conducting Business CSR > Reports and Performance > CSR Reports > COP 2015 p. 23 > Key Indicators > Societal Indicators					

General Standard Disclosures

Economy (EC)

Environment (EN)









Labor Practices and Decent Work (LA)

Human Rights (HR)

Society (SO)









Product Responsibility (PR)

HUMAN RIGHTS

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?				Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator								
Non Discrimination	G4-HR3	Total number of incidents of discrimination and corrective actions taken	 Chapter 2, Section 3.2.7 "Promotion of and Compliance with the Fundamental Principles of the ILO" Chapter 4: ■ Section III Note 23 "Litigation" ■ Section IV.3 Note 25 "Litigation"	p. 88 p. 268 p. 311	B-7.2	1, 2, 6	V.1.e	C3.2 C6.5		
			 CSR > Our Eight CSR Priority Issues > Vigilance in Conducting Business > Social and Professional Empowerment of Employees CSR > Reports and Performance > Key Indicators > Social Indicators							
Freedom of Association and Collective Bargaining	G4-HR4	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	 Chapter 2: ■ Section 2.1.3.1 "Vigilance Fully Integrated into Corporate Governance" ■ Section 3.1.4 "CSR Criteria as Part of Purchasing Policy and in Relations with Suppliers and Subcontractors" ■ Section 3.2.7 "Promotion of and Compliance with the Fundamental Principles of the ILO"	p. 57 p. 73 p. 88	B-7.1 D-3.2	1, 2, 3	V.1.a V.8	C3.2 C4.3		
			 CSR > Our Eight CSR Priority Issues > Vigilance in Conducting Business > Social and Professional Empowerment of Employees CSR > Reports and Performance > Key Indicators > Social Indicators							
Child Labor	G4-HR5	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	 Chapter 2: ■ Section 2.1.3.1 "Vigilance Fully Integrated into Corporate Governance" ■ Section 3.1.4 "CSR Criteria as Part of Purchasing Policy and in Relations with Suppliers and Subcontractors" ■ Section 3.2.7 "Promotion of and Compliance with the Fundamental Principles of the ILO"	p. 57 p. 73 p. 88	B-7.4 D-3.2	1, 2, 5	II.A.12 & 13 IV.3 V.1.c	C3.2 C4.3		
			 CSR > Our Eight CSR Priority Issues > Vigilance in Conducting Business > Social and Professional Empowerment of Employees CSR > Reports and Performance > Key Indicators > Social Indicators							
Forced or Compulsory Labor	G4-HR6	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	 Chapter 2: ■ Section 2.1.3.1 "Vigilance Fully Integrated into Corporate Governance" ■ Section 3.1.4 "CSR Criteria as Part of Purchasing Policy and in Relations with Suppliers and Subcontractors" ■ Section 3.2.7 "Promotion of and Compliance with the Fundamental Principles of the ILO"	p. 57 p. 73 p. 88	B-7.3 D-3.2	1, 2, 4	II.A.12 & 13 IV.3 V.1.d	C3.2 C4.3		
			 CSR > Our Eight CSR Priority Issues > Vigilance in Conducting Business > Social and Professional Empowerment of Employees CSR > Reports and Performance > Key Indicators > Social Indicators							
Security Practices	G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations		Not relevant	D-5	1, 2	II.A.8	A2.3 C1.1		
Indigenous Rights	G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken		Not relevant	D-1.2	1, 2	IV	C3.2 C4.3		

General Standard Disclosures
Economy (EC)
Environment (EN)
Labor Practices and Decent Work (LA)
Human Rights (HR)
Society (SO)
Product Responsibility (PR)

HUMAN RIGHTS

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?					Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator									
Assessment	G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments		Chapter 2: <ul style="list-style-type: none"> Section 1.2.1 "Cross-Mobilization" p. 51 Section 3.1.1 "Vivendi's Four "Core" Issues relating to Human Rights" p. 62 Section 3.2.7 "Promotion of and Compliance with the Fundamental Principles of the ILO" p. 88 Chapter 3: <ul style="list-style-type: none"> Section 4.3 "Internal Control Procedures" p. 159 Section 4.4 "Risk Monitoring and Management" p. 161 		D-5	1, 2, 3, 4, 5, 6	IV	C3 C5		
		MSS Commentary									
Supplier Human Rights Assessment	G4-HR10	Percentage of new suppliers that were screened using human rights criteria		Chapter 2: <ul style="list-style-type: none"> Section 2.1.3 "Human Rights and Business Relationships" p. 57 Section 3.1.4 "CSR Criteria as Part of Purchasing Policy and in Relations with Suppliers and Subcontractors" p. 73 		D-3.1 D-3.2	1, 2, 3, 4, 5, 6	II.A.12 & 13 IV.3	A2.4		
				CSR > Our Eight CSR Priority Issues > Vigilance in Conducting Business CSR > Reports and Performance > CSR Reports > COP 2015 p. 15 > Key Indicators > Societal Indicators							
	G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken		Chapter 1, Section 1.5.4 "Vivendi's "Sphere of Influence" in Human Rights at the Center of the Group's Value Creation" Chapter 2: <ul style="list-style-type: none"> Section 2.1.3 "Human Rights and Business Relationships" p. 57 Section 3.1.1 "Vivendi's Four "Core" Issues relating to Human Rights" p. 62 Section 3.2.7 "Promotion of and Compliance with the Fundamental Principles of the ILO" p. 88 		D-3.1 D-3.2	1, 2, 3, 4, 5, 6	II.A.12 & 13 IV.3	C3 C4.3		
				CSR > Our Eight CSR Priority Issues > Promotion of Cultural Diversity in Content Production and Distribution > Empowerment and Protection of Young People in their Use of Digital Media > Knowledge Sharing > Valuation and Protection of Personal Data > Vigilance in Conducting Business							
Human Rights Grievance Mechanisms	G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms		Chapter 4: <ul style="list-style-type: none"> Section III Note 23 "Litigation" p. 268 Section IV.3 Note 25 "Litigation" p. 311 		D-5	1, 2	IV.6	C6		
				Chapter 2: <ul style="list-style-type: none"> Section 3.1.1 "Vivendi's Four "Core" Issues relating to Human Rights" p. 62 Section 3.1.3 "Relations with Stakeholders" p. 72 							
		MSS Commentary		Vivendi > Compliance Program Footer > Data and Content Protection Charter							

General Standard Disclosures

Economy (EC)

Environment (EN)










Labor Practices and Decent Work (LA)

Human Rights (HR)

Society (SO)

Product Responsibility (PR)

SOCIETY

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?				Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator								
	DMA SO	Disclosure on Management Approach (aspects covered: Local Communities, Corruption, Public Policy, Anti-Competitive Behavior, Compliance, Supplier Assessment for Impacts on Society, Grievance Mechanisms for Impacts on Society)	 Chapter 2: <ul style="list-style-type: none"> Section 2.1.1 "Cultural Diversity - A Higher Priority in the Digital Era " p. 55 Section 3.1.2 "Local, Economic and Social Impact of the Business Activity" p. 70 Section 3.1.3 "Relations with Stakeholders" p. 72 Section 3.1.4 "CSR Criteria as Part of Purchasing Policy and in Relations with Suppliers and Subcontractors" p. 73 Section 3.1.5 "Fair Business Practices" p. 74 Chapter 3: <ul style="list-style-type: none"> Section 3.6 "Compliance Program" p. 155 Section 4.3 "Internal Control Procedures" p. 159 Section 4.4 "Risk Monitoring and Management" p. 161 							
		MSS Commentaries	 CSR > Our Eight CSR Priority Issues > Vigilance in Conducting Business > Economic, Social and Cultural Local Development CSR > Reports and Performance > CSR Reports > COP 2015 pp. 39 and 47 > Key Indicators > Societal Indicators Vivendi > Compliance Program							
Local Communities	G4-S01	Percentage of operations with implemented local community engagement, impact assessments, and development programs	 Chapter 2: <ul style="list-style-type: none"> Section 2.1.1 "Cultural Diversity - A Higher Priority in the Digital Era " p. 55 Section 3.1.1.1 "Promotion of Cultural Diversity in Content Production and Distribution" p. 62 Section 3.1.2 "Local, Economic and Social Impact of the Business Activity" p. 66 Section 3.1.3 "Relations with Stakeholders" p. 70 Section 3.1.3 "Relations with Stakeholders" p. 72 			D-1.2	1	II.A.3 & 14 IX.5	C3	
	G4-S02	Operations with significant actual or potential negative impacts on local communities	 CSR > Our Eight CSR Priority Issues > Promotion of Cultural Diversity in Content Production and Distribution > Empowerment and Protection of Young People in their Use of Digital Media > Knowledge Sharing > Economic, Social and Cultural Local Development CSR > Reports and Performance > Key Indicators > Societal Indicators			D-1.2	1	II.A.3	C3	
Corruption	G4-S03	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	 Chapter 2, Section 3.1.5 "Fair Business Practices" p. 74 Chapter 3: <ul style="list-style-type: none"> Section 3.6 "Compliance Program" p. 155 Section 4.3 "Internal Control Procedures" p. 159 Section 4.4 "Risk Monitoring and Management" p. 161 			D-4.1	10	VII.2 & 5		
			 CSR > Our Eight CSR Priority Issues > Vigilance in Conducting Business Vivendi > Compliance Program							
	G4-S04	Communication and training on anti-corruption policies and procedures	 Chapter 2, Section 3.1.5 "Fair Business Practices" p. 74 Chapter 3, Section 3.6 "Compliance Program" p. 155			D-4.1	10	II.A.8 VII.6		
			 CSR > Our Eight CSR Priority Issues > Vigilance in Conducting Business CSR > Reports and Performance > Key Indicators > Societal Indicators							
G4-S05	Confirmed incidents of corruption and actions taken	 CSR > Reports and Performance > Key Indicators > Societal Indicators			D-4.1	10	VII			

General Standard Disclosures

Economy (EC)

Environment (EN)

Labor Practices and Decent Work (LA)

Human Rights (HR)

Society (SO)





Product Responsibility (PR)

SOCIETY

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?				Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator								
Public Policy	G4-S06	Total value of political contributions by country and recipient/beneficiary MSS Commentary	@	Compliance Vivendi > Compliance Program		D-4.1	10	II.A.15 VII		
Anti-Competitive Behavior	G4-S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	AR 2015 @	Chapter 4: ■ Section III Note 23 "Litigation" ■ Section IV.3 Note 25 "Litigation" p. 268 p. 311				X		
Compliance	G4-S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	@	Chapter 4: ■ Section III Note 23 "Litigation" ■ Section IV.3 Note 25 "Litigation" p. 268 p. 311				X		
Supplier Assessment for Impacts on Society	G4-S09	Percentage of new suppliers that were screened using criteria for impacts on society	AR 2015 @	Chapter 2, Section 3.1.4 "CSR Criteria as Part of Purchasing Policy and in Relations with Suppliers and Subcontractors" p. 73		D-3.1 D-3.2	10	II.A.12 & 13		
	G4-S010	Significant actual and potential negative impacts on society in the supply chain and actions taken	@	CSR > Our Eight CSR Priority Issues > Vigilance in Conducting Business CSR > Reports and Performance > CSR Reports > COP 2015 p. 39 > Key Indicators > Societal Indicators Vivendi > Compliance Program		D-3.1 D-3.2	10	II.A.12 & 13		
Grievance Mechanisms for Impacts on Society	G4-S011	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	AR 2015 @	Chapter 4: ■ Section III Note 23 "Litigation" ■ Section IV.3 Note 25 "Litigation" p. 268 p. 311			10		C6.4	

General Standard Disclosures
Economy (EC)
Environment (EN)
Labor Practices and Decent Work (LA)
Human Rights (HR)
Society (SO)
Product Responsibility (PR)

PRODUCT RESPONSIBILITY

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?				Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator								
	DMA PR	Disclosure on Management Approach (aspects covered: Customer Health and Safety, Product and Service Labeling, Marketing Communications, Customer Privacy, Compliance, media sector specific aspects - Content Creation, Content Dissemination, Audience Interaction, Media Literacy)	 Chapter 1: <ul style="list-style-type: none"> Section 1.4.2 "Content and Talent at the Heart of Vivendi's Development" p. 13 Section 1.5.3 "The Vivendi Business Model" p. 18 Section 1.5.4 "Vivendi's "Sphere of Influence" in Human Rights at the Center of the Group's Value Creation" p. 20 Section 1.5.5 "Creating Value for Artists" p. 22 Section 1.5.7 "Creating Value for Customers" p. 25 Chapter 2: <ul style="list-style-type: none"> Section 1 "CSR Policy" p. 48 Section 2.1 "Key Societal Messages" p. 55 Section 3.1.1 "Vivendi's Four "Core" Issues relating to Human Rights" p. 62 Section 3.1.3 "Relations with Stakeholders" p. 72 	D-2.1 D-4.2 D-5	1, 2	IV VIII	A1 A2.1 C1 C4			
		MSS Commentaries	 CSR > Our Vision of CSR in the Media Sector CSR > Our Eight CSR Priority Issues > Promotion of Cultural Diversity in Content Production and Distribution > Empowerment and Protection of Young People in their Use of Digital Media > Knowledge Sharing > Valuation and Protection of Personal Data > Vigilance in Conducting Business CSR > Reports and Performance > CSR Reports > COP 2015 pp. 6 and 18 > Key Indicators > Societal Indicators Footer > Data and Content Protection Charter							
Content Creation	MSS M2	Methodology for assessing and monitoring adherence to content creation values	 Chapter 1: <ul style="list-style-type: none"> Section 1.5.1 "An Integrated Reporting Process that is Part of Vivendi's Ongoing CSR Strategy" p. 15 Section 1.5.3 "The Vivendi Business Model" p. 18 Section 1.5.5 "Creating Value for Artists" p. 22 Section 1.5.7 "Creating Value for Customers" p. 25 Chapter 2: <ul style="list-style-type: none"> Section 1.1.1 "Innovative Positioning in the Media Sector" p. 48 Section 1.2 "Integrating CSR into the Group's Governance and Strategy" p. 51 Section 2.1.1 "Cultural Diversity - A Higher Priority in the Digital Era" p. 55 Section 2.1.2 "Awareness Raising of Sustainable Development Issues" p. 56 Section 3.1.1.1 "Promoting Cultural Diversity in Content Production and Distribution" p. 62 Section 3.1.1.2 "Empowering and Protecting Young People in their Use of Digital Media" p. 66 Section 3.1.1.3.1 "Pluralism of Content" p. 68 Section 3.1.3 "Relations with Stakeholders" p. 72 	D-5	1, 2	II.A.2 IV	A2.1 C5			
	MSS M3	Actions taken to improve adherence to content creation values, and results obtained	 CSR > Our Vision of CSR in the Media Sector CSR > Our Integrated Reporting Process Promoting Value Creation CSR > Our Eight CSR Priority Issues > Promotion of Cultural Diversity in Content Production and Distribution > Empowerment and Protection of Young People in their Use of Digital Media > Knowledge Sharing > Vigilance in Conducting Business CSR > Reports and Performance > CSR Reports > COP 2015 p. 20 > Key Indicators > Societal Indicators Footer > Data and Content Protection Charter <i>Culture(s) with Vivendi website</i>							

General Standard
Disclosures

Economy (EC)

Environment (EN)







Labor Practices and
Decent Work (LA)

Human Rights (HR)

Society (SO)

Product
Responsibility (PR)

PRODUCT RESPONSIBILITY

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?					Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator									
Content Dissemination	MSS M4	Actions taken to improve performance in relation to content dissemination issues (accessibility and protection of vulnerable audiences and informed decision making) and results obtained	 Chapter 1, Section 1.5.7 "Creating Value for Customers" Chapter 2: <ul style="list-style-type: none"> ■ Section 1.1.1 "Innovative Positioning in the Media Sector" p. 48 ■ Section 1.2 "Integrating CSR into the Group's Governance and Strategy" p. 51 ■ Section 2.1 "Key Societal Messages " p. 55 ■ Section 3.1.1.1 "Promotion of Cultural Diversity in Content Production and Distribution" p. 62 ■ Section 3.1.1.2 "Empowering and Protecting Young People in their Use of Digital Media" p. 66 ■ Section 3.1.1.3 "Knowledge Sharing" p. 68 ■ Section 3.1.3 "Relations with Stakeholders" p. 72 					D-5	1, 2	II.A.2 IV VIII.2 & 8	C4.3 C5.1
	MSS M5	Number and nature of responses (feedback/complaints) related to content dissemination, including protection of vulnerable audiences and informed decision making and accessibility, and processes for addressing these responses	 CSR > Our Vision of CSR in the Media Sector CSR > Our Eight CSR Priority Issues > Promotion of Cultural Diversity in Content Production and Distribution <ul style="list-style-type: none"> > Empowerment and Protection of Young People in their Use of Digital Media > Knowledge Sharing CSR > Reports and Performance > CSR Reports > COP 2015 p. 20 <ul style="list-style-type: none"> > Key Indicators > Societal Indicators Footer > Data and Content Protection Charter								
Audience Interaction	MSS M6	Methods to interact with audiences and results	 Chapter 1, Section 1.5 "Creating Value for the Group's Stakeholders" Chapter 2: <ul style="list-style-type: none"> ■ Section 1.2.4 "Dialog with All the Group's Stakeholders" p. 15 ■ Section 3.1.1.2.1 "Empowering Young Audiences" p. 53 ■ Section 3.1.3 "Relations with Stakeholders" p. 66 					D-2.1	1, 2	II.A.14 IV VIII	C2
			 CSR > Our Vision of CSR in the Media Sector > Dialogue with All the Group's Stakeholders CSR > Reports and Performance > CSR Reports > COP 2015 p. 56 <ul style="list-style-type: none"> > Key Indicators > Societal Indicators Culture(s) with Vivendi website Vivoice CSR web radio								
Customer Health and Safety	G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	 Chapter 1, Section 3 "Risk Factors" Chapter 2: <ul style="list-style-type: none"> ■ Section 3.1.1.2.2 "Protecting Young Audiences" p. 44 ■ Section 3.1.1.4 "Valuation and Protection of Personal Data" p. 67 					D-4.2		VIII.6 & 8	
	G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	 CSR > Our Eight CSR Priority Issues > Empowerment and Protection of Young People in their Use of Digital Media <ul style="list-style-type: none"> > Valuation and Protection of Personal Data 					D-4.2		VIII.3	
											See MSS M5 and G4-PR8

General Standard Disclosures

Economy (EC)

Environment (EN)









Labor Practices and Decent Work (LA)

Human Rights (HR)

Society (SO)

Product Responsibility (PR)

PRODUCT RESPONSIBILITY

GRI Guidelines (G4 version) including the Media Sector Supplement (MSS)			Where is this information available in the Annual Report 2015 and in Vivendi's institutional website?				Art. 225 French Grenelle II law	UN Global Compact principles	OECD Guidelines	UNGP on Business and Human Rights Reporting Framework
GRI Aspect	Indicator code	Description of the indicator								
Product and Service Labeling	G4-PR3	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		Chapter 2: ■ Section 3.1.1.2.2 "Protecting Young Audiences" ■ Section 3.1.1.4 "Valuation and Protection of Personal Data"	p. 67 p. 69	D-4.2		VIII.2 & 8		
		MSS Commentaries		CSR > Our Eight CSR Priority Issues > Empowerment and Protection of Young People in their Use of Digital Media > Valuation and Protection of Personal Data						
	G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes		See MSS M5		D-4.2		VIII		
	G4-PR5	Results of surveys measuring customer satisfaction		Chapter 1, Section 1.5.7 "Creating Value for Customers" Chapter 2, Section 3.1.3 "Relations with Stakeholders"	p. 25 p. 72	D-2.1		II.A.14 VIII		
Marketing Communications	G4-PR6	Sale of banned or disputed products		Chapter 2: ■ Section 2.1.3.3 "Children's Rights are part of Human Rights" ■ Section 3.1.1.2.2 "Protecting Young Audiences"	p. 57 p. 67	D-4.2		VIII		
				CSR > Our Eight CSR Priority Issues > Empowerment and Protection of Young People in their Use of Digital Media > Vigilance in Conducting Business CSR > Reports and Performance > Key Indicators > Societal Indicators						
	G4-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 MSS Commentary		See MSS M5		D-4.2		VIII		
Media Literacy	MSS M7	Actions taken to empower audiences through media literacy skills development and results obtained		Chapter 2: ■ Section 1.2.4 "Dialog with All the Group's Stakeholders" ■ Section 2.1.2.1 "Media's Contribution to Forming Opinions" ■ Section 3.1.1.2 "Empowering and Protecting Young People in their Use of Digital Media"	p. 53 p. 56 p. 66	D-5	1, 2	II.A.2 IV VIII.5	C5.1	
				CSR > Our Eight CSR Priority Issues > Empowerment and Protection of Young People in their Use of Digital Media CSR > Reports and Performance > Key Indicators > Societal Indicators Vivoice CSR web radio						
Customer Privacy	G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data		Confidential		D-4.2 D-5	1, 2	IV VIII.6	C6.4	
Compliance	G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services		Chapter 4: ■ Section III Note 23 "Litigation" ■ Section IV.3 Note 25 "Litigation"	p. 268 p. 311	D-4.2				

General Standard Disclosures
Economy (EC)
Environment (EN)
Labor Practices and Decent Work (LA)
Human Rights (HR)
Society (SO)
Product Responsibility (PR)

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