

CROSS-REFERENCE TABLE | 2013



This table establishes the correspondances between the information published by Vivendi Group in the period 2013 and the principal non-financial reporting references.

Thus, the table shows the location of the information required by the guidelines of the Global Reporting Initiative (GRI - version G 3.1) within the Group's publications, whether it is in:

- ▶▶ its Annual Report 2013 (AR 2013);
- ▶▶ the CSR heading of its institutional website (www.vivendi.com);
- ▶▶ its 2013 Non-financial Indicators Handbook;
- ▶▶ or any other document available online.

This table also presents the correspondances with the following non-financial reporting references:

- ▶▶ Article 225 of the French Grenelle II law;
- ▶▶ Principles of the United Nations Global Compact;
- ▶▶ OECD Guidelines for Multinational Enterprises.

Furthermore, a specific column enables to anticipate the transition to the new nomenclature of the GRI guidelines (version G4 published in May 2013).

Specifications:


- ▶▶ *The GRI structure includes the media (MSS) and telecommunications (TSS) sector supplements,*
- ▶▶ *The references to Article 225 of the French Grenelle II law are structured as follows: Section 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:











Performance GRI core Indicators










Performance GRI additional Indicators










 Annual Report 2013 (AR 2013)



 Vivendi institutional website






STRATEGY AND PROFILE

Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?				Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator								
1. STRATEGY AND ANALYSIS										
1.1		Statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and its strategy	 Chapter 3: ■ Section 4.7 "Corporate Social Responsibility (CSR)" ■ Section 4.8 "Prospects"	p.168 p.170		1-10	II.A.1 III.3.a IV.4		G4-1.a	
			 CSR > Vision & Challenges							
1.2		Description of key impacts, risks, and opportunities	 Chapter 1: Section 4 "Risk factors" Chapter 2: ■ Section 1.1 "CSR - A Source of Value Creation for Vivendi and its Stakeholders" ■ Section 1.2 "Integration of CSR into our governance and strategy" ■ Section 2.1 "Key messages" ■ Section 3.1 "Key messages" ■ Section 4.1 "Key messages" Chapter 3: ■ Section 3.8 "Risk Committee" ■ Section 4.4 "Risk Monitoring and Management" ■ Section 4.8 "Prospects"	p.42 p.48 p.51 p.54 p.71 p.88 p.159 p.165 p.170			II.A.10 III.2.f		G4-2.a	
			 CSR > Vision & Challenges CSR > Vision & Challenges > CSR Policy > Key messages							
			MSS Commentary							
2. ORGANIZATIONAL PROFILE										
2.1		Name of the organization	 Chapter 3: Section 1.1 "Corporate and Commercial Name"	p.104					G4-3.a	
2.2		Primary brands, products, and/or services	 Chapter 1: Section 2 "Businesses"	p.15			III.1		G4-4.a	
2.3		Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures	 Chapter 1: Section 1.1 "Simplified Economic Organization Chart" Chapter 4: Section III, Note 29 "Major consolidated entities or entities accounted under equity method"	p.05 p.316			III.1			
2.4		Location of organization's headquarters	 Chapter 3: Section 1.4 "Registered Office, Legal Form and Legislation Applicable to Vivendi's Business"	p.104					G4-5.a	
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	 Chapter 1: ■ Section 1.2 "Key Figures" ■ Section 2 "Businesses" Chapter 2: Section 2.2.5 "Fair Business Practices" Chapter 4: Section III, Note 29 "Major consolidated entities or entities accounted under equity method"	p.06 p.15 p.67 p.316			III.1		G4-6.a	
			 CSR > Our ten priority area for action > Territorial Development CSR > Reports & Performance > Key Indicators > Economic Indicators							

Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?			Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator							
	2.6	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.104 p.115			III.1	G4-7.a
		MSS Commentary		Chapter 1: Section 2 "Businesses"	p.15			IV	
				CSR > Our ten priority area for action > Knowledge Sharing					
	2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)		Chapter 1: ■ Section 1.2 "Key Figures" ■ Section 2 "Businesses" Chapter 4: Section III, Note 3.2 "Geographic information"	p.06 p.15 p.243			III.1 and 2	G4-8.a
	2.8	Scale of the reporting organization		Chapter 1: ■ Section 1.2 "Key Figures" ■ Section 2 "Businesses" Chapter 2: ■ Section 2.2.2 "Local, Economic and Social Impact of Business Activity" ■ Section 3 "Social Information" Chapter 4: Section III, Note 3 "Segment data"	p.06 p.15 p.59 p.71 p.239			III.1 and 2	G4-9.a
		MSS Commentary		CSR > Reports & Performance > Key Indicators > Economic Indicators > Social Indicators					
	2.9	Significant changes during the reporting period regarding size, structure, or ownership		Chapter 1: ■ Section 2.4 "Other Activities" ■ Section 2.6 "Earnings from Discontinued Operations" Chapter 2: Section 1 "CSR Policy" Chapter 4: ■ Section 1.1 "Significant events in 2013" ■ Section III, Note 2 "Major changes in the scope of consolidation" ■ Section III, Note 7 "Discontinued operations" ■ Section IV.3 "Vivendi SA - 2013 Statutory Financial Statements"	p.28 p.34 p.48 p.175 p.236 p.252 p.333			III.1	G4-13.a
2.10	Awards received in the reporting period		Chapter 2: ■ Section 1.1.3 "Creating Shared Value" ■ Section 4.1.1 "Enhanced Employee Mobilization" ■ Section 4.2.1 "General Environmental Policy" Chapter 3: Section 4.1.2 "2013 Assessment of Governance by Special Agencies"	p.49 p.88 p.90 p.161			III.3.c		
			CSR > Vision & Challenges > CSR Policy > Creating Shared Value > Environmental key messages > Enhanced Employee Mobilization CSR > Our ten priority area for action > Environment and radiofrequencies CSR > Reports & Performance > External assessment > Ranking and Indices						

Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?		Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4		
GRI Aspect	Indicator Code	Description of the indicator								
REPORT PARAMETERS										
Report profile	3.1	Reporting period (e.g., fiscal/calendar year) for information provided		Chapter 2, Section 5 "Verification of Non-Financial Data"	p.96			III.4	G4-28.a	
				CSR > Reports & Performance > Key Indicators > Methodology						
	3.2	Date of most recent previous report (if any)		Annual Report 2012 > Chapter 2 : 03/18/2013 2012 CSR Detailed Report : 06/2013				III.4	G4-29.a	
	3.3	Reporting cycle (annual, biennial, etc.)		Annual				III.4	G4-30.a	
3.4	Contact point for questions regarding the report or its contents		CSR > Contacts		A-2.3			III.4	G4-31.a	
Report scope and boundary	3.5	Process for defining report content		Chapter 2: ■ Section 1.1 "CSR - A Source of Value Creation for Vivendi and its Stakeholders" ■ Section 1.2 "Integrating CSR into the Group's Governance and Strategy"	p.48 p.51	A-1.1		III.4	G4-18.a G4-19	
				CSR > Vision & Challenges > CSR Policy > Key messages						
	3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers)		Chapter 1: ■ Section 1.1 "Simplified Economic Organization Chart of the Group" ■ Section 1.2 "Key Figures"	p.05 p.06	A-1.1 D-3.2			III.4	G4-17.a G4-20.a G4-21.a
	3.7	State any specific limitations on the scope or boundary of the report		Chapter 2: ■ Section 1 "CSR Policy" ■ Section 3.2 "Social Indicators" ■ Section 5.1 "Note on Non-Financial Reporting Methodology"	p.53 p.74 p.96	A-1.1			III.4	G4-17.b G4-20.a G4-21.a
	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		CSR > Reports & Performance > Key Indicators > Methodology		A-1.1			III.4	
	3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report		Chapter 2: Section 5.1 "Note on Non-Financial Reporting Methodology"		p.96	A-1.1			III.4
			CSR > Reports & Performance > Key Indicators > Methodology							

Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?			Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator							
Report scope and boundary	3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods)		Chapter 1: <ul style="list-style-type: none"> Section 1.1 "Simplified Economic Organization Chart of the Group" Section 1.2 "Key Figures" Chapter 2: <ul style="list-style-type: none"> Section 1 "CSR Policy" Section 5.1 "Note on Non-Financial Reporting Methodology" 	p.05 p.06 p.53 p.96	A-1.1		III.4	G4-22.a
	3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report		CSR > Reports & Performance > Key Indicators CSR > Reports & Performance > Key Indicators > Methodology		A-1.1		III.4	G4-23.a
GRI Content index	3.12	Table identifying the location of the Standard Disclosures in the report		Cross-reference table 2013		A-1.3 A-1.4		III.4	G4-32.b
Assurance	3.13	Policy and current practice with regard to seeking external assurance for the report		Chapter 2: Section 5.2 "Independent Statutory Auditors' report on consolidated societal, social and environmental information presented in the management report" 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" Chapter 4: <ul style="list-style-type: none"> Section III "Consolidated Financial Statements for the year ended December 31, 2013" Section IV.1 "Statutory Auditors' Report on the Financial Statements" Section IV.7 "Statutory Auditors' Report on Related Party Agreements and Commitments" 	p.99 p.171 p.208 p.327 p.367	A-1.6		III.4	G4-32.c G4-33
				CSR > Reports & Performance > Key Indicators > Methodology > External assessment					

Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?			Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator							
4. GOVERNANCE, COMMITMENTS, AND 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	 Chapter 2: <ul style="list-style-type: none"> Section 1.2.1 "Cross-Mobilization" p.51 Section 3.2.6 "Equality and diversity in employment" p.84 Chapter 3: <ul style="list-style-type: none"> Section 3.1 "Directors, Senior Management and Supervisory Bodies" p.120 Section 3.2 "Management Board" p.137 Section 3.7 "Financial Information and Communication Procedures Committee" p.158 Section 3.8 "Risk Committee" p.159 Section 3.9 "General Management" p.160 Section 4.1 "Corporate Governance" p.161 Section 4.2 "Vivendi's Equal Opportunities Policy" p.162 Section 4.7.2 "Integration of CSR into Vivendi's Governance and Strategy" p.169 		B-4		III.1 and 2.h	G4-34.a G4-38.a	
			 CSR > Vision & Challenges > Integration of CSR into our governance CSR > Reports & Performance > Key Indicators > Social Indicators						
		MSS Commentary	 Chapter 1: Section 2 "Businesses" p.15 Chapter 2: <ul style="list-style-type: none"> Section 1.2.1 "Cross-Mobilization" p.51 Section 2.2.1 "Vivendi's Three Strategic Issues relating to Human Rights" p.55 Chapter 3: <ul style="list-style-type: none"> Section 3.6 "Compliance Program" p.157 Section 4.3.3 "Internal Control Components" p.164 		D-5		III. 1 and 2.h IV		
		 CSR > Our ten priority area for action > Ethics and Business Practices > Knowledge Sharing Vivendi > Compliance Program Footer > Data and Content Protection Charter							
	4.2	Indicate whether the Chair of the highest governance body is also an executive officer		Non - Chapter 3: Section 3.1 "Directors, Senior Management and Supervisory Bodies" p.120				III.1 and 2.h	G4-39.a
	4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members		Non applicable - Vivendi is a public limited company with Management Board and Supervisory Board established under French Law				III.1 and 2.h	G4-38.a
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body		Chapter 1: Section 1.4.2 "Financial Communication Policy" p.12 Chapter 2: <ul style="list-style-type: none"> Section 3.1.1 "An Ambitious Employee Share-ownership Policy" p.71 Section 3.1.2 "Ongoing Constructive Dialog" p.72 Chapter 3: <ul style="list-style-type: none"> Section 2.1.4 "Shareholders' Meetings" p.105 Section 2.3.1 "Share Ownership and Voting Rights" p.115 Section 4.1.5 "Terms and Conditions Governing Shareholder Attendance at General Meetings" p.162 				II.14 III.2 and 3	GA-37.a	

Economy (EC)







Environment (EN)







Labor practices and decent work (LA)

Human Rights (HR)





Society (SO)

Product Responsibility (PR)







Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?			Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator							
Governance	4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance)	 Chapter 2: <ul style="list-style-type: none"> Section 1.2.1 "Cross-Mobilization" p.51 Section 1.2.2 "CSR Criteria integrated into Senior Executives' Variable Compensation" p.51 Chapter 3: <ul style="list-style-type: none"> Section 3.3 "Compensation of Directors and Officers" p.144 Section 4.1.3 "Setting of Deferred Compensation and Benefits Granted to Members of the Management Board and its Chairman" p.161 Chapter 4: Section IV. 3, Note 20 "Compensation of Directors and Officers" p.353						
			 CSR > Vision & Challenge > Social key messages > An Ambitious Employee Share-ownership Policy > Ongoing Constructive Dialog CSR > Our ten priority area for action > Territorial Development CSR > Reports & Performance > Key Indicators > Corporate Indicators > Social Indicators			II.6 III.2.d	G4-51		
	4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided MSS Commentary	 Chapter 3: <ul style="list-style-type: none"> Section 3.2.3 "Family Relationships" p.142 Section 3.2.4 "Absence of Conflicts of Interest" p.142 		10	II.6 III.2.h	G4-41.a		
			 Chapter 1: Section 2 "Businesses" p.15 Chapter 2: <ul style="list-style-type: none"> Section 1.2.1 "Cross-Mobilization" p.51 Section 2.2.1 "Vivendi's Three Strategic Issues relating to Human Rights" p.55 Chapter 3: <ul style="list-style-type: none"> Section 3.6 "Compliance Program" p.157 Section 4.3.3 "Internal Control Components" p.164 	D-5	II.6 III.2.h IV				
			 CSR > Our ten priority area for action > Ethics and Business Practices > Knowledge Sharing CSR > Reports & Performance > Key Indicators > Corporate Indicators Vivendi > Compliance Program Footer > Data and Content Protection Charter						
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other Indicators of diversity	 Chapter 3: <ul style="list-style-type: none"> Section 3.1.1 "Supervisory Board" p.120 Section 4.2 "Vivendi's Equal Opportunities Policy" p.162 			III.d	G4-40.a			









Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?		Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator						
Governance	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	 Chapter 1: Section 2 "Businesses" Chapter 2 Chapter 3: <ul style="list-style-type: none"> ■ Section 3.6 "Compliance Program" ■ Section 4.3.3 "Internal Control Components" ■ Section 4.4.1 "Internal Control Activities" ■ Section 4.7 "Corporate Social Responsibility (CSR)" 	p.15 p.46 p.157 p.164 p.165 p.168	D-3.1		II III.3 VI.6.d	G4-56.a
			 CSR > CSR Policy CSR > Integration of CSR into our governance > Our commitments CSR > Our ten priority area for action > Ethics and Business Practices <ul style="list-style-type: none"> > Protecting and Empowering Young People > Knowledge Sharing > Protection of personal data > Leveraging Human Resources > Environment and radiofrequencies Footer > Data and Content Protection Charter Vivendi > Compliance Program	D-5				
	4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles	 Chapter 2: Section 1.2 "Integration of CSR into our governance and strategy" Chapter 3: <ul style="list-style-type: none"> ■ Section 3.1.1 "Supervisory Board" ■ Section 3.2 "Management Board" ■ Section 3.6 "Compliance Program" ■ Section 3.8 "Risks Committee" ■ Section 4.1.3 "Setting of Deferred Compensation and Benefits Granted to Members of the Management Board and its Chairman" ■ Section 4.3 "Internal Control Procedures" ■ Section 4.4 "Risk Monitoring and Management" 	p.51 p.120 p.137 p.157 p.159 p.161 p.163 p.165			II.A.10	G4-45 G4-46.a G4-47.a
			 CSR > Vision & Challenges > Integration of CSR into our governance <ul style="list-style-type: none"> > Societal key messages Vivendi > Compliance Program					
	4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance	 Chapter 3: <ul style="list-style-type: none"> ■ Section 3.1.1 "Supervisory Board" ■ Section 3.2 "Management Board" 	p.120 p.137			II.A.6 and 7	G4-44.a
			 CSR > Reports & Performance > Key Indicators > Corporate Indicators					







Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?				Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator								
Commitments to external initiatives	4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization	 Chapter 2: ■ Section 2.2.5 "Fair Business Practices" ■ Section 4.2 "Environmental Indicators"	p.67 p.90	7		II.10 VI.3,4 and 5	G4-14.a		
			 CSR > Our ten priority area for action > Environment and radiofrequencies Vivendi > Compliance Program							
	4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses	 Chapter 2	p.46			III.3	G4-15.a		
			 CSR > Vision & Challenges > CSR Policy > Creating Shared Value > Integration of CSR into our governance > Our commitments > Key messages CSR > Our ten priority area for action CSR > Reports & Performance > Key Indicators							
	4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: • Has positions in governance bodies; • Participates in projects or committees; • Provides substantive funding beyond routine membership dues; or • Views membership as strategic	 Chapter 2	p.46	D-2.1		II.A.14	G4-16.a		
			 CSR > Vision & Challenges > CSR Policy > Creating Shared Value > Integration of CSR into our governance > CSR Criteria integrated into Senior Executives' Variable Compensation > Non-Financial Reporting as a Management Tool > Societal key messages CSR > Our ten priority area for action							
Stakeholder engagement	4.14	List of stakeholder groups engaged by the organization	 Chapter 2: ■ Section 1.1.2 "Vivendi's Ten Priority Areas of Action" ■ Section 2.2.3 "Relations with Stakeholders"	p.48 p.64	D-2.1 D-3.2		G4-24.a			
		MSS Commentary	 CSR > Vision & Challenges > CSR Policy > Creating Shared Value > Our ten priority area for action > Societal key messages CSR > Reports & Performance > Key Indicators > Societal Indicators > Economic Indicators							
	4.15	Basis for identification and selection of stakeholders with whom to engage	 Chapter 2: ■ Section 1.1.3 "Creating Shared Value" ■ Section 2.2.3 "Relations with Stakeholders"	p.49 p.64	D-2.1			G4-25.a		

Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?				Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator								
Stakeholder engagement	4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	 <p>Chapter 1: Section 1.4.2 "Financial Communication Policy" p.12 Chapter 2: ■ Section 1.1.3 "Creating Shared Value" p.49 ■ Section 1.2.1 "Cross-Mobilization" p.51 ■ Section 1.2.4 "Dialog with all the Group's stakeholders" p.52 ■ Section 2.1.3 "Enhanced Vigilance of the Supply Chain" p.54 ■ Section 2.2.3 "Relations with Stakeholders" p.64 ■ Section 2.2.5 "Fair Business Practices" p.67 ■ Section 3.1.2 "Ongoing Constructive Dialog" p.72 ■ Section 3.1.3 "Employee Support Program in Line with Group Developments" p.72 Chapter 3: ■ Section 2.1.4 "Shareholders' Meetings" p.105 ■ Section 2.3 "Major Shareholders" p.115</p>	D-2.1	1	II.A.14 III.2.g and 3.e	G4-26.a			
			 <p>CSR > Vision & Challenges > CSR Policy > Creating Shared Value > More than 100 testimonies > Integration of CSR into our governance > CSR Criteria integrated into Senior Executives' Variable Compensation > Societal key messages CSR > Our ten priority area for action > Protecting and Empowering Young People > Protection of Personal Data > Vigilance towards Suppliers > Territorial Development > Environment and radiofrequencies CSR > Reports & Performance > Key Indicators > Societal Indicators > Economic Indicators</p>							
	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	 <p>Chapter 2: ■ Section 1.1.3 "Creating Shared Value" p.49 ■ Section 2.2.3 "Relations with Stakeholders" p.64</p>	A-2.3	1	II.A.14 III.2.g and 3.e	G4-27.a			
			 <p>CSR > Our ten priority area for action CSR > Vision & Challenges > CSR Policy > More than 100 testimonies CSR > Reports & Performance > Key Indicators > Societal Indicators > Corporate Indicators</p>							











ECONOMY

Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?				Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator								
	DMA EC	Disclosure on Management Approach	 <p>Chapter 1: <ul style="list-style-type: none"> Section 1.3 "Strategy" p.10 Section 1.4.1 "Investment policy" p.12 </p> <p>Chapter 2: <ul style="list-style-type: none"> Section 1.1.4 "An Integrated Reporting Approach" p.49 Section 2.2.2 "Local, Economic and Social Impact of Business Activity" p.59 </p>				1-10	II.A.1 and 3	G4-DMA	
			 <p>CSR > Vision & Challenges > CSR Policy > An Integrated Reporting Approach CSR > Our ten priority area for action > Leveraging Content and Innovation > Territorial Development CSR > Reports & Performance > Key Indicators > Societal Indicators > Economic Indicators</p>							
Economic performance	EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments	 <p>Chapter 1: Section 1.4.3 "Value creation in 2013" p.13 Chapter 2: <ul style="list-style-type: none"> Section 2.2.3 "Relations with Stakeholders" p.64 Section 2.2.2 "Local, Economic and Social Impact of Business Activity" p.59 Section 2.2.4 "CSR criteria in the purchasing policy and relations with suppliers and subcontractors" p.65 Section 2.2.5 "Fair Business Practices" p.67 Section 3.2.1 "Employment" p.74 Chapter 4: <ul style="list-style-type: none"> Section I "2013 Financial Report" p.175 Section III: Note 4 "EBIT" p.244 Section III: Note 6 "Income taxes" p.247 Section III: Note 21 "Employee benefits" p.274 </p>		D-1.1 D-1.2 D-2.2		II.A.3 and 4 IX.5 XI	G4-EC1		
			 <p>CSR > Our ten priority area for action > Leveraging Content and Innovation > Territorial Development CSR > Reports & Performance > Key Indicators > Societal Indicators > Economic Indicators > Social Indicators</p>							
	EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	 <p>Not relevant - Chapter 1: Section 4 "Risk factors" p.42 Chapter 2: <ul style="list-style-type: none"> Section 4.2.1 "General Environmental Policy" p.90 Section 4.2.5 "Information Categories Deemed Irrelevant with regard to the Group's businesses" p.95 </p>		C-1.4 C-4.2	7	VI	G4-EC2		
	EC3	Coverage of the organization's defined benefit plan obligations	 <p>Chapter 4: Section III: <ul style="list-style-type: none"> Note 4 "EBIT" p.244 Note 21 "Employee benefits" p.274 </p>					G4-EC3		

Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?			Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator							
Economic performance	EC4	Significant financial assistance received from government		Not reported				II.A.15	G4-EC4
		MSS Commentary							
	MSS M1	Significant funding and other support received from non-governmental sources		Not reported				II.A.15	
Market presence	EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation		Not reported		B-6			G4-EC5
	EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation		Chapter 2, Section 2.2.2 "Local, Economic and Social Impact of Business Activity"	p.59	D-1.1 D-3.1		II.A.3	G4-EC9
				CSR > Our ten priority area for action > Territorial Development CSR > Reports & Performance > Key Indicators > Societal Indicators					
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation		Chapter 2, Section 2.2.2 "Local, Economic and Social Impact of Business Activity"	p.59	D-1.1	6	II.A.3 and 4 V.5	G4-EC6	
			CSR > Our ten priority area for action > Territorial Development CSR > Reports & Performance > Key Indicators > Societal Indicators						
Indirect economic impacts	EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement		Chapter 2: ■ Section 2.2.2 "Local, Economic and Social Impact of Business Activity" ■ Section 2.2.3 "Relations with Stakeholders"	p.59 p.64	D-1.1 D-2.2 D-5		IV	G4-EC7
		MMS Commentary		CSR > Our ten priority area for action > Promoting Cultural Diversity > Knowledge Sharing > Territorial Development CSR > Reports & Performance > Key Indicators > Societal Indicators					
	EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts		Chapter 2: ■ Section 2.2.1 "Vivendi's Three Strategic Issues relating to Human Rights" ■ Section 2.2.2 "Local, Economic and Social Impact of Business Activity" ■ Section 2.2.3 "Relations with Stakeholders"	p.55 p.59 p.64	D-1.1 D-1.2 D-2.2 D-5		II.A.3 IV V.5	G4-EC8
TSS Commentary T			CSR > Our ten priority area for action > Knowledge Sharing > Territorial Development CSR > Reports & Performance > Key Indicators > Societal Indicators						

Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?			Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator							
Investment	TSS I01	Capital investment in telecommunication network infrastructure broken down by country/region	 Chapter 2, Section 2.2.2 "Local, Economic and Social Impact of Business Activity" Chapter 4, Section 3 "Cash flow from operations analysis"	p.59 p.184	D-1.2	1, 2	IV IX.1		
			 CSR > Our ten priority area for action > Knowledge Sharing > Territorial Development CSR > Reports & Performance > Key Indicators > Economic Indicators						
	TSS I02	Net costs for service providers under the Universal Service Obligation when extending service to geographic locations and low-income groups, which are not profitable. Describe relevant legislative and regulatory mechanisms	 Chapter 1: Section 2 "Businesses" Chapter 2: ■ Section 2.2.1 "Vivendi's Three Strategic Issues relating to Human Rights" ■ Section 2.2.2 "Local, Economic and Social Impact of Business Activity"	p.15 p.55 p.59	D-1.2	1, 2	IV IX.1		
			 CSR > Our ten priority area for action > Knowledge Sharing CSR > Reports & Performance > Key Indicators > Societal Indicators						
Infrastructure	TSS I07	Policies and practices on the siting of masts and transmission sites including stakeholder consultation, site sharing, and initiatives to reduce visual impacts. Describe approach to evaluate consultations and quantify where possible	 Chapter 2: Section 4.2.2 "Pollution and Waste Management"	p.96	C-2.3 D-4.2	7, 8	II.A.14 VI.2 VIII.7		
			 CSR > Our ten priority area for action > Environment and radiofrequencies CSR > Reports & Performance > Key Indicators > Societal Indicators						
	TSS I08	Number and percentage of stand-alone sites, shared sites, and sites on existing structures		Not reported					

ENVIRONMENT









Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?		Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator						
	DMA EN	Disclosure on Management Approach	 Chapter 1: ■ Section 4 "Risk factors" p.42 Chapter 2: ■ Section 4.1 "Key messages" p.88 ■ Section 4.2.1 "General Environmental Policy" p.90 ■ Section 4.2.3 "Sustainable Use of Resources" p.92		C-1	7,8,9	VI	G4-DMA
		MSS and TSS Commentary	 CSR > Vision & Challenges > Environmental key messages CSR > Our ten priority area for action > Environment and radiofrequencies CSR > Reports & Performance > Key Indicators > Environmental Indicators Vivendi > Compliance Program					
Materials	EN1	Materials used by weight or volume	 Chapter 1, Section 2.8 "Raw Materials Used in the Group Businesses" p.34 Chapter 2, Section 4.2.3 "Sustainable Use of Resources" p.92		C-3.3		VI.1.a	G4-EN1
		MSS and TSS Commentary	 CSR > Our ten priority area for action > Environment and radiofrequencies CSR > Reports & Performance > Key Indicators > Environmental Indicators					
	EN2	Percentage of materials used that are recycled input materials		Not reported	C-3.4	8, 9	VI.6.d	G4-EN2
Energy	EN3	Direct energy consumption by primary energy source	 Chapter 2: ■ Section 4.2.3 "Sustainable Use of Resources" p.92 ■ Section 4.2.4 "Climate Change" p.94		C-3.5	8	VI.1.a	G4-EN3
			 CSR > Our ten priority area for action > Environment and radiofrequencies CSR > Reports & Performance > Key Indicators > Environmental Indicators					
	EN4	Indirect energy consumption by primary source	 Chapter 2: ■ Section 4.1.2 "Improved Reporting on Energy Consumption" p.88 ■ Section 4.2.3 "Sustainable Use of Resources" p.92 ■ Section 4.2.4 "Climate Change" p.94		C-3.5	8	VI.1.a	G4-EN4
			 CSR > Our ten priority area for action > Environment and radiofrequencies CSR > Reports & Performances > Key Indicators > Environmental Indicators					
	EN5	Energy saved due to conservation and efficiency improvements	 Chapter 2: ■ Section 4.1.2 "Improved Reporting on Energy Consumption" p.88 ■ Section 4.2.3 "Sustainable Use of Resources" p.92		C-3.6	8, 9	VI.6.b	G4-EN6
			 CSR > Our ten priority area for action > Environment and radiofrequencies					

Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?				Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator								
Energy	EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives		Chapter 2: Section 4.1.3 "Digital Challenges: the Environmental Issue"	p.89	C-3.6	8, 9	VI.6.b and d	G4-EN7	
		MSS Commentary		CSR > Our ten priority area for action > Environment and radiofrequencies						
	EN7	Initiatives to reduce indirect energy consumption and reductions achieved		Chapter 2: ■ Section 4.1.2 "Improved Reporting on Energy Consumption" ■ Section 4.2.3 "Sustainable Use of Resources"	p.88 p.92	C-3.6	8, 9	VI.6.d	G4-EN6	
				CSR > Our ten priority area for action > Environment and radiofrequencies CSR > Reports & Performances > Key Indicators > Environmental Indicators						
Water	EN8	Total water withdrawal by source		Chapter 2: Section 4.2.3 "Sustainable Use of Resources"	p.92	C-3.1		VI.1.a	G4-EN8	
				CSR > Our ten priority area for action > Environment and radiofrequencies CSR > Reports & Performances > Key Indicators > Environmental Indicators						
	EN9	Water sources significantly affected by withdrawal of water		Chapter 2: Section 4.2.3 "Sustainable Use of Resources"	p.92	C-3.1		VI.6.d	G4-EN9	
				CSR > Our ten priority area for action > Environment and radiofrequencies						
	EN10	Percentage and total volume of water recycled and reused		Not reported		C-3.1 C-3.4	8, 9	VI.6.d	G4-EN10	
	Biodiversity	EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		Not relevant - Chapter 2, Section 4.2.5 "Information Categories Deemed Irrelevant with regard to the Group's businesses"	p.95	C-5.1		VI.1.a	G4-EN11
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-EN12	
		TSS Commentary		C-5.1			8	VI.6.d	G4-EN13	
EN13		Habitats protected or restored		C-5.1			7, 8, 9	VI.6.d		
EN14		Strategies, current actions, and future plans for managing impacts on biodiversity		C-5.1				VI.1.a	G4-EN14	













Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?		Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4		
GRI Aspect	Indicator Code	Description of the indicator								
Emissions, effluents, and waste	EN16	Total direct and indirect greenhouse gas emissions by weight		Chapter 2: Section 4.2.4 "Climate Change"	p.94	C-4.1	VI.1.a	G4-EN15 G4-EN16		
		Other relevant indirect greenhouse gas emissions by weight		CSR > Reports & Performances > Key Indicators > Environmental Indicators				G4-EN17		
	EN17	TSS Commentary on EN16 and EN17								
		EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved		Not relevant - Chapter 2: ■ Section 4.1.2 "Improved Reporting on Energy Consumption" ■ Section 4.2.3 "Sustainable Use of Resources" ■ Section 4.2.4 "Climate Change"	p.88 p.92 p.94	C-4.2	7, 8, 9	VI.6.d	G4-EN19
		MSS Commentary		CSR > Our ten priority area for action > Environment and radiofrequencies						
Emissions, effluents, and waste	EN19	Emissions of ozone-depleting substances by weight		Not relevant - Chapter 2: ■ Section 4.2.2 "Pollution and Waste Management" ■ Section 4.2.3 "Sustainable Use of Resources" ■ Section 4.2.4 "Climate Change"	p.91 p.92 p.94	C-4.1		VI.1.a	G4-EN20	
				CSR > Reports & Performance > Key Indicators > Environmental Indicators						
	EN20	NOx, SOx, and other significant air emissions by type and weight		Not relevant - Chapter 2: ■ Section 4.2.2 "Pollution and Waste Management" ■ Section 4.2.3 "Sustainable Use of Resources" ■ Section 4.2.4 "Climate Change"	p.91 p.92 p.94	C-4.1		VI.1.a	G4-EN21	
	EN21	Total water discharge by quality and destination		Not relevant - Chapter 2: Section 4.2.5 "Information Categories Deemed Irrelevant with regard to the Group's businesses"	p.95	C-3.1		VI.1.a	G4-EN22	
	EN22	Total weight of waste by type and disposal method		Chapter 2: Section 4.2.2 "Pollution and Waste Management"	p.91	C-2.2	7, 8, 9	VI.1.a	G4-EN23	
		MSS Commentary		CSR > Reports & Performance > Key Indicators > Environmental Indicators						
	EN23	Total number and volume of significant spills			Not reported		C-2.1		VI.1.a	G4-EN24
	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		Chapter 2: Section 4.2.2 "Pollution and Waste Management"	p.91	C-2.1	8	VI.1.a	G4-EN25	
			CSR > Reports & Performance > Key Indicators > Environmental Indicators							
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		Not relevant - Chapter 2: Section 4.2.5 "Information Categories Deemed Irrelevant with regard to the Group's businesses"	p.95	C-5.1	8	VI.1.a and 6.d	G4-EN26		
			CSR > Reports & Performance > Key Indicators > Environmental Indicators							









Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?			Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator							
Products and services	EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation		Chapter 2, Section 4.2.3 "Sustainable Use of Resources"	p.92	C-3.4 C-3.6	7, 8, 9	VI.6.b	G4-EN27
		MSS Commentary		CSR > Our ten priority area for action > Environment and radiofrequencies CSR > Reports & Performance > Key Indicators > Environmental Indicators					
	EN27	Percentage of products sold and their packaging materials that are reclaimed by category		CSR > Our ten priority area for action > Knowledge Sharing		C-2.2	7, 8, 9	VI.6.b and d	G4-EN28
Technology applications	TSS TA1	Provide examples of the resource efficiency of telecommunication products and services delivered		Chapter 1: ■ Section 1 "Group Profile" ■ Section 2 "Businesses" Chapter 2: Section 4.1.3 "Digital Challenges: the Environmental Issue"	p.05 p.15 p.89	C-3.6	9	VI.6.b	
	TSS TA2	Provide examples of telecommunication products, services and applications that have the potential to replace physical objects (e.g. a telephone book by a database on the web or travel by videoconferencing)		CSR > Our ten priority area for action > Environment and radiofrequencies		C-3.6	9	VI.6.b	
	TSS TA3	Disclose any measures of transport and/or resource changes of customer use of the telecommunication products and services listed above. Provide some indication of scale, market size, or potential savings				C-3.6	9	VI.6.b	
Compliance	EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations		Not reported		C-1.4			G4-EN29
Transport	EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce		Chapter 2: Section 4.2.4 "Climate Change"	p.94	C-3.5 C-4.1		VI.1.a	G4-EN30
				CSR > Reports & Performance > Key Indicators > Environmental Indicators					
Overall	EN30	Total environmental protection expenditures and investments by type		Chapter 2: ■ Section Section 4.1.1 "Enhanced Employee Mobilization" ■ Section 4.2.1 "General Environmental Policy"	p.88 p.90	C-1.3	7, 8	VI.1.a and c	G4-EN31
				CSR > Our ten priority area for action > Environment and radiofrequencies CSR > Reports & Performance > Key Indicators > Environmental Indicators					

LABOR PRACTICES AND DECENT WORK











Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?				Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator								
	DMA LA	Disclosure on Management Approach	 Chapter 2: <ul style="list-style-type: none"> Section 3.1 "Key messages" p.71 Section 3.2.5 "Training" p.82 Section 3.2.6 "Equality and diversity in employment" p.84 Section 4.2.1 "General Environmental Policy" p.90 Chapter 3: <ul style="list-style-type: none"> Section 3.1.1 "Supervisory Board" p.120 Section 4.2 "Vivendi's Equal Opportunities Policy" p.162 		B	1, 2, 3, 4, 6, 8	II.A.4 V	G4-DMA		
		MSS Commentary	 CSR > Our ten priority area for action > Leveraging Content and Innovation > Leveraging Human Resources CSR > Reports & Performance > Key Indicators > Social Indicators Vivendi > Compliance Program							
Employ- ment	LA1	Total workforce by employment type, employment contract, and region, broken down by gender	 Chapter 1 : Section 1.2 "Key Figures" p.06 Chapter 2: <ul style="list-style-type: none"> Section 2.2.2 "Local, Economic and Social Impact of Business Activity" p.59 Section 3.2.1 "Employment" p.74 Section 3.2.2 "Organization of Work" p.77 Section 3.2.6 "Equality and diversity in employment" p.84 		B-1.1 à B-1.4		II.A.3 V	G4-10		
		MSS Commentary	 CSR > Reports & Performance > Key Indicators > Societal Indicators > Social Indicators							
	LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region	 Chapter 2 : Section 3.2.1 "Employment" p.74		B-1.5 B-1.6	6	V	G4-LA1		
		MSS Commentary	 CSR > Reports & Performance > Key Indicators > Social Indicators							
	LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operations	Not reported		B-1.7 B-1.8			G4-LA2		
	LA15	Return to work and retention rates after parental leave, by gender	 Chapter 2 : Section 3.2.6 "Equality and diversity in employment" p.84		B-6.1	1, 6	V.1.e	G4-LA3		
MSS Commentary		 CSR > Our ten priority area for action > Leveraging Human Resources								

LABOR PRACTICES AND DECENT WORK












Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?		Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator						
Labor-management relation	LA4	Percentage of employees covered by collective bargaining agreements	 Chapter 2: ■ - Section 3.2.3 "Social Relations" p.79 ■ - Section 3.2.7 "Promotion and Compliance with the Fundamental Principles of the ILO" p.87		B-3.2 B-7.1	3	V.8	G4-11.a
			 CSR > Reports & Performance > Key Indicators > Social Indicators					
	LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements		Not reported	B-3.2 B-7.1	3	V.6	G4-LA4
Occupational health and safety	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	 Chapter 2 : Section 3.2.4 "Occupational Health and Safety" p.80		B-4.1		V.4.c	G4-LA5
			 CSR > Our ten priority area for action > Leveraging Human Resources CSR > Reports & Performance > Key Indicators > Social Indicators					
	LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender	 Chapter 2: ■ Section 3.2.2 "Organization of Work" p.77 ■ Section 3.2.4 "Occupational Health and Safety" p.80		B-2.2 B-4.3 B-4.4	1	V	G4-LA6, G4-A7
			 CSR > Reports & Performance > Key Indicators > Social Indicators					
			MSS Commentary		Not relevant			
	LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases	 Chapter 2 : Section 3.2.4 "Occupational Health and Safety" p.80		B-4.1 B-5.1		II.A.4 and 8 V.4.c VI.7	
 CSR > Reports & Performance > Key Indicators > Social Indicators								
		MSS Commentary						
LA9	Health and safety topics covered in formal agreements with trade unions	 Chapter 2 : Section 3.2.4 "Occupational Health and Safety" p.80		B-4.2	3	V.4.c	G4-LA8	
		 CSR > Reports & Performance > Key Indicators > Social Indicators						
TSS I03	Practices to ensure health and safety of field personnel involved in the installation, operation and maintenance of masts, base stations, laying cables and other outside plant. Related health and safety issues include working at heights, electric shock, exposure to EMF and radio frequency fields, and exposure to hazardous chemicals	 Chapter 2: ■ Section 2.2.5 "Fair Business Practices" p.67 ■ Section 3.2.4 "Occupational Health and Safety" p.80		B-4.1		V.4.c		
		 CSR > Our ten priority area for action > Leveraging Human Resources > Environment and radiofrequencies						




Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?		Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator						
Formation and éducation	LA10	Average hours of training per year per employee by gender, and by employee category	 Chapter 2: ■ Section 2.2.4 "CSR criteria in the purchasing policy and relations with suppliers and subcontractors" p.65 ■ Section 3.2.5 "Training" p.82		B-5.2	6	II.A.4	G4-LA9
		MSS Commentary	 CSR > Our ten priority area for action > Leveraging Human Resources CSR > Reports & Performance > Key Indicators > Societal Indicators > Social Indicators					
	LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	 Chapter 2: ■ Section 3.1.3 "Employee Support Program in Line with Group Developments" p.72 ■ Section 3.2.5 "Training" p.82		B-5.1		II.A.8	G4-LA10
			 CSR > Our ten priority area for action > Leveraging Human Resources CSR > Reports & Performance > Key Indicators > Social Indicators					
LA12		Percentage of employees receiving regular performance and career development reviews, by gender	 Chapter 2 : Section 3.1.3 "Employee Support Program in Line with Group Developments" p.72		B-3.1	1, 6	V.3	G4-LA11
			 CSR > Our ten priority area for action > Leveraging Human Resources					
Equality and diversity in employment	LA13	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 2: ■ Section 2.2.2 "Local, Economic and Social Impact of Business Activity" p.59 ■ Section 3.2.1 "Employment" p.74 ■ Section 3.2.6 "Equality and diversity in employment" p.84		B-6.1 B-6.3 B-6.4 B-7.2	1, 6	IV V.1.e	G4-LA12
			 CSR > Our ten priority area for action > Leveraging Human Resources CSR > Reports & Performance > Key Indicators > Social Indicators					
Egalité des rémunérations entre hommes and femmes	LA14	Ratio of basic salary of men to women by employee category, by significant locations of operation		Not reported	B-6.1 B-7.2	1, 6	V.1.e	G4-LA13

HUMAN RIGHTS

Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?		Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator						
DMA HR	Disclosure on Management Approach MSS and TSS Commentary	 Chapter 2: <ul style="list-style-type: none"> Section 2.2.4 "CSR criteria in the purchasing policy and relations with suppliers and subcontractors" p.65 Section 2.2.5 "Fair Business Practices" p.67 		D-3 D-5	1-6	II.A.2, 12 and 13 II.B IV	G4-DMA	
		 CSR > Vision & Challenges > Integration of CSR into our governance > Non-Financial Reporting as a Management Tool CSR > Our ten priority area for action > Protecting and Empowering Young People > Promoting Cultural Diversity > Knowledge Sharing > Protection of personal data > Vigilance towards Suppliers > Leveraging Human Resources CSR > Reports & Performance > Key Indicators > Societal Indicators > Social Indicators Vivendi > Compliance Program						
Investment and procurement practices	HR1	Percentage and total number of significant investment agreements and contracts that include human rights clauses or that have undergone human rights screening	 Chapter 2 : Section 2.2.4 "CSR criteria in the purchasing policy and relations with suppliers and subcontractors" p.65		D-5	1, 2, 4, 5	IV	G4-HR1
			 CSR > Our ten priority area for action > Vigilance towards Suppliers > Leveraging Human Resources					
	HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening and actions taken	 Chapter 2 : Section 2.2.4 "CSR criteria in the purchasing policy and relations with suppliers and subcontractors" p.65		D-3.1 D-3.2	1, 2, 4, 5	II.A.12, 13 and B.2 IV.3	G4-HR10
			 CSR > Our ten priority area for action > Vigilance towards Suppliers > Leveraging Human Resources CSR > Reports & Performance > Key Indicators > Societal Indicators					
	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	 Chapter 2 : Section 2.2.4 "CSR criteria in the purchasing policy and relations with suppliers and subcontractors" p.65		D-3.1 D-5	1, 2	II.A.8 IV	
			 CSR > Our ten priority area for action > Vigilance towards Suppliers					
MSS Commentary		 Chapter 2: <ul style="list-style-type: none"> Section 1.1.3 "Creating Shared Value" p.49 Section 1.2.1 "Cross-Mobilization" p.51 Section 2.2.1 "Vivendi's Three Strategic Issues relating to Human Rights" p.55 Section 2.2.5 "Fair Business Practices" p.67 		D-5	1, 2	II.A.8 and B.2 IV	G4-HR2	
		 CSR > Our ten priority area for action > Ethics and Business Practices > Protection of personal data						








HUMAN RIGHTS






Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?			Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator							
Non-discrimination	HR4	Total number of incidents of discrimination and corrective actions taken	 Chapter 1 : Section 3 "Litigation" p.35 Chapter 2 : Section 3.2.7 "Promotion and Compliance with the Fundamental Principles of the ILO" p.87 Chapter 4: ■ Section III, Note 28 "Litigation" p.309 ■ Section IV.3, Note 24 "Litigation" p.357			B-7.2	1, 2, 6	II.9 V.1.e	G4-HR3
			 CSR > Our ten priority area for action > Ethics and Business Practices > Leveraging Human Resources CSR > Reports & Performance > Key Indicators > Social Indicators						
Freedom of association and collective bargaining	HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights	 Chapter 2: ■ Section 2.2.4 "CSR criteria in the purchasing policy and relations with suppliers and subcontractors" p.65 ■ Section 3.2.7 "Promotion and Compliance with the Fundamental Principles of the ILO" p.87			B-7.1 D-3.2	1,2,3	V.1.a V.8	HR4
			 CSR > Our ten priority area for action > Vigilance towards Suppliers > Leveraging Human Resources CSR > Reports & Performance > Key Indicators > Social Indicators						
Child labor	HR6	Operations and significant 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 2.2.4 "CSR criteria in the purchasing policy and relations with suppliers and subcontractors" p.65 ■ Section 3.2.7 "Promotion and Compliance with the Fundamental Principles of the ILO" p.87			B-7.4 D-3.2	1, 2, 5	II.B.2 IV V.1.c	G4-HR5
			 CSR > Our ten priority area for action > Vigilance towards Suppliers > Leveraging Human Resources CSR > Reports & Performance > Key Indicators > Social Indicators						
Forced and compulsory labor	HR7	Operations and significant 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 2.2.4 "CSR criteria in the purchasing policy and relations with suppliers and subcontractors" p.65 ■ Section 3.2.7 "Promotion and Compliance with the Fundamental Principles of the ILO" p.87			B-7.3 D-3.2	1, 2, 4	II.B.2 IV V.1.d	G4-HR6
			 CSR > Our ten priority area for action > Vigilance towards Suppliers > Leveraging Human Resources CSR > Reports & Performance > Key Indicators > Social Indicators						
Security practices	HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations		Not reported			1, 2	II.A.8	G4-HR7
Indigenous rights	HR9	Total number of incidents of violations involving rights of indigenous people and actions taken	 Chapter 1 : Section 3 "Litigation" p.35 Chapter 4: ■ Section III, Note 28 "Litigation" p.309 ■ Section IV.3, Note 24 "Litigation" p.357			D-1.2	1, 2	IV	G4-HR8
Assessment	HR 10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessment	 Chapter 2: ■ Section 1.2.1 "Cross-Mobilization" p.51 ■ Section 2.2.1 "Vivendi's Three Strategic Issues relating to Human Rights" p.55 ■ Section 2.1.3 "Enhanced Vigilance of the Supply Chain" p.54 Chapter 3 : Section 4.4 "Risk Monitoring and Management" p.165			D-5	1, 2, 4, 5	IV	G4-HR9
		MSS Commentary	 CSR > Our ten priority area for action > Vigilance towards Suppliers CSR > Reports & Performance > Key Indicators > Societal Indicators						

Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?			Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator							
Remedia- tion	HR 11	Number of grievances related to human rights field, addressed and resolved through formal grievance mechanisms	 Chapter 1 : Section 3 "Litigation" Chapter 4: ■ Section III, Note 28 "Litigation" ■ Section IV.3, Note 24 "Litigation"	p.35 p.309 p.357	D-5	1, 2	IV.6	G4-HR12	
		MSS Commentary	 Chapter 2: ■ Section 2.2.1 "Vivendi's Three Strategic Issues relating to Human Rights" ■ Section 2.2.3 "Relations with Stakeholders" ■ Section 2.2.5 "Fair Business Practices"	p.55 p.64 p.67					
			 CSR > Our ten priority area for action > Ethics and Business Practices > Protecting and Empowering Young People > Promoting Cultural Diversity > Knowledge Sharing > Protection of personal data Vivendi > Compliance Program Footer > Data and Content Protection Charter						







Strategy and analysis
Economy (EC)
Environment (EN)
Labor practices and decent work (LA)
Human Rights (HR)
Society (SO)
Product Responsibility (PR)

SOCIETY











Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?				Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator								
	DMA SO	Disclosure on Management Approach	 Chapter 2: ■ Section 2.2.2 "Local, Economic and Social Impact of Business Activity" p.59 ■ Section 2.2.5 "Fair Business Practices" p.67 Chapter 3: ■ Section 3.6 "Compliance Program" p.157 ■ Section 4.3.1 "Definition and Objectives of Internal Control" p.163 ■ Section 4.4 "Risk Monitoring and Management" p.165	 CSR > Our ten priority area for action > Ethics and Business Practices CSR > Reports & Performance > Key Indicators > Societal Indicators Vivendi > Compliance Program	D-1.2 D-4	1, 7, 8, 9, 10	II.A.3, 8 and 14 VII X	G4-DMA		
		MSS Commentary								
Local communities	S01	Percentage of operations with implemented local community engagement, impact assessments, and development programs	 Chapter 2: ■ Section 1.1.3 "Creating Shared Value" p.49 ■ Section 1.2 "Integration of CSR into our governance" p.51 ■ Section 2.1 "Key messages" p.54 ■ Section 2.2.1 "Vivendi's Three Strategic Issues relating to Human Rights" p.55 ■ Section 2.2.2 "Local, Economic and Social Impact of Business Activity" p.59 ■ Section 2.2.3 "Relations with Stakeholders" p.64 ■ Section 2.2.5 "Fair Business Practices" p.67	 CSR > Vision & Challenges > CSR Policy > Creating Shared Value > Integration of CSR into our governance CSR > Our ten priority area for action > Promoting Cultural Diversity > Knowledge Sharing > Territorial Development > Environment and radiofrequencies CSR > Reports & Performance > Key Indicators > Societal Indicators	D-1.2	1	II.A.3 and 14 IX.5	G4-S01		
	S09	Operations with significant potential or actual negative impact on local communities			D-4.2	7, 8, 9	VI.2 VIII.7	G4-S02		
	S010	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities			D-4.2	7, 8, 9	VI.2 VIII.7			
Corruption	S02	Percentage and total number of business units analyzed for risks related to corruption	 Chapter 2, Section 2.2.5 "Fair Business Practices" p.67 Chapter 3: ■ Section 3.6 "Compliance Program" p.157 ■ Section 4.3.3 "Internal Control Components" p.164 ■ Section 4.4 "Risk Monitoring and Management" p.165	 CSR > Our ten priority area for action > Ethics and Business Practices Vivendi > Compliance Program	D-4.1	10	VII, VII.2 and 5	G4-S03		
	S03	Percentage of employees trained in organization's anti-corruption policies and procedures	 CSR > Our ten priority area for action > Ethics and Business Practices	D-4.1	10	II.A.3, 4 and 8 VII	G4-S04			
	S04	Actions taken in response to incidents of corruption	Confidential	D-4.1	10	VII	G4-S05			

Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?			Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator							
Public policy	S05	Public policy positions and participation in public policy development and lobbying		Chapter 2: ■ Section 1.1.3 "Creating Shared Value" ■ Section 1.2.1 "Cross-Mobilization"	p.49 p.51	D-4.1	1 à 10	II.A.15 VII	
		MSS Commentary		CSR > Our ten priority area for action > Ethics and Business Practices Vivendi > Compliance Program					
	S06	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country		Compliance		D-4.1	10	II.A.15 VII	G4-S06
Anti-competitive behavior	S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes		Chapter 1: Section 3 "Litigation" Chapter 4: ■ Section III, Note 28 "Litigation" ■ Section IV.3, Note 24 "Litigation"	p.35 p.309 p.357	D-4.1	10	X	G4-S07
		TSS Commentary		CSR > Our ten priority area for action > Ethics and Business Practices					
Compliance	S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations		Chapter 1: Section 3 "Litigation" Chapter 4: ■ Section III, Note 28 "Litigation" ■ Section IV.3, Note 24 "Litigation"	p.35 p.309 p.357	D-4.1	10	X	G4-S08











PRODUCT RESPONSIBILITY

Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?		Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator						
	DMA PR	Disclosure on Management Approach	 Chapter 1, Section 1.3.2 "Vivendi's Strengths in Becoming a Global Media Player" Chapter 2: <ul style="list-style-type: none"> Section 1 "CSR Policy" Section 2.2.1 "Vivendi's Three Strategic Issues relating to Human Rights" Section 2.2.3 "Relations with Stakeholders" Section 2.2.5 "Fair Business Practices" 	p.11 p.48 p.55 p.64 p.67	D-2.1 D-4.2 D-5	1, 2, 7, 8	IV VIII	G4-DMA
		MSS Commentary	 CSR > Vision & Challenges > CSR Policy <ul style="list-style-type: none"> Societal key messages CSR > Our ten priority area for action > Ethics and Business Practices <ul style="list-style-type: none"> Protecting and Empowering Young People Promoting Cultural Diversity Knowledge Sharing Leveraging Content and Innovation Footer > Data and Content Protection Charter					
Content creation	MSS M2	Methodology for assessing and monitoring adherence to content creation values	 Chapter 2: <ul style="list-style-type: none"> Section 1 "CSR Policy" Section 1.1.4 "An Integrated Reporting Approach" Section 2 "Key messages" Section 2.2.1 "Vivendi's Three Strategic Issues relating to Human Rights" Section 2.2.3 "Relations with Stakeholders" 	p.48 p.49 p.54 p.55 p.64	D-5	1, 2	II.A.2 IV	
	MSS M3	Actions taken to improve adherence to content creation values, and results obtained	 CSR > Vision & Challenges > CSR Policy > An Integrated Reporting Approach <ul style="list-style-type: none"> Societal key messages CSR > Our ten priority area for action > Ethics and Business Practices <ul style="list-style-type: none"> Protecting and Empowering Young People Promoting Cultural Diversity Knowledge Sharing Leveraging Content and Innovation CSR > Reports & Performance > Key Indicators > Societal Indicators Site Cultureswithvivendi Footer > Data and Content Protection Charter					
Content dissemina- tion	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 2: <ul style="list-style-type: none"> Section 1 "CSR Policy" Section 2.2.1 "Vivendi's Three Strategic Issues relating to Human Rights" Section 2.2.3 "Relations with Stakeholders" 	p.48 p.55 p.64	D-5	1,2	II.A.2 IV VIII.2 and 8	
			 CSR > Vision & Challenges > CSR Policy <ul style="list-style-type: none"> Societal key messages CSR > Our ten priority area for action > Protecting and Empowering Young People <ul style="list-style-type: none"> Promoting Cultural Diversity Knowledge Sharing CSR > Reports & Performance > Key Indicators > Societal Indicators					













PRODUCT RESPONSIBILITY

Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?		Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator						
Content dissemination	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		Confidential			II.A.2 IV VIII.3	
Access to content	TSS PA7	Policies and practices to manage human rights issues relating to access and use of telecommunications products and services. Ex: <ul style="list-style-type: none"> • Participation in industry initiatives or individual initiatives related to Freedom of Expression • Legislation in different markets on registration, censorship, limiting access • Interaction with governments on security issues for surveillance purposes • Interaction with national and local authorities and own initiatives to restrict criminal or potentially unethical content • Protecting vulnerable groups such as children Explain how such policies and practices are adapted and applied in different countries	 Chapter 2: <ul style="list-style-type: none"> ■ Section 1.1.3 "Creating Shared Value" p.49 ■ Section 2.1.2 "Personal Data at the Heart of the Group's Digital Environment" p.54 ■ Section 2.2.1 "Vivendi's Three Strategic Issues relating to Human Rights" p.55 ■ Section 2.2.5 "Fair Business Practices" p.67 		D-5	1, 2	II.A.14 and B.1 IV	
			 CSR > Our ten priority area for action > Ethics and Business Practices > Protecting and Empowering Young People > Knowledge Sharing CSR > Reports & Performance > Key Indicators > Societal Indicators					
Access to telecommunication products and services/bridging the digital divide	TSS PA1	Policies and practices to enable the deployment of telecommunications infrastructure and access to telecommunications products and services in remote and low population density areas. Include an explanation of business models applied	 Chapter 2: <ul style="list-style-type: none"> ■ Section 2.2.1 "Vivendi's Three Strategic Issues relating to Human Rights" p.55 ■ Section 2.2.2 "Local, Economic and Social Impact of Business Activity" p.59 		D-1.2 D-5	1, 2	IV IX.1	
			 CSR > Our ten priority area for action > Knowledge Sharing > Territorial Development CSR > Reports & Performance > Key Indicators > Societal Indicators					
	TSS PA2	Policies and practices to overcome barriers for access and use of telecommunication products and services including: language, culture, illiteracy, and lack of education, income, disabilities, and age. Include an explanation of business models applied	 Chapter 2: Section 2.2.1 "Vivendi's Three Strategic Issues relating to Human Rights" p.55		D-5	1, 2	IV VIII.8	
			 CSR > Our ten priority area for action > Knowledge Sharing CSR > Reports & Performance > Key Indicators > Societal Indicators					
	TSS PA3	Policies and practices to ensure availability and reliability of telecommunications products and services and quantify, where possible, for specified time periods and locations of down time	 Chapter 1: Section 2 "Businesses" p.15 Chapter 2: Section 2.2.1 "Vivendi's Three Strategic Issues relating to Human Rights" p.55		D-5	1, 2	IV	
			 CSR > Our ten priority area for action > Knowledge Sharing					
TSS PA4	Quantify the level of availability of telecommunications products and services in areas where the organisation operates. Examples include: customer numbers/market share, addressable market, percentage of population covered, percentage of land covered	 Chapter 1: Section 2 "Businesses" p.15 Chapter 2: Section 2.2.2 "Local, Economic and Social Impact of Business Activity" p.59		D-1.2 D-5	1, 2	IV		
		 CSR > Our ten priority area for action > Knowledge Sharing > Territorial Development CSR > Reports & Performance > Key Indicators > Societal Indicators						









PRODUCT RESPONSIBILITY



Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?		Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator						
Access to telecommunication products and services/ bridging the digital divide	TSS PA5	Number and types of telecommunication products and services provided to and used by low and no income sectors of the population. Provide definitions selected. Include explanation of approach to pricing, illustrated with examples such as price per minute of dialogue/bit of data transfer in various remote, poor or low population density areas	 Chapter 2: <ul style="list-style-type: none"> Section 2.2.1 "Vivendi's Three Strategic Issues relating to Human Rights" Section 2.2.3 "Relations with Stakeholders" 	p.55 p.64	D-5	1, 2	IV VIII.8	
	TSS PA6	Programmes to provide and maintain telecommunication products and services in emergency situations and for disaster relief	 CSR > Our ten priority area for action > Knowledge Sharing CSR > Reports & Performance > Key Indicators > Societal Indicators					
Audience interaction	MSS M6	Methods to interact with audiences and results	 Chapter 2: <ul style="list-style-type: none"> Section 1.1.3 "Creating Shared Value" Section 2.2.2 "Local, Economic and Social Impact of Business Activity" Section 2.2.3 "Relations with Stakeholders" 	p.49 p.59 p.64	D-2.1	1, 2	II.A.14 IV VIII	
			 CSR > Vision & Challenges > CSR Policy > Creating Shared Value > Societal key messages CSR > Our ten priority area for action > Protecting and Empowering Young People CSR > Reports & Performance > Key Indicators > Societal Indicators Site Cultureswithvivendi					
Customer health and safety	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 TSS Commentary	 Chapter 1 : Section 4 "Risk factors" Chapter 2: <ul style="list-style-type: none"> Section 1.2.1 "Cross-Mobilization" Section 2.2.5 "Fair Business Practices" 	p.42 p.51 p.67	D-4.2	1, 7, 8, 9	IV VI VIII	G4-PR1
			 CSR > Our ten priority area for action > Protecting and Empowering Young People > Environment and radiofrequencies					
	PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes		Confidential	D-4.2	1	VIII.3	G4-PR2
Technology applications	TSS I04	Compliance with ICNIRP (International Commission on Non-Ionising Radiation Protection) standards on exposure to radiofrequency (RF) emission from handsets	 Chapter 2 : Section 2.2.5 "Fair Business Practices"	p.67	D-4.2	7, 8	VI.1 VIII.1	
			 CSR > Our ten priority area for action > Environment and radiofrequencies					
	TSS I05	Compliance with ICNIRP (International Commission on Non-Ionising Radiation Protection) guidelines on exposure to radiofrequency (RF) emissions from base stations	 Chapter 2 : Section 2.2.5 "Fair Business Practices"	p.67	D-4.2	7, 8	VI.1 VIII.1	
			 CSR > Our ten priority area for action > Environment and radiofrequencies					

PRODUCT RESPONSIBILITY

Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?		Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator						
Technology applications	TSS I06	Policies and practices with respect to Specific Absorption Rate (SAR) of handsets	 Chapter 2 : Section 2.2.5 "Fair Business Practices" p.67		D-4.2	7, 8	VI.1 VIII.1	
			 CSR > Our ten priority area for action > Environment and radiofrequencies					
Product and service labeling	PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	 Chapter 2: ■ Section 2.2.1 "Vivendi's Three Strategic Issues relating to Human Rights" ■ Section 2.2.5 "Fair Business Practices" p.55 p.67		D-4.2	8	VIII.2 VI.6.c	G4-PR3
			 CSR > Our ten priority area for action > Protecting and Empowering Young People > Environment and radiofrequencies					
	PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	Confidential		D-4.2			G4-PR4
	PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	 Chapter 2: ■ Section 1.1.4 "An Integrated Reporting Approach" ■ Section 2.2.1 "Vivendi's Three Strategic Issues relating to Human Rights" ■ Section 2.2.3 "Relations with Stakeholders" p.49 p.55 p.64		D-2.1		II.A.14 VIII	G4-PR5
 CSR > Vision & Challenges > CSR Policy > An Integrated Reporting Approach CSR > Our ten priority area for action > Promoting Cultural Diversity CSR > Reports & Performance > Key Indicators > Societal Indicators								
Customer relations	TSS PA8	Policies and practices to publicly communicate on EMF related issues. Include information provides at points of sales material	 Chapter 2 : Section 2.2.5 "Fair Business Practices" p.67		D-4.2		VI.2.a and 6.c. VIII.2	
			 CSR > Our ten priority area for action > Environment and radiofrequencies CSR > Reports & Performance > Key Indicators > Societal Indicators > Corporate Governance Indicators					
	TSS PA9	Total amount invested in programmes and activities in electromagnetic field research. Include description of programmes currently contributed to and funded by the reporting organisation	 Chapter 2 : Section 2.2.5 "Fair Business Practices" p.67		D-4.2	9	VI.1.a and 4	
			 CSR > Our ten priority area for action > Environment and radiofrequencies CSR > Reports & Performance > Key Indicators > Societal Indicators > Corporate Governance Indicators					
TSS PA10	Initiatives to ensure clarity of charges and tariffs	 Chapter 1: ■ Section 1 "Group Profile" ■ Section 2 "Businesses" p.05 p.15				VIII.2		
		 CSR > Our ten priority area for action > Ethics and Business Practices						

PRODUCT RESPONSIBILITY

Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?			Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator							
Customer relations	TSS PA11	Initiatives to inform customers about product features and applications that will promote responsible, efficient, cost effective, and environmentally preferable use	 Chapter 2: <ul style="list-style-type: none"> Section 1 "CSR Policy" Section 2.2.1 "Vivendi's Three Strategic Issues relating to Human Rights" Section 2.2.5 "Fair Business Practices" <p>p.48 p.55 p.67</p>						
			 CSR > Our ten priority area for action > Knowledge Sharing > Protection of personal data > Environment and radiofrequencies						
Marketing communications	PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	 CSR > Our ten priority area for action > Protecting and Empowering Young People		D-4.2		VI.6.c VIII.2 and 4		
		MSS Commentary							
	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	Confidential		D-4.2		VIII	G4-PR7	
		MSS Commentary							
Media literacy	MSS M7	Actions taken to empower audiences through media literacy skills development and results obtained	 Chapter 2: <ul style="list-style-type: none"> Section 1.1 " CSR - A Source of Value Creation for Vivendi and its Stakeholders" Section 2.2.1 "Vivendi's Three Strategic Issues relating to Human Rights" <p>p.48 p.55</p>		D-5	1, 2	II.A.2 IV VIII.5		
			 CSR > Vision & Challenges > CSR Policy > Creating Shared Value > Societal key messages						
Customer privacy	PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	 Chapter 2: <ul style="list-style-type: none"> Section 1.1.2 "Vivendi's Ten priority Areas of Action" Section 2.2.5 "Fair Business Practices" <p>p.48 p.67</p>		D-4.2	1, 2	VIII.6	G4-PR8	
		TSS Commentary	 CSR > Our ten priority area for action > Ethics and Business Practices > Protection of personal data CSR > Reports & Performance > Key Indicators > Societal Indicators						
Compliance	PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	 Chapter 1 : Section 3 "Litigation" Chapter 4: <ul style="list-style-type: none"> Section III, Note 28 "Litigation" Section IV.3, Note 24 "Litigation" <p>p.35 p.309 p.357</p>		D-4.2			G4-PR9	
Technology applications	TSS TA4	Disclose any estimates of the rebound effect (indirect consequences) of customer use of the products and services listed above, and lessons learned for future development. This may include social consequences as well as environmental	Not reported						

Global Reporting Initiative Guidelines (version G3.1), MSS and TSS			Where is this information available in the Annual Report 2013 and in Vivendi institutional website?			Art. 225 Grenelle II law	UN Global Compact principles	OECD Guidelines	GRI G4
GRI Aspect	Indicator Code	Description of the indicator							
Techno- logy appli- cations	TSS TA5	Description of practices relating to intellectual property rights and open source technologies	 Chapter 1: <ul style="list-style-type: none"> ■ Section 1 "Group Profile" ■ Section 2 "Businesses" 	p.05 p.15			IX.2		
			 CSR > Our ten priority area for action > Ethics and Business Practices > Leveraging Content and Innovation						

Strategy and analysis
Economy (EC)
Environment (EN)
Labor practices and decent work (LA)
Human Rights (HR)
Society (SO)
Product Responsibility (PR)