

GRI SECTIONS	GRI INDICATORS	DANONE 2018	SUSTAINABLE DEVELOPMENT GOAL'S TARGETS	GLOBAL COMPACT PRINCIPLES
Organizational profile	Disclosure 102-1 Name of the organization	Danone in 2019 (2019 Integrated Annual Report)		
	Disclosure 102-2 Activities, brands, products, and services	2019 Universal Registration Document (Chapter 2, p. 12 - 13 and 15 - 19)		
	Disclosure 102-3 Location of headquarters	2019 Universal Registration Document (p.6)		
	Disclosure 102-4 Location of operations	2019 Universal Registration Document (p. 12)		
	Disclosure 102-5 Ownership and legal form	2019 Universal Registration Document (p. 6, 20 and 281)		
	Disclosure 102-6 Markets served	2019 Universal Registration Document (p. 12)		
	Disclosure 102-7 Scale of the organization	2019 Universal Registration Document (p. 2 - 3 and 169 - 170) Danone at a glance (2019 Integrated Annual Report > Danone in 2019)		
	Disclosure 102-8 Information on employees and other workers	2019 Universal Registration Document (Chapter 5, p. 169 - 170)	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	Principle 6
	Disclosure 102-9 Supply chain	2019 Universal Registration Document (Chapter 5, p. 178 - 181)		
	Disclosure 102-10 Significant changes to the organization and its supply chain	Danone in 2019 (2019 Integrated Annual Report)		
	Disclosure 102-11 Precautionary Principle or approach	2019 Universal Registration Document (p 20 - 21)		Principle 7
	Disclosure 102-12 External initiatives	Foster Inclusive Growth / Serve the food revolution with partners (2019 Integrated Annual Report > Performance > Extra-financial performance)		
	Disclosure 102-13 Membership of associations	2019 Universal Registration Document (Chapter 5) Serve the food revolution with partners (2019 Integrated Annual Report > Performance > Extra-financial performance) Danone Policy on Advocacy p.7 (danone.com > impact > commitments, policies & positions)		
Strategy	Disclosure 102-14 Statement from senior decision-maker	Interview of with Emmanuel Faber (2019 Integrated Annual Report)		
	Disclosure 102-15 Key impacts, risks, and opportunities	Materiality, Risks and Opportunities (2019 Integrated Annual Report > Performance)		
Ethics and integrity	Disclosure 102-16 Values, principles, standards, and norms of behavior	2019 Universal Registration Document (Chapter 5, p 148 - 149)	16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	
	Disclosure 102-17 Mechanisms for advice and concerns about ethics	Danone Ethics Line (2019 Universal Registration Document, Chapter 5, p 149)	16.5 Substantially reduce corruption and bribery in all their forms	Principle 10
Governance	Disclosure 102-18 Governance structure	Governance bodies > Board of Directors (2019 Universal Registration Document, Chapter 6)	16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	
	Disclosure 102-20 Executive-level responsibility for economic, environmental, and social topics	2019 Universal Registration Document (p 146, 215)	16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	Principle 7, 8
	Disclosure 102-21 Consulting stakeholders on economic, environmental, and social topics	Serve the food revolution with partners (2019 Integrated Annual Report > Performance > Extra-financial performance) Materiality, Risks and Opportunities (2019 Integrated Annual Report > Performance)	16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	Principle 7, 8
	Disclosure 102-22 Composition of the highest governance body and its committees	Governance bodies > Board of Directors (2019 Universal Registration Document, Chapter 6)	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	Principle 6
	Disclosure 102-23 Chair of the highest governance body	2019 Universal Registration Document, Chapter 6 Corporate Governance	16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	
	Disclosure 102-24 Nominating and selecting the highest governance body	2019 Universal Registration Document, Chapter 6 Corporate Governance	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life. 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels.	Principle 3, 6
	Disclosure 102-25 Conflicts of interest	2019 Universal Registration Document, Chapter 6 Corporate Governance	16.5 Substantially reduce corruption and bribery in all their forms	Principle 10
	Disclosure 102-26 Role of highest governance body in setting purpose, values, and strategy	2019 Universal Registration Document, Chapter 6 Corporate Governance	16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	
	Disclosure 102-27 Collective knowledge of highest governance body	2019 Universal Registration Document, Chapter 6 Corporate Governance	16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	
	Disclosure 102-28 Evaluating the highest governance body's performance	2019 Universal Registration Document, Chapter 6 Corporate Governance	16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	
	Disclosure 102-29 Identifying and managing economic, environmental, and social impacts	2019 Universal Registration Document, Chapter 2, overview of activities, risk factors	16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	
	Disclosure 102-30 Effectiveness of risk management processes	2019 Universal Registration Document, Chapter 2, overview of activities, risk factors		
	Disclosure 102-31 Review of economic, environmental, and social topics	2019 Universal Registration Document, Chapter 6 Corporate Governance (p 209 - 215)		Principle 7, 8
	Disclosure 102-32 Highest governance body's role in sustainability reporting	2019 Universal Registration Document (p 146, 215)	16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	
	Disclosure 102-33 Communicating critical concerns	2019 Universal Registration Document, Chapter 2, overview of activities, risk factors		
	Disclosure 102-34 Nature and total number of critical concerns	2019 Universal Registration Document, Chapter 5		
	Disclosure 102-35 Remuneration policies	2019 Universal Registration Document (p. 229)	5.1 End all forms of discrimination against all women and girls everywhere 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	Principle 6
	Disclosure 102-36 Process for determining remuneration	2019 Universal Registration Document (p. 229)	5.1 End all forms of discrimination against all women and girls everywhere 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	Principle 6
	Disclosure 102-37 Stakeholders' involvement in remuneration	2019 Universal Registration Document (p. 229)	16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	
Disclosure 102-39 Percentage increase in annual total compensation ratio	2019 Universal Registration Document (p. 81)			

Stakeholder engagement	Disclosure 102-40 List of stakeholder groups	Serve the food revolution with partners (2019 Integrated Annual Report > Performance > Extra-financial performance)	16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	
	Disclosure 102-41 Collective bargaining agreements	2019 Universal Registration Document (p. 175 - 175)	8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	Principle 3
	Disclosure 102-42 Identifying and selecting stakeholders	Serve the food revolution with partners (2019 Integrated Annual Report > Performance > Extra-financial performance)	16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	
	Disclosure 102-43 Approach to stakeholder engagement	Serve the food revolution with partners (2019 Integrated Annual Report > Performance > Extra-financial performance)	16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	
	Disclosure 102-44 Key topics and concerns raised	Materiality, Risks and Opportunities (2019 Integrated Annual Report > Performance) 2019 Universal Registration Document (p.143)		
Reporting practice	Disclosure 102-45 Entities included in the consolidated financial statements	Methodology Note (2019 Integrated Annual Report, Performance > Extra-financial performance)		
	Disclosure 102-46 Defining report content and topic Boundaries	Methodology Note (2019 Integrated Annual Report, Performance > Extra-financial performance)		
	Disclosure 102-47 List of material topics	Materiality, Risks and Opportunities (2019 Integrated Annual Report > Performance)		
	Disclosure 102-48 Restatements of information	2019 Universal Registration Document, Chapter 4 Financial statements		
	Disclosure 102-49 Changes in reporting	Methodology Note (2019 Integrated Annual Report, Performance > Extra-financial performance)		
	Disclosure 102-50 Reporting period	Methodology Note (2019 Integrated Annual Report, Performance > Extra-financial performance)		
	Disclosure 102-51 Date of most recent report	March 2020		
	Disclosure 102-52 Reporting cycle	FY2019		
	Disclosure 102-53 Contact point for questions regarding the report	Jessica Jugganadum, jessica.jugganadum@danone.com		
	Disclosure 102-54 Claims of reporting in accordance with the GRI Standards	Methodology Note (2019 Integrated Annual Report, Performance > Extra-financial performance)		
	Disclosure 102-55 GRI content index	<a href="#">2019 Integrated Annual Report &gt; Performance &gt; Extra-financial performance</a>		
	Disclosure 102-56 External assurance	2019 Universal Registration Document (p. 134 and 188)		
Management Approach	Disclosure 103-1 Explanation of the material topic and its Boundary	Materiality, Risks and Opportunities (2019 Integrated Annual Report > Performance)		
	Disclosure 103-2 The management approach and its components	2019 Universal Registration Document (p. 13 - 16 and Chapter 5)		
	Disclosure 103-3 Evaluation of the management approach	2019 Universal Registration Document (p. 27 - 33 and Chapter 5)		
Economic performance	Disclosure 201-2 Financial implications and other risks and opportunities due to climate change	2019 Universal Registration Document, Chapter 2, overview of activities, risk factors	13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Principle 7, 8
	Disclosure 201-3 Defined benefit plan obligations and other retirement plans	2019 Universal Registration Document- Note 8.3. Retirement obligations and other long-term benefits (p. 82)		
Anti-corruption	Disclosure 205-1 Operations assessed for risks related to corruption	2019 Universal Registration Document (Chapter 5, 5.1 Danone's integrated vision of corporate responsibility)	16.5 Substantially reduce corruption and bribery in all their forms	Principle 10
	Disclosure 205-2 Communication and training about anti-corruption policies and procedures	2019 Universal Registration Document (Chapter 5, 5.1 Danone's integrated vision of corporate responsibility)	16.5 Substantially reduce corruption and bribery in all their forms	Principle 10
	Disclosure 205-3 Confirmed incidents of corruption and actions taken	2019 Universal Registration Document (Chapter 5, 5.1 Danone's integrated vision of corporate responsibility)	16.5 Substantially reduce corruption and bribery in all their forms	Principle 10
Anti-competitive Behavior	Disclosure 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2019 Universal Registration Document (Chapter 5, 5.1 Danone's integrated vision of corporate responsibility)	16.5 Substantially reduce corruption and bribery in all their forms	Principle 10
Tax	Disclosure 207-1 Approach to tax	2019 Universal Registration Document (Chapter 5, p. 149, 209 - 213) Deliver superior sustainable profitable growth (2019 Integrated Annual Report > Performance > Extra-financial performance> Tax reporting)		
	Disclosure 207-4 Country-by-country reporting	Deliver superior sustainable profitable growth (2019 Integrated Annual Report > Performance > Extra-financial performance> Tax reporting)	16.5 Substantially reduce corruption and bribery in all their forms	Principle 10
Materials	Disclosure 301-1 Materials used by weight or volume	2019 Universal Registration Document (Chapter 5)	12.2 By 2030, achieve the sustainable management and efficient use of natural resources	Principle 7,8
	Disclosure 301-2 Recycled input materials used	Preserve and renew the planet's resources (2019 Integrated Annual Report > Performance > Extra-financial performance)	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	Principle 7,8
	Disclosure 301-3 Reclaimed products and their packaging materials	Preserve and renew the planet's resources (2019 Integrated Annual Report > Performance > Extra-financial performance)	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	Principle 7,8
Energy	Disclosure 302-1 Energy consumption within the organization	2019 Universal Registration Document (Chapter 5, 5.3 Preserve and renew the planet's resources) Preserve and renew the planet's resources (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Environmental 2019 Data)	7.3 By 2030, double the global rate of improvement in energy efficiency 12.2 By 2030, achieve the sustainable management and efficient use of natural resources 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Principle 7,8
	Disclosure 302-2 Energy consumption outside of the organization	2019 Universal Registration Document (Chapter 5, 5.3 Preserve and renew the planet's resources) Preserve and renew the planet's resources (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Environmental 2019 Data)	7.3 By 2030, double the global rate of improvement in energy efficiency 12.2 By 2030, achieve the sustainable management and efficient use of natural resources 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries"	Principle 7,8
	Disclosure 302-3 Energy intensity	2019 Universal Registration Document (Chapter 5, 5.3 Preserve and renew the planet's resources) Preserve and renew the planet's resources (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Environmental 2019 Data)	7.3 By 2030, double the global rate of improvement in energy efficiency 12.2 By 2030, achieve the sustainable management and efficient use of natural resources 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Principle 7,8
	Disclosure 302-4 Reduction of energy consumption	2019 Universal Registration Document (Chapter 5, 5.3 Preserve and renew the planet's resources) Preserve and renew the planet's resources (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Environmental 2019 Data)	7.3 By 2030, double the global rate of improvement in energy efficiency 12.2 By 2030, achieve the sustainable management and efficient use of natural resources 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Principle 7,8
	Disclosure 302-5 Reductions in energy requirements of products and services	2019 Universal Registration Document (Chapter 5, 5.3 Preserve and renew the planet's resources) Preserve and renew the planet's resources (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Environmental 2019 Data)	7.3 By 2030, double the global rate of improvement in energy efficiency	

Water	Disclosure 303-1 Water withdrawal by source	2019 Universal Registration Document (Chapter 5, 5.3 Preserve and renew the planet's resources) Preserve and renew the planet's resources (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Environmental 2019 Data)	6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity	Principle 7,8
	Disclosure 303-2 Water sources significantly affected by withdrawal of water	2019 Universal Registration Document (Chapter 5, 5.3 Preserve and renew the planet's resources) Preserve and renew the planet's resources (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Environmental 2019 Data)	6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity	Principle 7,8
	Disclosure 303-3 Water recycled and reused	2019 Universal Registration Document (Chapter 5, 5.3 Preserve and renew the planet's resources) Preserve and renew the planet's resources (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Environmental 2019 Data)	6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally 12.2 By 2030, achieve the sustainable management and efficient use of natural resources	Principle 7,8
Biodiversity	Disclosure 304-1 Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	2019 Universal Registration Document (Chapter 5, 5.3 Preserve and renew the planet's resources)	6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally 6.6 By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes	Principle 7,8
	Disclosure 304-2 Significant impacts of activities, products, and services on biodiversity	2019 Universal Registration Document (Chapter 5, 5.3 Preserve and renew the planet's resources)	6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally 6.6 By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes 14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution	Principle 7,8
	Disclosure 304-3 Habitats protected or restored	Foster inclusive growth (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Social Innovation 2019 Data)	6.6 By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes	Principle 7,8
Energy	Disclosure 305-1 Direct (Scope 1) GHG emissions	2019 Universal Registration Document (Chapter 5, 5.3 Preserve and renew the planet's resources) Preserve and renew the planet's resources (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Environmental 2019 Data)	13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Principle 7,8
	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	2019 Universal Registration Document (Chapter 5, 5.3 Preserve and renew the planet's resources) Preserve and renew the planet's resources (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Environmental 2019 Data)	13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Principle 7,8
	Disclosure 305-3 Other indirect (Scope 3) GHG emissions	2019 Universal Registration Document (Chapter 5, 5.3 Preserve and renew the planet's resources) Preserve and renew the planet's resources (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Environmental 2019 Data)	13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Principle 7,8
	Disclosure 305-4 GHG emissions intensity	2019 Universal Registration Document (Chapter 5, 5.3 Preserve and renew the planet's resources) Preserve and renew the planet's resources (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Environmental 2019 Data)	13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Principle 7,8
	Disclosure 305-5 Reduction of GHG emissions	2019 Universal Registration Document (Chapter 5, 5.3 Preserve and renew the planet's resources) Preserve and renew the planet's resources (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Environmental 2019 Data)	13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Principle 7,8
	Disclosure 305-6 Emissions of ozone-depleting substances (ODS)	Preserve and renew the planet's resources (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Environmental 2019 Data)	13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	Principle 7,8
Effluents and waste	Disclosure 306-1 Water discharge by quality and destination	Preserve and renew the planet's resources (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Environmental 2019 Data)	6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally 14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution	Principle 7,8
	Disclosure 306-2 Waste by type and disposal method	Preserve and renew the planet's resources (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Environmental 2019 Data)	6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally	Principle 7,8
	Disclosure 306-5 Water bodies affected by water discharges and/or runoff	Preserve and renew the planet's resources (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Environmental 2019 Data)	6.6 By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes 14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution	Principle 7,8
Environmental compliance	Disclosure 307-1 Non-compliance with environmental laws and regulations	2019 Universal Registration Document (Chapter 5)	16.5 Substantially reduce corruption and bribery in all their forms	Principle 10
Supplier environmental assessment	Disclosure 308-1 New suppliers that were screened using environmental criteria	2019 Universal Registration Document (Chapter 5 - 5.5 Promoting sustainable, inclusive growth with suppliers)	12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities	
	Disclosure 308-2 Negative environmental impacts in the supply chain and actions taken	2019 Universal Registration Document (Chapter 5 - 5.3 Preserve and renew the planet's resources and 5.5 Promoting sustainable, inclusive growth with suppliers)	12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities	
Employment	Disclosure 401-1 New employee hires and employee turnover	2019 Universal Registration Document (Chapter 5 - 5.4 Building the future with Danone employees, p. 170) Entrust Danone's people to create new futures (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Social 2019 Data)	5.1 End all forms of discrimination against all women and girls everywhere 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	Principle 6
	Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2019 Universal Registration Document (Chapter 5 - 5.4 Building the future with Danone employees)	5.1 End all forms of discrimination against all women and girls everywhere 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	Principle 6
	Disclosure 401-3 Parental leave	2019 Universal Registration Document (Chapter 5 - 5.4 Building the future with Danone employees, p. 172)	5.1 End all forms of discrimination against all women and girls everywhere 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	Principle 6

Occupational health and safety	Disclosure 403-1 Workers representation in formal joint management-worker health and safety committees	2019 Universal Registration Document (Chapter 5 - 5.4 Building the future with Danone employees)	8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	Principle 3
	Disclosure 403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	2019 Universal Registration Document (Chapter 5 - 5.4 Building the future with Danone employees, p. 170, 176) Entrust Danone's people to create new futures (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Social 2019 Data)	8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	Principle 3
	Disclosure 403-3 Workers with high incidence or high risk of diseases related to their occupation	2019 Universal Registration Document (Chapter 5 - 5.4 Building the future with Danone employees)		
	Disclosure 403-4 Health and safety topics covered in formal agreements with trade unions	2019 Universal Registration Document (Chapter 5 - 5.4 Building the future with Danone employees)	8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	Principle 3
Training and education	Disclosure 404-1 Average hours of training per year per employee	2019 Universal Registration Document (Chapter 5 - 5.4 Building the future with Danone employees, p. 172) Entrust Danone's people to create new futures (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Social 2019 Data)	4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	Principle 6
	Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	2019 Universal Registration Document (Chapter 5 - 5.4 Building the future with Danone employees)	4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	Principle 6
	Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews	2019 Universal Registration Document (Chapter 5 - 5.4 Building the future with Danone employees, p. 170 - 171)	4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university 4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	Principle 6
Diversity and equal opportunity	Disclosure 405-1 Diversity of governance bodies and employees	2019 Universal Registration Document (Chapter 5 - p. 170, 172) 2019 Universal Registration Document (Chapter 6 Corporate Governance)	5.1 End all forms of discrimination against all women and girls everywhere 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment 16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels	Principle 3, 6
Freedom of association and collective bargaining	Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2019 Universal Registration Document (Chapter 5 - 5.4 Building the future with Danone employees and 5.5 Promoting sustainable, inclusive growth with suppliers) Foster inclusive growth (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Social 2019 Data)	8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	Principle 3
Child labor	Disclosure 408-1 Operations and suppliers at significant risk for incidents of child labor	2019 Universal Registration Document (Chapter 5 - 5.5 Promoting sustainable, inclusive growth with suppliers) Foster inclusive growth (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Social 2019 Data)	8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	Principle 1, 2, 4, and 5
Forced or compulsory labor	Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2019 Universal Registration Document (Chapter 5, p. 175 and section 5.5 Promoting sustainable, inclusive growth with suppliers) Foster inclusive growth (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Social 2019 Data)	8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	Principle 1, 2, 4, and 5
Human rights assessment	Disclosure 412-1 Operations that have been subject to human rights reviews or impact assessments	2019 Universal Registration Document (Chapter 5, p. 175)	8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	Principle 1, 2, 4 and 5
	Disclosure 412-2 Employee training on human rights policies or procedures	2019 Universal Registration Document (Chapter 5, p. 175)	8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	Principle 1, 2, 4 and 5
	Disclosure 412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	2019 Universal Registration Document (Chapter 5, 5.5 Promoting sustainable, inclusive growth with suppliers)	8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms	Principle 1, 2, 4 and 5
Local communities	Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	Foster inclusive growth (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Social Innovation 2019 Data)	1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance 2.3 By 2030, by 2030 double the agricultural productivity and the incomes of small-scale food producers, particularly women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment	Principle 9
Supplier social assessment	Disclosure 414-1 New suppliers that were screened using social criteria	2019 Universal Registration Document (Chapter 5 - 5.5 Promoting sustainable, inclusive growth with suppliers)	8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities	Principle 7, 8
	Disclosure 414-2 Negative social impacts in the supply chain and actions taken	2019 Universal Registration Document (Chapter 5 - 5.5 Promoting sustainable, inclusive growth with suppliers)	8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms 12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities	Principle 1, 2, 4 and 5
Public policy	Disclosure 415-1 Political contributions	2019 Universal Registration Document (Chapter 5, p. 148) Danone Policy on Advocacy p.7 (danone.com > impact > commitments, policies & positions)	16.5 Substantially reduce corruption and bribery in all their forms	Principle 10
Customer health and safety	Disclosure 416-1 Assessment of the health and safety impacts of product and service categories	2019 Universal Registration Document (Chapter 5 - 5.2 Offering safe, healthy products)		
	Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	2019 Universal Registration Document (Chapter 5 - 5.2 Offering safe, healthy products)		

Marketing and labeling	Disclosure 417-1 Requirements for product and service information and labeling	2019 Universal Registration Document (Chapter 5 - 5.2 Offering safe, healthy products) Impact people's health locally (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Health & Nutrition 2019 Data)	12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	
	Disclosure 417-2 Incidents of non-compliance concerning product and service information and labeling	Impact people's health locally (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Health & Nutrition 2019 Data)		
	Disclosure 417-3 Incidents of non-compliance concerning marketing communications	Impact people's health locally (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Health & Nutrition 2019 Data)		
Sector Supplement	FP1: percentage of purchased volume from suppliers compliant with Company's sourcing policy	Foster inclusive growth (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Social 2019 Data & Exhaustive Environmental 2019 Data)	12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities	Principle 7, 8
	FP2: percentage of purchased volume which is verified as being in accordance with credible, internationally recognized responsible production standards, broken down by standards	Foster inclusive growth (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Social 2019 Data & Exhaustive Environmental 2019 Data)	12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities	Principle 7, 8
	G4 - DMA: Animal Welfare	2019 Universal Registration Document (Chapter 5, p. 162 - 163)		
	G4 - DMA: Healthy and affordable food	2019 Universal Registration Document (Chapter 5 - 5.2 Offering safe, healthy products)		
	FP6: percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans fats, sodium and added sugars	Impact people's health locally (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Health & Nutrition 2019 Data)	3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	
	FP7: percentage of total sales volume of consumer products, by product category, that contain increased nutritious ingredients like fiber, vitamins, minerals, phytochemicals or functional food additives	Impact people's health locally (2019 Integrated Annual Report > Performance > Extra-financial performance > Exhaustive Health & Nutrition 2019 Data)	3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	