



## Reporting Standards Index

We use external frameworks to help us implement good reporting practice, to ensure we are covering the topics of most interest to stakeholders and to aid comparison with other companies.

Our report references selected Global Reporting Initiative's (GRI) Standards. The index below shows which topics and disclosures are covered and their location in our report. For the first time, we have included some metrics for the Advertising & Marketing Sustainability Accounting Standard Board (SASB) and the World Economic Forum (WEF) and International Business Council (IBC) core metrics in our reporting index.

We joined the United Nations Global Compact in 2015, and are committed to its 10 principles covering the areas of human rights, labour, environment and anticorruption. This report forms our fifth Communication on Progress against the Global Compact Principles, covering the year 2020. This table shows where our disclosures for each principle can be found in our reporting.

We have also indicated where our work on sustainability is supporting progress on the UN Sustainable Development Goals. More information is on page 12 of our Sustainability Report 2020.

|                                 | Number | Number of Disclosure   | United Nations Sustainable Development Goals | United Nations Global Compact Principles | WEF IBC Core Metric | SASB Standards-Advertising and Marketing | Where to find it in the report  |
|---------------------------------|--------|--|--|--|---------------------|--|---|
| <b>102: General Disclosures</b> |        |  |  |  |                     |  |   |
| Organisational Profile          | 102-1  | Name of the organisation                                     |  |  |                     |  | WPP plc   |
|                                 | 102-2  | Activities, brands, products, and services                   |  |  |                     |  | <a href="#">Our offer to clients</a><br><a href="#">Our companies</a>   |
|                                 | 102-3  | Location of headquarters                                     |  |  |                     |  | London, UK  |
|                                 | 102-4  | Location of operations                                       |  |  |                     |  | We have operations in 111 countries   |
|                                 | 102-5  | Ownership and legal form                                     |  |  |                     |  | WPP is quoted on the London Stock Exchange and the New York Stock Exchange  |
|                                 | 102-6  | Markets served   |  |  |                     |  | <a href="#">Our companies</a>   |
|                                 | 102-7  | Scale of the organisation                                    |  |  |                     | SV-AD-000.D                              | <a href="#">Annual Report</a>   |
|                                 | 102-8  | Information on employees and other workers                   |  |  |                     |  | People- pages 13-27   |
|                                 | 102-9  | Supply chain   |  |  |                     |  | Our supply network- page 53   |
|                                 | 102-10 | Significant changes to the organisation and its supply chain |  |  |                     |  | <a href="#">Annual Report</a>   |
|                                 | 102-11 | Precautionary Principle or approach                          |  |  |                     |  | <a href="#">Sustainability Policy</a>   |
|                                 | 102-12 | External initiatives   | 5, 12, 17                                    |  |                     |  | United Nations Sustainable Development Goals – page 12<br>Common Ground – page 46<br><a href="#">Reporting standards index</a><br>Gender balance –page 21<br>Disability – page 21<br>Circular economy – page 35 |
|                                 | 102-13 | Membership of associations                                   |  |  |                     |  | Membership of trade associations – page 52  |

|                        | Number | Number of Disclosure   | United Nations Sustainable Development Goals | United Nations Global Compact Principles | WEF IBC Core Metric                                      | SASB Standards-Advertising and Marketing | Where to find it in the report  |
|------------------------|--------|--|--|--|--|--|---|
| Strategy               | 102-14 | Statement from senior decision-maker   | 17   |  |  |  | Chief Executive's Statement – pages 2-3   |
|                        | 102-15 | Key impacts, risks, and opportunities  |  |  | Integrating risk and opportunity into business processes |  | Sustainability and our strategy – page 8<br>Our materiality process – page 59   |
| Ethics and Integrity   | 102-16 | Values, principles, standards, and norms of behaviour                        | 16   | 1, 10                                    |  |  | Transparency and trust – page 51<br>Human rights – page 54<br>Privacy and data ethics – page 56<br><a href="#">Our Code of Conduct</a><br><a href="#">Human Rights Policy statement</a>                     |
|                        | 102-17 | Mechanisms for advice and concerns about ethics                              | 16   | 10                                       | Protected ethics advice and reporting mechanisms         |  | Management and compliance - page 51   |
| Governance             | 102-18 | Governance structure   |  |  |  |  | <a href="#">Annual Report</a><br>Roles and responsibilities – page 5  |
|                        | 102-20 | Executive-level responsibility for economic, environmental and social topics |  |  |  |  | Roles and responsibilities – page 5   |
|                        | 102-21 | Consulting stakeholders on economic, environmental and social topics         | 16   |  | Material issues impacting stakeholders                   |  | Stakeholder engagement – page 5   |
|                        | 102-22 | Composition of the highest governance body and its committees                | 16   |  | Governance body composition                              |  | <a href="#">Annual Report</a>   |
|                        | 102-26 | Role of the highest governing body in setting purpose, values and strategy   | 16   |  | Setting purpose  |  | <a href="#">Annual Report</a>   |
|                        | 102-35 | Remuneration policies  |  |  |  |  | <a href="#">Annual Report</a>   |
| Stakeholder engagement | 102-40 | List of stakeholder groups   |  |  |  |  | Stakeholder engagement – page 5   |
|                        | 102-41 | Collective bargaining agreements   | 8  | 3  |  |  | Labour relations – page 25  |
|                        | 102-42 | Identifying and selecting stakeholders                                       |  |  |  |  | Stakeholder engagement – page 5   |
|                        | 102-43 | Approach to stakeholder engagement   |  |  | Material issues impacting stakeholders                   |  | Stakeholder engagement – page 5   |
|                        | 102-44 | Key topics and concerns raised   |  |  |  |  | Stakeholder engagement – page 5<br>Our materiality process – pages 59<br>Includes the main themes and issues raised by stakeholders. We do not report on specific points raised by individual stakeholders. |

|                    | Number | Number of Disclosure                                       | United Nations Sustainable Development Goals | United Nations Global Compact Principles | WEF IBC Core Metric                    | SASB Standards-Advertising and Marketing | Where to find it in the report   |
|--------------------|--------|--|--|--|--|--|--|
| Reporting practice | 102-45 | Entities included in the consolidated financial statements |  |  |  |  | About our reporting – page 58<br><a href="#">Annual Report</a><br>Our sustainability data covers all subsidiaries of the Company. A subsidiary is an entity which we control and/or in which we have a majority shareholding. Associates and joint ventures, where the Company may have influence or joint control, but not outright control, are not included. Data in our financial reporting will include associate companies not covered in our sustainability data.   |
|                    | 102-46 | Defining report content and topic Boundaries               | 12   |  |  |  | Our materiality process – page 59  |
|                    | 102-47 | List of material topics                                    | 12   |  | Material issues impacting stakeholders |  | Our materiality process – page 59  |
|                    | 102-48 | Restatements of information                                |  |  |  |  | As part of our work to conduct a Scope 3 inventory, set Science-Based Carbon Targets and a net zero commitments, we re-baselined our carbon data. We determined that Scope 1 emissions from company cars were a material source of emissions, and these have been integrated into our emissions statement. We uncovered a material reporting error in our Scope 2 emissions relating to emissions in Australia, and have restated our 2019 emissions accordingly. The impact of radiative forcing has been integrated into our Scope 3 emissions from air travel to align with reporting best practice as defined by the Greenhouse Gas Protocol Corporate Accounting Standard.<br><br>Some financial data has been restated as described in the accounting policies. Please see our <a href="#">Annual Report</a> . |
|                    | 102-49 | Changes in reporting                                       |  |  |  |  | Scope 1 emissions from company cars were determined to be a material emissions source and integrated into our carbon emissions statement.  |
|                    | 102-50 | Reporting period   |  |  |  |  | About our reporting – page 58  |
|                    | 102-51 | Date of most recent report                                 | 12   |  |  |  | <a href="#">Sustainability reporting centre</a>  |
|                    | 102-52 | Reporting cycle  | 12   |  |  |  | About our reporting – page 58  |
|                    | 102-53 | Contact point for questions regarding the report           |  |  |  |  | Sustainability contacts – page 64  |
|                    | 102-54 | Claims of reporting in accordance with the GRI Standards   |  |  |  |  | About our reporting – page 58  |
|                    | 102-55 | GRI content index  | 12   |  |  |  | GRI Index - <a href="#">Reporting standards index</a>  |
|                    | 102-56 | External assurance   | 12   |  |  |  | Independent Limited Assurance Statement – page 60  |

|                                  | Number      | Number of Disclosure   | United Nations Sustainable Development Goals | United Nations Global Compact Principles | WEF IBC Core Metric   | SASB Standards-Advertising and Marketing | Where to find it in the report   |
|----------------------------------|-------------|--|--|--|-----------------------|--|--|
| <b>201: Economic performance</b> |             |  |  |  |                       |  |  |
| Economic performance             | 201 GRI 103 | Management Approach 2016   | 8  |  |                       |  | Roles and responsibilities – page 5  |
|                                  | 201-1       | Direct economic value generated and distributed                                | 8  |  | Economic contribution |  | People – who's in charge? – page 13  |
|                                  | 201-2       | Financial implications and other risks and opportunities due to climate change | 8, 13  |  | TCFD Implementation   |  | <a href="#">Annual Report</a> – Financial statements<br>Quantifying our impacts – pages 10-11  |
|                                  | 201-4       | Financial assistance received from government                                  | 8, 10  |  | Economic contribution |  | Governance, strategy and risk management disclosures for the Taskforce on Climate-related Financial Disclosures (see <a href="#">Annual Report</a> , pages 216-218)                                      |
| Market presence                  | 202-1       | Ratios of standard entry level wage by gender compared to local minimum wage   | 8, 11, 17                                    |  | Wage level            |  | <a href="#">Annual Report</a> – page 154   |
|                                  | 202-2       | Proportion of senior management hired from the local community                 | 8, 11, 17                                    |  |                       |  | Labour Relations– page 25  |
| Indirect economic impacts        | 203-1       | Infrastructure investments and services supported                              | 8, 11, 17                                    |  |                       |  | We provide pro bono services, donate money to charity and negotiate free media space on behalf of pro bono clients which can have a positive social impact.<br>Quantifying our impacts – pages 10 and 11 |
|                                  | 203-2       | Significant indirect economic impacts  | 8  |  |                       |  | Quantifying our impacts – pages 10 and 11  |
| Anti-corruption                  | 205         | Management Approach  | 16   | 10                                       |                       |  | Management and compliance – page 51<br>Associates, affiliates and acquisitions – page 51   |
|                                  | 205-1       | Operations assessed for risks related to corruption                            | 16   | 10                                       |                       |  | Transparency and trust – page 51   |
|                                  | 205-2       | Communication and training about anti-corruption policies and procedures       | 16   | 10                                       | Anti-corruption       |  | Our Code of Conduct – page 51  |
|                                  | 205-3       | Confirmed incidents of corruption and actions taken                            | 16   | 10                                       | Anti-corruption       |  | Transparency and trust – page 51   |
| Tax                              | 207 GRI 103 | Management Approach 2016   | 16   |  |                       |  | <a href="#">Annual Report</a>  |
|                                  | 207-1       | Approach to tax  |  |  |                       |  | <a href="#">Annual Report</a>  |
|                                  | 207-2       | Tax governance, control, and risk management                                   |  |  |                       |  | <a href="#">Annual Report</a>  |
|                                  | 207-3       | Stakeholder engagement and management of concerns related to tax               |  |  |                       |  | <a href="#">Annual Report</a>  |

|                                       | Number      | Number of Disclosure                                       | United Nations Sustainable Development Goals | United Nations Global Compact Principles | WEF IBC Core Metric      | SASB Standards-Advertising and Marketing | Where to find it in the report  |
|---------------------------------------|-------------|--|--|--|--------------------------|--|---|
| <b>301: Environmental performance</b> |             |  |  |  |                          |  |   |
| Energy                                | 302 GRI 103 | Management Approach 2016                                   | 7, 12, 13                                    | 8  |                          |  | Planet – who's in charge? – page 28<br>Governance, strategy and risk management (disclosures for the Taskforce on Climate-related Financial Disclosures), see <a href="#">Annual Report</a> , pages 216-218   |
|                                       | 302-1       | Energy consumption within the organisation                 | 7, 8, 11, 12, 13                             | 8  |                          |  | <a href="#">Annual Report</a> , carbon emissions statement 2020, page 219<br>Reducing emissions from our buildings – page 32  |
|                                       | 302-2       | Energy consumption outside of the organisation             | 7, 8, 12, 13                                 | 8  |                          |  | Air travel and offsetting – page 34   |
|                                       | 302-3       | Energy intensity   | 7, 8, 12, 13                                 | 8  |                          |  | Our climate strategy – page 30  |
|                                       | 302-4       | Reduction of energy consumption                            | 7, 8, 11, 12, 13                             | 8, 9                                     |                          |  | Reducing emissions from our buildings – page 32   |
|                                       | 302-5       | Reductions in energy requirements of products and services | 7, 8, 12, 13                                 | 8  |                          |  | Production - page 33  |
| Emissions                             | 305 GRI 103 | Management Approach 2016                                   | 7, 13  | 8  |                          |  | Planet – who's in charge? – page 28<br>Governance, strategy and risk management (disclosures for the Taskforce on Climate-related Financial Disclosures), see <a href="#">Annual Report</a> , pages 216-218   |
|                                       | 305-1       | Direct (Scope 1) GHG emissions                             | 7, 13  | 8  | Greenhouse Gas emissions |  | Our climate strategy – page 30<br>Reducing value chain emissions- page 35<br><a href="#">Annual Report</a> , carbon emissions statement 2020, page 219<br>Independent verification statement – page 60<br>This data is externally assured.                                  |
|                                       | 305-2       | Energy indirect (Scope 2) GHG emissions                    | 7, 13  | 8  | Greenhouse Gas emissions |  | Our climate strategy – page 30<br>Reducing value chain emissions- page 33<br><a href="#">Annual Report</a> , carbon emissions statement 2020, page 219<br>Independent limited assurance statement – page 60<br>This data is externally assured.                             |
|                                       | 305-3       | Other indirect (Scope 3) GHG emissions                     | 7, 13  | 8  | Greenhouse Gas emissions |  | Our climate strategy – page 30<br>Reducing value chain emissions- page 33<br><a href="#">Annual Report</a> , carbon emissions statement 2020, page 219<br>Independent limited assurance statement – page 60<br>Scope 3 data from business air travel is externally assured. |
|                                       | 305-4       | GHG emissions intensity                                    | 7, 13  | 8  |                          |  | Our climate strategy – page 30<br><a href="#">Annual Report</a> , carbon emissions statement 2020, page 219<br>Independent limited assurance statement – page 60<br>This data is externally assured.  |
|                                       | 305-5       | Reduction of GHG emissions                                 | 7, 13  | 8, 9                                     |                          |  | Our climate strategy – page 30<br>Reducing value chain emissions- page 33<br>Reducing emissions from our buildings- page 32<br>Media- page 33<br><a href="#">Annual Report</a> , carbon emissions statement 2020, page 219<br>Independent verification statement – page 60  |
| Waste                                 | 306 GRI 103 | Management Approach 2016                                   | 8, 12  | 8  |                          |  | Planet – who's in charge? – page 28   |
|                                       | 306-2       | Management of significant waste-related impacts            | 8, 12, 15                                    | 8  |                          |  | Circular Economy - page 35<br>Independent limited assurance statement – page 60<br>Waste and recycling data is externally assured   |
|                                       | 306-3       | Waste generated  | 8, 12, 15                                    | 8  |                          |  | Circular Economy – page 35<br>Independent limited assurance statement – page 60<br>Waste and recycling data is externally assured   |
|                                       | 306-4       | Waste diverted from disposal                               | 8, 12, 15                                    | 8  |                          |  | Circular Economy - page 35<br>Independent limited assurance statement – page 60<br>Waste and recycling data is externally assured   |

|                                   | Number      | Number of Disclosure   | United Nations Sustainable Development Goals | United Nations Global Compact Principles | WEF IBC Core Metric                                   | SASB Standards-Advertising and Marketing | Where to find it in the report  |
|-----------------------------------|-------------|--|--|--|---|--|---|
|                                   | 306-5       | Waste directed to disposal   | 8, 12, 15                                    | 8  |   |  | Circular Economy - page 35<br>Independent limited assurance statement – page 60<br>Waste and recycling data is externally assured   |
| Supplier Environmental Assessment | 308 GRI 103 | Management Approach 2016   | 12   | 8  |   |  | Planet – who's in charge? – page 28<br>Our supply network – page 53   |
|                                   | 308-1       | New suppliers that were screened using environmental criteria                        | 12   | 8  |   |  | Our supply network – page 53  |
|                                   | 308-2       | Negative environmental impacts in the supply chain and actions taken                 | 12   | 8, 9                                     |   |  | Reducing value chain emissions- page 33   |
| <b>400: Social Performance</b>    |             |  |  |  |   |  |   |
| Employment                        | 401 GRI 103 | Management Approach 2016   | 8  |  |   |  | People – who's in charge? – page 13   |
| Occupational Health and Safety    | 403 GRI 103 | Management Approach 2016   | 3, 8   |  |   |  | People – who's in charge? – page 13<br>Health, safety & wellbeing- page 25  |
|                                   | 403-6       | Promotion of worker health   | 3, 8   |  |   |  | Health, safety & wellbeing- page 25   |
|                                   | 403-9       | Work-related injuries  | 3, 8   |  | Health & safety                                       |  | Health, safety & wellbeing- page 25   |
| Training and education            | 404 GRI 103 | Management Approach 2016   | 4, 8   |  |   |  | People – who's in charge? – page 13   |
|                                   | 404-1       | Average hours of training per year per employee                                      | 4, 8   |  | Training provided                                     |  | Skills, training and development- page 16   |
|                                   | 404-2       | Programs for upgrading employee skills and transition assistance programs            | 4, 8   |  |   |  | Skills, training and development- page 16<br>Education partnerships- page 16  |
|                                   | 404-3       | Percentage of employees receiving regular performance and career development reviews | 4, 8   |  |   |  | Skills, training and development- page 16   |
| Diversity and Equal Opportunity   | 405 GRI 103 | Management Approach 2016   | 5, 8, 10                                     | 6  |   |  | People – who's in charge? – page 13   |
|                                   | 405-1       | Diversity of governance bodies and employees   | 5, 8, 10                                     | 6  | Governance body composition , Diversity and Inclusion | SV-AD-330a.1                             | <a href="#">Annual Report</a><br>Diversity, Equity and inclusion – page 18  |
|                                   | 405-2       | Ratio of basic salary and remuneration of women to men                               | 5, 8, 10                                     | 6  | Pay equality  |  | <a href="#">UK Gender Pay Gap report</a>  |
| Non-discrimination                | 406 GRI 103 | Management Approach 2016   | 5, 8, 16                                     | 6  |   |  | People – who's in charge? – page 13   |
|                                   | 406-1       | Incidents of discrimination and corrective actions taken                             | 8  | 6  |   |  | Labour relations – page 25<br>We do not report separate data on this. Any cases involving allegations of discrimination against employees are included in the data on employment infringements. |

|                            | Number      | Number of Disclosure   | United Nations Sustainable Development Goals | United Nations Global Compact Principles | WEF IBC Core Metric                                      | SASB Standards-Advertising and Marketing | Where to find it in the report  |
|----------------------------|-------------|--|--|--|--|--|---|
| Child Labour               | 408 GRI 103 | Management Approach 2016   | 8  | 1, 2, 4                                  |  |  | Our supply network – page 53<br><a href="#">Modern Slavery Act Transparency Statement</a>             |
|                            | 408-1       | Operations and suppliers at significant risk for incidents of child labour   | 8  | 1, 2, 4                                  | Risk of incidents for child, forced or compulsory labour |  | Sourcing standards- page 53   |
| Human Rights Assessment    | 412 GRI 103 | Management Approach 2016   | 8, 16  | 1, 2, 4                                  |  |  | Management and compliance – page 51<br>Our supply network – page 53                                   |
|                            | 412-2       | Employee training on human rights policies or procedures   | 8, 16  | 1, 2                                     |  |  | Human rights – page 54<br>Human rights is included in our ethics training completed by all employees. |
|                            | 412-3       | Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | 8, 16  | 1, 2                                     |  |  | Sourcing standards- page 53   |
| Supplier Social Assessment | 414 GRI 103 | Management Approach 2016   | 8  | 2  |  |  | Our supply network – page 53  |
|                            | 414-1       | New suppliers that were screened using social criteria   | 8  | 2  |  |  | Sourcing standards- page 53<br>Supplier selection- page 53  |
| Public Policy              | 415 GRI 103 | Management Approach 2016   | 16   |  |  |  | Clients – who's in charge? – page 37<br>Management and compliance – page 51                           |
|                            | 415-1       | Political contributions  | 16   |  |  |  | Political contributions – page 52<br><a href="#">Annual Report</a>                                    |
| Marketing and Labelling    | 417 GRI 103 | Management Approach 2016   | 16   |  |  |  | Clients – who's in charge? – page 37  |
|                            | 417-3       | Incidents of non-compliance concerning marketing communications  | 12, 16                                       |  |  | SV-AD-220a.3, SV-AD-270a.1               | We do not currently report data in this area.<br>Compliance with marketing standards – page 42        |
| Customer Privacy           | 418-1       | Substantiated complaints concerning breaches of customer privacy and losses of customer data                               | 16   |  |  | SV-AD-220a.1                             | Privacy and data ethics- page 56  |



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|-------------------------------|--|--|--|--|--|---|
| Additional Non-GRI Indicators | Land use and Ecological sensitivity                              |  |  | Land use and Ecological sensitivity                              |  | Metric not reported.  |
|                               | Water consumption and water withdrawal in water-stressed regions |  |  | Water consumption and water withdrawal in water-stressed regions |  | We do not currently monitor water consumption. In 2021 we will integrate climate-related risk assessment, including assessment of water stress, into the technical due diligence suite that we follow when we invest in a new campus building. This will help to ensure that material acute and chronic physical climate risks are considered in design and embedded into business continuity procedures. |
|                               | Absolute number and rate of employment                           |  |  | Absolute number and rate of employment                           |  | Metric not reported.  |
|                               | Financial investment contribution                                |  |  | Financial investment contribution                                |  | Information on our strategy for returns of capital to shareholders is included on page 62 of our Annual Report.   |
|                               | Total R&D expenses   |  |  | Total R&D expenses   |  | Metric not reported.  |