



Building Trust

FY19 CITIZENSHIP REPORT



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GRI Standard	Disclosure Title	Page Number(s), URL(s) and/or Direct Response
General Disclosures		
GRI 102: General Disclosures	102-1: Name of the organization	Daniel J. Edelman Holdings, Inc. (“Edelman” within this document, limited to the scope described in 102-45)
	102-2: Activities, brands, products and services	Please visit www.edelman.com/expertise
	102-3: Location of headquarters	Chicago and New York
	102-4: Location of operations	Edelman is actively operating in more than 60 cities with upwards of 6,000 employees around the world. For more detail, please visit www.edelman.com/offices
	102-5 Ownership and legal form	DJE Holdings owns specialty firms such as Edelman, Edible, Krispr Communications, Assembly, Saludem, Revere, United Entertainment Group, Matter, Inc., First&42nd and Zeno Group. For more information, please visit www.edelman.com/about-us/dje-holdings
	102-6 Markets served	Geographically, Edelman’s operations are managed through five regions: the European Union, Middle East and Africa (EMEA), Asia Pacific (APAC); Latin America; Canada; and the United States. For more information, please visit www.edelman.com/global-network
	102-7 Scale of the organization	Total number of employees: 6,185 Total # of operations: active in more than 60 cities Edelman global fee revenues for FY18: \$970,840,103. Edelman cannot publicize its FY19 revenues until its annual audit has been completed. As a private, family owned company, Edelman does not disclose financial information with the exception of summarized total revenues. Edelman does not disclose detailed information on debt and equity, though it can report that the firm has no debt. For information on products and services provided, please visit www.edelman.com/expertise
	102-8 Information on employees and other workers	The following data was gathered via a headcount query, excluding Zeno Group and contingent workers. Total number of employees: 6,185 Total number of permanent employees by gender: Female - 3,890, Male - 1,703, Unknown - 3 Total number of temporary employees by gender: Female - 409, Male - 179, Unknown - 1 Total number of permanent employees by region: APAC - 1,203, Canada - 232, EMEA - 1,279, LATAM - 334, U.S. - 2,548 Total number of temporary employees by region: APAC - 206, Canada - 9, EMEA - 106, LATAM - 15, U.S. - 253 Total number of full-time employees by gender: Female - 4,075, Male - 1,828, Unknown - 4 Total number of part-time employees by gender: Female - 224, Male - 55, Unknown - 0
	102-9 Supply chain	See Our World - Responsible Procurement, p. 37

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GRI 102: General Disclosures	102-10 Significant changes to the organization and its supply chain	<p>New affiliate locations: During the reporting period, Edelman closed its office in Stockholm, Sweden. With the exit of our business in Sweden, Edelman has entered into an exclusive affiliate relationship with Animal AB to help support Edelman’s global clients in Sweden. Edelman did not open any new offices during the reporting period.</p> <p>For more information, please visit www.edelman.com/offices</p>
	102-11 Precautionary Principle or approach	Edelman supports the precautionary approach as described in the United Nations Rio Declaration but, as a professional services firm, its application is not significant to our business.
	102-12 External initiatives (externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses)	<ul style="list-style-type: none"> Carbon Trust Standard CDP Chicago Minority Supplier Development Council Clinton Global Initiative European Commission’s Energy Efficiency Directive EcoVadis Freedom for All Americans Food Reform for Sustainability and Health (FReSH) Global Reporting Initiative (GRI) Human Rights Council Corporate Equality Index Illinois Joining Forces Points of Light (Corporate Service Council) SedEx B The Bunker U.N. Food Security and Sustainable Agriculture U.N. Global Compact U.N. Global Compact Reporting on the SDGs Action Platform U.N. World Food Programme World Economic Forum (WEF)

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GRI 102: General Disclosures	102-13 Membership of associations (main memberships of industry or other associations, and national or international advocacy organizations)	Boston College Center for Corporate Citizenship Chicago Minority Supplier Development Council Elite Service Disabled Veteran Owned Business Network Impact 2030 International Women’s Forum GreenBiz Executive Network National Gay & Lesbian Chamber of Commerce NSF International - Member of Joint Committee for NSF 391.1 Social and Human Capital Coalition Student Veterans of America Sustainable Purchasing Leadership Council (SPLC) U.S. Chamber of Commerce Foundation: Veteran Employment Advisory Council (VEAC) and Military Spouse Employment Advisory Council (MSEAC) WEF Partnering Against Corruption Initiative Women’s Business Development Council World Business Council for Sustainable Development
	102-14 Statement from senior decision-maker	See A Letter from Richard, p. 3 and A Letter from John, p. 4
	102-16 Values, principles, standards, and norms of behavior	Our values were updated in FY19 to include a commitment to corporate social responsibility. Our values now include: -The Relentless Pursuit of Excellence -The Freedom to be Constantly Curious -The Courage to do the Right Thing -The Commitment to Positively Impact Society For more information on our values and mission, please visit www.edelman.com/about-us/values-mission For more information about our Code of Ethics and Business Conduct and its sister document, the Day-to-Day Situation Guide, please visit www.edelman.com/about-us/code-ethics-and-business-conduct
	102-18 Governance structure	In addition to Edelman’s board of directors, the firm is managed by an Executive Committee that oversees the execution of the firm’s strategy. This group also enlists the support of individuals who serve in a variety of capacities whether via the Operations Committee or Strategy Committee. Members of these committees are responsible for Edelman’s citizenship performance in a variety of ways. Each region (please see GRI 102-4) operates under the leadership of its own President and Chief Financial Officer. Managing Directors oversee strategy, service and operations in 60 cities around the world. For more information, please visit www.edelman.com/people

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General Disclosures		
GRI 102: General Disclosures	102-40 List of stakeholder groups	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
	102-41 Collective bargaining agreements	No employees are covered by collective bargaining agreements.
	102-42 Identifying and selecting stakeholders	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
	102-43 Approach to stakeholder engagement	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
	102-44 Key topics and concerns raised	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
	102-45 Entities included in the consolidated financial statements	Please visit www.edelman.com/about-us/dje-holdings This report is about Edelman, including the following specialty firms within DJE Holdings: Edelman Intelligence, Edible, Krispr Communications, Assembly, Matter, Inc., First&42nd, Salutem and Revere, but excluding United Entertainment Group and Zeno Group.
	102-46 Defining report content and topic Boundaries	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
	102-47 List of material topics	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
	102-48 Restatements of information	Edelman has not restated information given in previous reports.
	102-49 Changes in reporting	Not applicable
	102-50 Reporting period	Fiscal Year 2019 (July 1, 2018 - June 30, 2019), unless otherwise noted
	102-51 Date of most recent report	October 2018
	102-52 Reporting cycle	Annual
	102-53 Contact point for questions regarding the report	For questions regarding this report and its contents, please contact citizenship@edelman.com
	102-54 Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core Option.
	102-55 GRI content index	This GRI content index covers both General Standard Disclosures and Specific Standard Disclosures.
	102-56 External assurance	Edelman has not sought assurance for the data in its FY19 Citizenship report, but the firm has certified its carbon data through Carbon Trust Standard. Carbon Trust certification occurs every two years - Edelman received certification in 2018 and will be pursuing recertification in 2020. Edelman is the first public relations firm to achieve the Carbon Trust Standard certification worldwide, which certifies that we have reduced our carbon footprint and are committed to further annual reductions. Twenty offices globally were involved in the certification process, and these offices account for over 75% of Edelman's global carbon emissions. Carbon Trust is an external party. Senior leaders from our Global Citizenship Advisory Council, Operating Committee, and Executive Committee participated in providing content and reviewing/ approving our Carbon Trust responses before we submitted to Carbon Trust.

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GRI Standard	Disclosure Title	Page Number(s), URL(s) and/or Direct Response
Material Topics		
Business Ethics		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
	103-2 The management approach and its components	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
	103-3 Evaluation of the management approach	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	As a private, family owned company, Edelman does not disclose financial information with the exception of summarized total revenues. We do not disclose information on economic value generated, distributed or retained.
	201-2 Financial implications and other risks and opportunities due to climate change	Edelman reports financial implications and specific risks and opportunities as part of our annual CDP supply chain submission, including risks and opportunities -driven by changes in regulation -driven by changes in physical climate parameters -driven by changes in other climate-related developments (Legal, Market, Reputation) Our CDP score is made public for all stakeholders to view and can be found in the “Search and view company and city responses” section at www.cdp.net/en
	201-4 Financial assistance received from government	Not applicable
GRI 205: Anti-Corruption	205-1 Operations assessed for risks related to corruption	A full-time compliance program assesses corruption-related risk throughout Edelman’s global operations and provides support in mitigating such risks.
	205-2 Communication and training about anti-corruption policies and procedures	59.1% of employees have been trained on anti-corruption. In FY19, Edelman revamped its anti-corruption training modules to refresh the content. Due to training module updates, Edelman did not prioritize completion of old modules. Now that this training module has been released, Edelman seeks to achieve 60% completion rate in FY20.
	205-3 Confirmed incidents of corruption and actions taken	There have been no incidents of corruption.
GRI 206: Anti-Competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There have been no incidents of anti-competitive behavior, anti-trust or monopoly practices.

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Material Topics		
Business Ethics		
GRI 417: Marketing and Labeling	417-1 Requirements for products and service information and labeling	Not applicable
	417-2 Incidents of non-compliance concerning product and service information and labeling	Not applicable
	417-3 Incidents of non-compliance concerning marketing communications	There have been no incidents regarding non-compliance concerning marketing communications.
GRI 419: Socioeconomic Compliance	419-1 Non-compliance with laws and regulations in the social and economic area	Edelman has not identified any non-compliance with laws and/or regulations.
Responsible Procurement		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
	103-2 The management approach and its components	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
	103-3 Evaluation of the management approach	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	Edelman does not currently track its proportion of spending on local suppliers. In FY19, Edelman launched Phase II of its sustainable procurement program which evaluates the environmental, economic and social impacts of its business partners using a third-party questionnaire that evaluates how well a company has integrated the principles of corporate social responsibility into its business and management systems. Business partners from the U.S., U.K, Germany, France and China were invited to answer a customized questionnaire which results in a sustainability scorecard that provides insights into the company's environmental, social and ethical performance.
	GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria
	414-2 Negative social impacts in the supply chain and actions taken	Not applicable

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GRI Standard	Disclosure Title	Page Number(s), URL(s) and/or Direct Response
Material Topics		
Data Privacy & Information Security		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
	103-2 The management approach and its components	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
	103-3 Evaluation of the management approach	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
GRI 418: Customer Privacy	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>Edelman assesses the success of management systems and procedures relating to data protection. Edelman has self-certified under the E.U. Privacy Shield in regards to protection of personal information and has established policies, procedures and controls designed to ensure compliance with applicable data protection laws, including but not limited to GDPR and the CCPA. The firm's commitment and management in this regard are stated in its Global Privacy Principles and overseen by the firm's Chief Privacy Officer and compliance team.</p> <p>The company has not identified any substantiated complaints regarding breaches of consumer privacy.</p>
Environmental Sustainability		
GRI 103: Management Approach	103-1 Explanation of the material topic and its boundary	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
	103-2 The management approach and its components	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
	103-3 Evaluation of the management approach	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
GRI 301: Materials	301-1 Materials used by weight or volume	<p>Copy paper purchased for office use in FY18: 43 tons (material weight estimated based on assumption that all paper weighs 80 gram/sq. meter, unless specified by local offices). Data for other non-renewable and renewable materials is not available.</p> <p>All environmental data is one year behind the current report cycle. This is due to historic reporting periods and a need for complete cycle data.</p>
	301-2 Recycled input materials used	<p>59% of copy paper purchased was with post-consumer recycled content by weight in FY18 (material weight estimated based on assumption that all paper weighs 80 gram/sq. meter, unless specified by local offices).</p> <p>All environmental data is one year behind the current report cycle. This is due to historic reporting periods and a need for complete cycle data.</p>
	301-3 Reclaimed products and their packaging materials	Not applicable

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Material Topics		
Environmental Sustainability		
GRI 302: Energy	302-1 Energy consumption within the organization	<p>For information on standards, methodologies, assumptions and/or calculation tools used, as well as the source of conversion factors used, see Appendix B: GHG Emissions Reporting Methodology and Environmental Metrics, p. 70.</p> <p>For information on total consumption within Edelman from non-renewable sources, total electricity consumption and total energy consumption, see Appendix C: Environmental Performance Data Table, p. 72.</p> <p>Information related to fuel consumption within Edelman from renewable sources, heating consumption, cooling consumption and steam consumption is not applicable.</p> <p>No electricity, heating, cooling or steam energy was sold in FY18.</p>
	302-2 Energy consumption outside of the organization	Not applicable
	302-3 Energy intensity	See Appendix C: Environmental Performance Data Table, p. 72
	302-4 Reduction of energy consumption	See Appendix C: Environmental Performance Data Table, p. 72
	302-5 Reductions in energy requirements of products and services	Not applicable
GRI 303: Water	303-1 Water withdrawal by source	<p>Water consumption data includes water purchase records from 13 Edelman offices (Beijing, Berlin, Bogota, Cologne, Hamburg, Jakarta, Miami, New Delhi, Sacramento, Sao Paulo, Seoul, Shanghai and Silicon Valley), amounting to a partial water consumption footprint of 9,627 cubic meters in FY18. The lack of metering data and water purchase records from the majority of the offices imposed significant data limitation for the calculation of total water consumption.</p> <p>For the currently available data, it is believed that all water consumed is withdrawn from municipal water supplies or other public or private water utilities. This implies there is zero consumption from sources such as surface water, ground water, rainwater and waste water.</p>
	303-2 Water sources significantly affected by withdrawal of water	Not applicable
	303-3 Water recycled and reused	Not applicable

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Material Topics		
Environmental Sustainability		
GRI 305: Emissions	305-1 Direct (scope 1) GHG emissions	<p>For information on gross direct (scope 1) GHG emissions, see Appendix C: Environmental Performance Data Table, p. 72.</p> <p>For information on gases included in the calculation, base year for the calculation, source of emission factors and global warming potential (GWP) rates used, consolidation approach for emissions and standards, methodologies, assumptions, and/or calculation tools used, see Appendix B: GHG Emissions Reporting Methodology and Environmental Metrics, p. 70.</p> <p>There were no biogenic emissions in FY18. All environmental data is one year behind the current report cycle. This is due to historic reporting periods and a need for complete cycle data.</p>
	GRI 305-2 Energy indirect (scope 2) GHG emissions	<p>For information on gross location-based energy indirect (scope 2) GHG emissions and gross market-based energy indirect (scope 2) GHG emissions, see Appendix C: Environmental Performance Data Table, p. 72.</p> <p>For information on gases included in the calculation, base year for the calculation, source of emission factors and global warming potential (GWP) rates used, consolidation approach for emissions and standards, methodologies, assumptions, and/or calculation tools used, see Appendix B: GHG Emissions Reporting Methodology and Environmental Metrics, p. 70.</p>
	GRI 305-3 Other indirect (scope 3) GHG emissions	<p>For information on gross other indirect (scope 3) GHG emissions and other indirect (scope 3) GHG emissions categories and activities included in the calculation, see Appendix C: Environmental Performance Data Table, p. 72.</p> <p>For information on gases included in the calculation, base year for the calculation, source of emission factors and global warming potential (GWP) rates used and standards, methodologies, assumptions, and/or calculation tools used, see Appendix B: GHG Emissions Reporting Methodology and Environmental Metrics, p. 70.</p> <p>There were no biogenic emissions in FY18. All environmental data is one year behind the current report cycle. This is due to historic reporting periods and a need for complete cycle data.</p>
	GRI 305-4 GHG emissions intensity	<p>For information on GHG emissions intensity ratio for the organization, organization-specific metric chosen to calculate the ratio, and types of GHG emissions included in the intensity ratio, see Appendix C: Environmental Performance Data Table, p. 72. Edelman reports on carbon intensity for both scope 1 and 2 emissions per headcount, and scope 1, 2 and selected scope 3 emissions per headcount.</p> <p>For information on gases included in the calculation, see Appendix B: GHG Emissions Reporting Methodology and Environmental Metrics, p. 70.</p>

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Environmental Sustainability		
	GRI 305-5 Reduction of GHG emissions	For information on GHG emissions reduced as a direct result of reduction initiatives and scopes in which reductions took place (scope 1, 2 and selected 3 emissions), see Appendix C: Environmental Performance Data Table, p. 72. For information on gases included in the calculation, base year or baseline, and standards, methodologies, assumptions, and/or calculation tools used, see Appendix B: GHG Emissions Reporting Methodology and Environmental Metrics, p. 70.
	GRI 305-6 Emissions of ozone-depleting substances (ODS)	Not applicable
	GRI 305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Not applicable
GRI 307: Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	Edelman has not identified any non-compliance with environmental laws and/or regulations.
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	In FY19, Edelman launched Phase II of its sustainable procurement program which evaluates the environmental, economic and social impacts of its business partners using a third-party questionnaire that evaluates how well a company has integrated the principles of corporate social responsibility into its business and management systems. Participating business partners from the U.S., U.K, Germany, France and China answered a customized questionnaire which results in a sustainability scorecard that provides insights into the company's environmental, social and ethical performance and risks, as well as recommendations for improvement moving forward. 4.89% of suppliers from the targeted regions were invited to participate. Our Sustainable Procurement Policy can be found at www.scribd.com/document/364537386/Sustainable-Procurement-Policy
	308-2 Negative environmental impacts in the supply chain and actions taken	Not applicable
Employee Health & Well-being		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
	103-2 The management approach and its components	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
	103-3 Evaluation of the management approach	See Appendix A - GRI 103: Materiality & Management Approach, p. 60

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Employee Health & Well-being		
GRI 401: Employment	401-1 New employee hires and employee turnover	<p>The following numbers do not include Zeno Group or contingent workers.</p> <p>Total Number of New Hires: 3,056, as listed in Disclosure 102-7</p> <p>Hires by Age Group: The breakdown of such statistical information regarding age is not published for reasons of confidentiality.</p> <p>Hires by Gender: Female: 2,193 Male: 854 Unknown: 9</p> <p>Hires by Region: APAC: 1,151 Canada: 76 EMEA: 582 LATAM: 139 U.S.: 1,108</p> <p>Average Turnover Percentage: 37%</p> <p>Turnover by Age Group: The breakdown of such statistical information regarding age is not published for reasons of confidentiality</p> <p>Turnover by Gender: Female: 38.55% Male: 33.49% Unknown: 40.00%</p> <p>Turnover by Region: APAC: 59.76% Canada: 31.36% EMEA: 34.23% LATAM: 43.67% U.S.: 26.94%</p>

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Employee Health & Well-being		
GRI 401: Employment	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	A majority of our benefits are tailored by location to meet the specific needs of our people, their families and their communities.
	401-3 Parental leave	<p>Total number of employees that were entitled to parental leave, by gender: Male - 851, Female - 1,981</p> <p>Total number of employees who took parental leave, by gender: Male - 40, Female - 133</p> <p>Total number of employees that returned to work in the reporting period after parental leave ended, by gender: Male - 40, Female - 125</p> <p>Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender: Male - 39, Female - 124</p> <p>Return to work and retention rates of employees that took parental leave, by gender: Male - 100% and 98%, Female - 94% and 93%</p>
	403-1 Workers representation in formal joint management-worker health and safety committees	Not applicable
	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	<p>Edelman had four worker's compensation claims during the reporting period, all of which took place in the U.S. These claims consisted of the following injuries:</p> <ul style="list-style-type: none"> 1 - Cut Finger 1 - Burn to Arm 1 - Fractured Leg 1 - Dislocated Shoulder <p>Edelman does not report the number of worker injuries by gender.</p> <p>Edelman has no claims relating to occupational diseases or work-related fatalities. Edelman had one claim with lost days with the employee returning to work at Edelman California after being released from her doctor for a fractured leg.</p> <p>Incidents are reported by Edelman HR Benefits to C.N.A., which handles Edelman's worker's compensation claims. C.N.A records and reports on claim statistics.</p>
	403-3 Workers with high incidence or high risk of diseases related to their occupation	As a professional services firm, Edelman employees are not generally involved in occupational activities that have a high incidence of or high risk of specific physical diseases. That being said, Edelman continues to strengthen its efforts to address and measure mental health-related illnesses.

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Employee Training & Development		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
	103-2 The management approach and its components	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
	103-3 Evaluation of the management approach	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
GRI 404: Training and Education	404-1 Average hours of training per year per employee	In FY19, 55,993 training hours were completed globally. Edelman does not report training hours by age or gender.
	404-2 Programs for upgrading employee skills and transition assistance programs	See Our People - Learning & Development, p. 25
	404-3 Percentage of employees receiving regular performance and career development reviews	All review-eligible global employees receive performance reviews to provide them with regular opportunities to assess career direction and receive feedback. All reviews are tracked via a performance management system.
Diversity & Inclusion		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
	103-2 The management approach and its components	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
	103-3 Evaluation of the management approach	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	The following numbers exclude Zeno Group and Contingent Workers Percentage of individuals on Edelman's Operating Committee, by gender: Male - 53%, Female - 47% Percentage of individuals on Edelman's Operating Committee, by age group: Under 30 years old - 0%, 30-50 years old - 33%, over 50 years old - 67% Percentage of employees per employee category in each of the following diversity categories: -Gender: Male - 31%, Female - 69% -Age Group: Under 30 years old - 38%, 30-50 years old - 53%, over 50 years old - 9%
	405-2 Ratio of basic salary and remuneration of women to men	Edelman is committed to equal pay. In 2018, Edelman completed a gender pay analysis which found that Edelman pays women 99% of what male counterparts are paid for similar job functions, experience and geographies. The analysis looked at all countries with 30 or more Edelman employees, analyzing 30 countries in total. The company has made a commitment to analyze gender pay every other year to ensure Edelman maintains fair pay practices in the future; the next analysis is scheduled to be completed in 2020. The effective ratio of basic salary and remuneration of women to men is not published for reasons of confidentiality.

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Community Investment		
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
	103-2 The management approach and its components	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
	103-3 Evaluation of the management approach	See Appendix A - GRI 103: Materiality & Management Approach, p. 60
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	100% of Edelman offices have implemented local community engagement programs. For information on Edelman's commitment to its communities, see Our Communities, p. 26
	413-2 Operations with significant actual and potential negative impacts on local communities	Not applicable