

# GLOBAL REPORTING INITIATIVE INDEX

## Northern Trust's 2016 Corporate Social Responsibility Report

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE																																
General	102-1	Name of the organization	2016 Annual Report pg. 20																																
General	102-2	Activities, brands, products, and services	2016 Annual Report pg. 1-10																																
General	102-3	Location of headquarters	2016 Annual Report pg. 21																																
General	102-4	Location of operations	2016 Annual Report pg. 21																																
General	102-5	Ownership and legal form	2016 Annual Report pg. 19																																
General	102-6	Markets served	2016 Annual Report																																
General	102-7	Scale of the organization	2016 Annual Report																																
General	102-8	Information on employees and other workers	<table border="1"> <thead> <tr> <th colspan="4">Total number of employees by employment contract (permanent and temporary), by gender</th> </tr> <tr> <th></th> <th>Permanent</th> <th>Temporary</th> <th></th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>9270</td> <td>7</td> <td></td> </tr> <tr> <td>Female</td> <td>7905</td> <td>7</td> <td></td> </tr> <tr> <th colspan="4">Total number of employees by employment contract (permanent and temporary), by region</th> </tr> <tr> <th></th> <th>APAC</th> <th>EMEA</th> <th>North America</th> </tr> <tr> <td>Permanent</td> <td>4873</td> <td>3272</td> <td>9030</td> </tr> <tr> <td>Temporary</td> <td>0</td> <td>11</td> <td>3</td> </tr> </tbody> </table>	Total number of employees by employment contract (permanent and temporary), by gender					Permanent	Temporary		Male	9270	7		Female	7905	7		Total number of employees by employment contract (permanent and temporary), by region					APAC	EMEA	North America	Permanent	4873	3272	9030	Temporary	0	11	3
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General	102-8	Information on employees and other workers	Total number of employees by employment type (full-time and part-time), by gender.		
			Full-Time	Part-Time	
			Male	9246	31
			Female	7628	284
			<ul style="list-style-type: none"> <li>• Our revenue is generated from work that is performed by employees.</li> <li>• There are no significant variations in the number of employees during the year.</li> <li>• See pg. 17 of the CSR Report for additional details.</li> </ul>		
General	102-9	Supply chain	CSR Report pg. 12-13		
General	102-10	Significant changes to the organization and its supply chain	CSR Report, Basis for Report pg. 7		
General	102-11	Precautionary Principle or approach	CSR Report pg. 11		
General	102-12	External initiatives	CSR Report, Selected Memberships pg. 23		
General	102-13	Membership of associations	CSR Report, Selected Memberships pg. 23		
General	102-14	Statement from senior decision-maker	CSR Report pg. 5		
General	102-16	Values, principles, standards, and norms of behavior	Code of Business Conduct and Ethics		
General	102-17	Mechanisms for advice and concerns about ethics	Code of Business Conduct and Ethics		
General	102-18	Governance structure	Corporate Governance		
General	102-30	Effectiveness of risk management processes	Corporate Governance Guidelines		
General	102-35	Remuneration policies	2017 Proxy Statement pg. 38, 46		
General	102-36	Process for determining remuneration	2017 Proxy Statement pg. 15		

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
General	102-37	Stakeholders' involvement in remuneration	2017 Proxy Statement pg. 28
General	102-40	List of stakeholder groups	CSR Report, Basis for Report pg. 7
General	102-41	Collective bargaining agreements	We do not have collective bargaining agreements; however, we do comply with the local laws regarding employees' rights and collective bargaining.
General	102-42	Identifying and selecting stakeholders	CSR Report, Basis for Report pg. 7
General	102-43	Approach to stakeholder engagement	Our last materiality study was conducted in 2016. We conduct a survey as necessary due to industry changes or changes to the Reporting framework. We expect to conduct our next assessment in 2018. CSR Report, Basis for Report pg. 7; Materiality Matrix pg. 8
General	102-44	Key topics and concerns raised	CSR Report, Basis for Report pg. 7; Materiality Matrix pg. 8
General	102-45	Entities included in the consolidated financial statements	2016 Annual Report pg. 43, 95
General	102-46	Defining Report content and topic boundaries	CSR Report, Basis for Report pg. 7
General	102-47	List of material topics	CSR Report, Basis for Report pg. 7
General	102-48	Restatements of information	CSR Report, Basis for Report pg. 7
General	102-49	Changes in Reporting	CSR Report, Basis for Report pg. 7
General	102-50	Reporting period	CSR Report, Basis for Report pg. 7
General	102-51	Date of most recent Report	CSR Report, Basis for Report pg. 7
General	102-52	Reporting cycle	CSR Report, Basis for Report pg. 7
General	102-53	Contact point for questions regarding the Report	CSR Report, Basis for Report pg. 7
General	102-54	Claims of Reporting in accordance with the GRI Standards	CSR Report, Basis for Report pg. 7

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
General	102-55	GRI content index	Included
General	102-56	External assurance	CSR Report, Independent Accountants' Review Report pg. 6
Management	103-1	Explanation of the material topic and its boundary	CSR Report, Basis for Report pg. 7
Management	103-2	The management approach and its components	CSR Report, Core Aspects pg. 7, 10 ; Sustainable Products and Services pg. 21-22; Shared Value pg. 18-20; Partners (Employees) pg. 14-15
Management	103-3	Evaluation of the management approach	CSR Report, Core Aspects pg. 7, 10 ; Sustainable Products and Services pg. 21-22; Shared Value pg. 18-20; Partners (Employees) Employees pg. 14-15
Economic	201-1	Direct economic value generated and distributed	2016 Annual Report 2016 Charitable Trust Report
Economic	203-1	Infrastructure investments and services supported	CSR Report, Corporate Alignment pg. 19-20
Economic	203-2	Significant indirect economic impacts	CSR Report, Corporate Alignment pg. 19-20
Economic	205-1	Operations assessed for risks related to corruption	All Northern Trust operations are assessed for risks related to corruption. The areas of highest inherent and residual risk related to corruption as identified in the risk assessment are: recruitment activities related to relatives of or individuals connected with government or public officials; new office or office expansion in high risk jurisdictions; assessment and review of contractors and suppliers in high risk areas or jurisdictions; and sponsorships undertaken by Northern Trust in high risk jurisdictions.
Economic	205-2	Communication and training about anti-corruption policies and procedures	CSR Report, Core Aspects pg. 10 Northern Trust anti-corruption policies and procedures are communicated to all partners, including governance body members, as part of the annual Standards of Conduct Policy training course. In addition, Northern Trust communicates aspects of its anti-corruption policies and procedures to third-party vendors and suppliers within its contracts with those third-parties.
Environmental	305-1	Direct (Scope 1) GHG emissions	GHG Report
Environmental	305-2	Energy indirect (Scope 2) GHG emissions	GHG Report
Environmental	305-3	Other indirect (Scope 3) GHG emissions	GHG Report
Environmental	305-4	GHG emissions intensity	GHG Report
Environmental	305-5	Reduction of GHG emissions	GHG Report

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
Social	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Life insurance; health care/medical insurance; disability/critical illness insurance; generous time-off policies including paid vacation and sick days, maternity, paternity and adoption paid leaves of absences; education benefits; and work/life services are available to all permanent partners who are scheduled to work 20 or more hours per week.
Social	403-1	Workers representation in formal joint management-worker health and safety committees	In those locations where health and safety committees exist, there is representation from senior management and the more junior ranks. Australia and the Philippines, which represent 1.5% of Full-Time employees, are currently on the only locations with health and safety committees.
Social	404-1	Average hours of training per year per employee	Male = 24; Female = 25 Manager = 24; Non-manager 24
Social	404-2	Programs for upgrading employee skills and transition assistance programs	CSR Report, Partners pg. 14-15
Social	404-3	Percentage of employees receiving regular performance and career development reviews	Annual Performance Review for the Year 2016 Of total population, 95.8% of these required to have performance review had a performance review. Of those required by gender: Male required 95.6% Female required 96.2% Of those required by Management Type: Manager required 94.4% Non-Manager required 96.2%
Social	405-1	Diversity of governance bodies and employees	<b>Board of Directors</b>
			Female 15.4%
			Male 84.6%
			Under 30 0.0%
			30-50 years old 0.0%
			50 years or older 100%
			White 69.2% Non White 30.8%
Social	405-1	Diversity of governance bodies and employees	<b>Management</b>
			Female 35.7%
			Male 64.3%
			Under 30 0.0%
			30-50 years old 0.0%
			50 years or older 100%
			White 100.0% Non White 0.0%

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
Social	405-1	Diversity of governance bodies and employees	<b>Non-Management</b>
			Female 46.0%
			Male 54.0%
			Under 30 31.0%
			30-50 years old 50.7%
			50 years or older 18.3%
			White 34.3%
Non White 65.7%			
Social	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Northern Trust's policy is to comply with all applicable laws and regulations in all countries where we operate. Northern Trust Corporation is a public company and is required to file periodic Reports with the Securities and Exchange commission (SEC), including Reports on Forms 10-Q and 10-K. The filings can be found here: 10-K Filing
Social	419-1	Non-compliance with laws and regulations in the social and economic area	Northern Trust Corporation is a public company and is required to file periodic Reports with the Securities and Exchange commission (SEC), including Reports on Forms 10-Q and 10-K. The filings can be found here: 10-K Filing

REFERENCES	
<b>Code of Business Conduct and Ethics</b>	<a href="https://www.northerntrust.com/documents/governance/code-of-business-conduct-ethics.pdf">https://www.northerntrust.com/documents/governance/code-of-business-conduct-ethics.pdf</a>
<b>Ethics</b>	<a href="https://www.northerntrust.com/about-us/corporate-social-responsibility/ethics">https://www.northerntrust.com/about-us/corporate-social-responsibility/ethics</a>
<b>2016 Annual Report</b>	<a href="https://www.northerntrust.com/documents/annual-Reports/northern-trust-annual-Report-2016.pdf">https://www.northerntrust.com/documents/annual-Reports/northern-trust-annual-Report-2016.pdf</a>
<b>2016 Charitable Trust Report</b>	<a href="https://www.northerntrust.com/documents/annual-Reports/csr/csr-annual-Report.pdf">https://www.northerntrust.com/documents/annual-Reports/csr/csr-annual-Report.pdf</a>
<b>Supplier Code of Conduct</b>	<a href="https://www.northerntrust.com/documents/guidelines/northern-trust-supplier-code-of-conduct.pdf">https://www.northerntrust.com/documents/guidelines/northern-trust-supplier-code-of-conduct.pdf</a>
<b>10-K Filing</b>	<a href="https://www.northerntrust.com/about-us/investor-relations/financial-information/sec-regulatory-filings">https://www.northerntrust.com/about-us/investor-relations/financial-information/sec-regulatory-filings</a>
<b>2017 Proxy Statement</b>	<a href="https://www.northerntrust.com/documents/annual-Reports/northern-trust-proxy-statement-2017.pdf">https://www.northerntrust.com/documents/annual-Reports/northern-trust-proxy-statement-2017.pdf</a>
<b>GHG Statement</b>	<a href="https://www.northerntrust.com/about-us/corporate-social-responsibility/environment">https://www.northerntrust.com/about-us/corporate-social-responsibility/environment</a>
<b>Corporate Governance</b>	<a href="https://www.northerntrust.com/about-us/investor-relations/corporate-governance">https://www.northerntrust.com/about-us/investor-relations/corporate-governance</a>
<b>Corporate Governance Guidelines</b>	<a href="https://www.northerntrust.com/documents/governance/corporate-governance-guidelines.pdf">https://www.northerntrust.com/documents/governance/corporate-governance-guidelines.pdf</a>