

Disclosure number	Disclosure title	
GRI 102: GENERAL DISCLOSURES - ORGANIZATIONAL PROFILE		
102-1	Name of the organization	Orange
102-2	Activities, brands, products, and services	see our IAR (Integrated Annual Report) 2019
102-3	Location of headquarters	Paris, France
102-4	Location of operations	see our Universal Registration Document (section 1.1.3)
102-5	Ownership and legal form	see our Universal Registration Document (section 1.1.1. & 6.2)
102-6	Markets served	see our Universal Registration Document (section 1.1)
102-7	Scale of the organization	see our Universal Registration Document (section 1.1)
102-8	Information on employees and other workers	see our Universal Registration Document (section 4.2)
102-9	Supply chain	see our Universal Registration Document 2.2.4.5 and 4.5 Management framework for suppliers and subcontractors, as well as http://www.fournisseurs.orange.com/en/code-de-conduite/
102-10	Significant changes to the organization and its supply chain	no significant change in 2019 Since 2011, Deutsche Telekom and Orange's procurement activities are pooled in BuyIn for device (terminals, mobile communication networks), fixed network equipment, service platform and IT fields. It accounts for 70% of our external purchase. The other 30% are either managed at Orange Group level, or at local level. see our Universal Registration Document (section 1.3)
102-11	Precautionary Principle or approach	see our Universal Registration Document (section 2.2)
102-12	External initiatives	see our Universal Registration Document (section 4)
102-13	Membership of associations	see our Universal Registration Document (section 4)
GRI 102: GENERAL DISCLOSURES-STRATEGY		
102-14	Statement from senior decision-maker	see our IAR (Integrated Annual Report) 2019 P.26
102-15	Key impacts, risks, and opportunities	see our Universal Registration Document (see 7.1.3) and our Integrated annual report, with section 2.2.4 for risks & chapter 4 for the opportunities. Impact analysis is developed in our IAR page 34 to 39
GRI 102: GENERAL DISCLOSURES-ETHICS AND INTEGRITY		

102-16	Values, principles, standards, and norms of behavior	see our Consolidated Non-Financial Report in our Universal Registration Document (see 7.1.3) and our code of Ethics
102-17	Mechanisms for advice and concerns about ethics	see our Code of Ethics (on line)
GRI 102: GENERAL DISCLOSURES-GOVERNANCE		
102-18	Governance structure	see our Universal Registration Document (section 5)
102-19	Delegating authority	see our Universal Registration Document (section 5)
102-20	Executive-level responsibility for economic, environmental, and social topics	see our Universal Registration Document (section 4)
102-21	Consulting stakeholders on economic, environmental, and social topics	see our Universal Registration Document (section 4)
102-22	Composition of the highest governance body and its committees	see our Universal Registration Document (section 5)
102-23	Chair of the highest governance body	see our Universal Registration Document (section 5)
102-24	Nominating and selecting the highest governance body	see our Universal Registration Document (section 5)
102-25	Conflicts of interest	see our Universal Registration Document (section 5)
102-26	Role of highest governance body in setting purpose, values, and strategy	see our Universal Registration Document (section 5)
102-27	Collective knowledge of highest governance body	see our Universal Registration Document (section 5)
102-28	Evaluating the highest governance body's performance	see our Universal Registration Document (section 5)
102-29	Identifying and managing economic, environmental, and social impacts	see our Universal Registration Document (section 4)
102-30	Effectiveness of risk management processes	see our Universal Registration Document (section 2.2)
102-31	Review of economic, environmental, and social topics	see our Universal Registration Document (section 4)
102-32	Highest governance body's role in sustainability reporting	see our Universal Registration Document (section 2.2.2)
102-33	Communicating critical concerns	see our Universal Registration Document (section 2.1)
102-34	Nature and total number of critical concerns	see our Universal Registration Document (section 2.1)
102-35	Remuneration policies	see our Universal Registration Document (section 4.2 & 5.4)
102-36	Process for determining remuneration	see our Universal Registration Document (section 4.2 & 5.4)
102-37	Stakeholders' involvement in remuneration	see our Universal Registration Document (section 4.2 & 5.4)

102-38	Annual total compensation ratio	see our Universal Registration Document (section 4.2.2 & section 5.4.1.2)
102-39	Percentage increase in annual total compensation ratio	see our Universal Registration Document (section 4.2.2 & section 5.4.1.2)
GRI 102: GENERAL DISCLOSURES-STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	Unchange since 2018, see our Integrated annual Report 2018 page 118-119
102-41	Collective bargaining agreements	see our Universal Registration Document (section 2.2.4.2.3 & 4.2.4)
102-42	Identifying and selecting stakeholders	Unchange since 2018, see our Integrated annual Report 2018 page 118-119
102-43	Approach to stakeholder engagement	see our Universal Registration Document (section 4)
102-44	Key topics and concerns raised	see our IAR (Integrated Annual Report) 2019 page 36. see also our Integrated annual Report 2018 page 120-121
GRI 102: GENERAL DISCLOSURES-REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	see our Universal Registration Document (section 3.3)
102-46	Defining report content and topic Boundaries	see our IAR (Integrated Annual Report) 2019 page 7
102-47	List of material topics	see our IAR (Integrated Annual Report) 2019 page 36. see also our Integrated annual Report 2018 page 120-121
102-48	Restatements of information	see our Universal Registration Document (section 4.4.2) for restatement on customer usages
102-49	Changes in reporting	none
102-50	Reporting period	The 2019 CNFS covers the period from January 1 through December 31, 2019. (civil year)
102-51	Date of most recent report	April, 2020. Universal Universal Registration Document 2019 May19, 2020. AGM & Integrated Annual Report 2019
102-52	Reporting cycle	annual for full disclosure. Quaterly for selected indicators
102-53	Contact point for questions regarding the report	See back cover of the see our Universal Registration Document
102-54	Claims of reporting in accordance with the GRI Standards	See page 1 of this report & our Universal Registration Document (section 4. Note on methodology)
102-55	GRI content index	See this report
102-56	External assurance	see our Universal Registration Document (section 4.7)
GRI 103: MANAGEMENT APPROACH		

103-1	Explanation of the material topic and its Boundary	see our IAR (Integrated Annual Report) 2019 page 36. see also our Integrated annual Report 2018 page 120-121
103-2	The management approach and its components	see our Universal Registration Document (section 7.1.3.II & 7.1.3.III)
103-3	Evaluation of the management approach	see our Universal Registration Document (section 7.1.3.II & 7.1.3.III)
GRI 201: ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed	see our IAR (Integrated Annual Report) 2019 page 35
201-2	Financial implications and other risks and opportunities due to climate change	see our Universal Registration Document (section 4.4)
201-3	Defined benefit plan obligations and other retirement plans	see our Universal Registration Document (section 4.2.2) and 5.4.1
201-4	Financial assistance received from government	see our consolidated accounts
GRI 202: MARKET PRESENCE		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-
202-2	Proportion of senior management hired from the local community	-
GRI 203: INDIRECT ECONOMIC IMPACTS		
203-1	Infrastructure investments and services supported	see our Universal Registration Document (section 1.3)
203-2	Significant indirect economic impacts	see our IAR (Integrated Annual Report)2020 (2019 data) p.106
GRI 204: PROCUREMENT PRACTICES		
204-1	Proportion of spending on local suppliers	spending in France on local suppliers (on French controled companies) : 52%
GRI 205: ANTI-CORRUPTION		
205-1	Operations assessed for risks related to corruption	see our Universal Registration Document (section 2.1.4)
205-2	Communication and training about anti-corruption policies and procedures	see our Universal Registration Document (section 2.2.4.1.2 & 4.1.2)
205-3	Confirmed incidents of corruption and actions taken	see our Universal Registration Document (section 5.2.1.8 & 5.2.2.3)
GRI 206: ANTI-COMPETITIVE BEHAVIOR		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	see our Universal Registration Document (section 2.1.2)

301-1	Materials used by weight or volume	-
301-2	Recycled input materials used	Stellar decoder: 100% recycled plastics for the lower part of its case.
301-3	Reclaimed products and their packaging materials	Orange implements the circular economy by eco- designing, collecting and reconditioning its Liveboxes and decoders to help reduce its carbon footprint, reuse resources and generate substantial savings. (RD p.305: 4.4.1.1 The circular economy in action: Livebox and decoder) Livebox 4 has more compact design; packaging in cardboard, taken from sustainably managed forests, and making up less than one-third of the product's weight, to limit packaging materials and optimize transport; and soy ink. (RD p.330: Eco-conception of products and services)
GRI 302: ENERGY		
302-1	Energy consumption within the organization	see our Universal Registration Document 4.4.2
302-2	Energy consumption outside of the organization	-
302-3	Energy intensity	see our Universal Registration Document 4.4.2
302-4	Reduction of energy consumption	see our Universal Registration Document 4.4.2
302-5	Reductions in energy requirements of products and services	see our Universal Registration Document 4.4.2
GRI 303: WATER AND EFFLUENTS		
303-1	Interactions with water as a shared resource	-
303-2	Management of water discharge-related impacts	-
303-3	Water withdrawal	-
303-4	Water discharge	-
303-5	Water consumption	see our Universal Registration Document (section 4.4.1.3)
GRI 304: BIODIVERSITY		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Internal pocedures

304-2	Significant impacts of activities, products, and services on biodiversity	Through climate change: In 2013, Orange undertook a risk assessment in relation to its core businesses (networks, service activities, transport) and opportunities associated with the use of information and communication technologies (ICT), in order to assess its impacts on biodiversity. This study was conducted in accordance with methodology of the WBCSD (World Business Council for Sustainable Development), and showed that the Group's impacts are generally low. The main impact is related to CO2 emissions, which are responsible for climate change, a major cause of loss of biodiversity. (RD p.305: 4.4.1.3 Impact on fauna and flora)
304-3	Habitats protected or restored	In partnership with ARGO (an international consortium launched in 2000 by the Intergovernmental Oceanographic Commission of UNESCO and the World Meteorological Organization), Orange Marine helped develop and maintain a global network of profiling floats, measuring the temperature and salinity of the oceans in real time. (RD p.305: 4.4.1.3 Impact on fauna and flora)
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	NA
GRI 305: EMISSIONS		
305-1	Direct (Scope 1) GHG emissions	see our Universal Registration Document 4.4.2
305-2	Energy indirect (Scope 2) GHG emissions	see our Universal Registration Document 4.4.2
305-3	Other indirect (Scope 3) GHG emissions	see our Universal Registration Document 4.4.2
305-4	GHG emissions intensity	see our Universal Registration Document 4.4.2
305-5	Reduction of GHG emissions	see our Universal Registration Document 4.4.2
305-6	Emissions of ozone-depleting substances (ODS)	-
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	-
GRI 306: EFFLUENTS AND WASTE		
306-1	Water discharge by quality and destination	-
306-2	Waste by type and disposal method	see our Universal Registration Document 4.4.1
306-3	Significant spills	-

306-4	Transport of hazardous waste	-
306-5	Water bodies affected by water discharges and/or runoff	-
GRI 307: ENVIRONMENTAL COMPLIANCE		
307-1	Non-compliance with environmental laws and regulations	Orange hasn't identified any non-compliance with environmental laws or regulations
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT		
308-1	New suppliers that were screened using environmental criteria	See our Universal Registration Document (section 2.2.4.5) regarding our CSR evaluation, we rate our purchases with a risk-adverse approach towards suppliers or purchase category, with a dedicated ESG assessment program. Last year, we assessed thanks to EcoVadis more than 1/3 of our external purchases. This is a global figure, which means that the evaluation of our "riskier" suppliers is over this proportion.
308-2	Negative environmental impacts in the supply chain and actions taken	see our Universal Registration Document 4.5 Management framework for suppliers and subcontractors.
GRI 401: EMPLOYMENT		
401-1	New employee hires and employee turnover	see our Universal Registration Document 4.2.1
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-
401-3	Parental leave	data available only on french scope.
GRI 402: LABOR/MANAGEMENT RELATIONS		
402-1	Minimum notice periods regarding operational changes	data available only on french scope.
GRI 403: OCCUPATIONAL HEALTH AND SAFETY		
403-1	Occupational health and safety management system	Universal Registration Document 2.2.4.2.2
403-2	Hazard identification, risk assessment, and incident investigation	Universal Registration Document 2.1.4 = Orange faces a variety of internal and external human risks relating to health and safety . Orange has identified this risk as major and therefore has implemented a policy and action plans to mitigate this risk, as describe in our Plan of vigilance.
403-3	Occupational health services	see our Universal Registration Document 2.2.4.2.2
403-4	Worker participation, consultation, and communication on	see our Universal Registration Document 2.2.4.2.2

	occupational health and safety	
403-5	Worker training on occupational health and safety	see our Universal Registration Document 2.2.4.2.2
403-6	Promotion of worker health	see our Universal Registration Document 2.2.4.2.2
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	see our Universal Registration Document 2.2.4.2.2
403-8	Workers covered by an occupational health and safety management system	see our Universal Registration Document 4.2.5
403-9	Work-related injuries	see our Universal Registration Document 4.2.5
403-10	Work-related ill health	see our Universal Registration Document 4.2.5
GRI 404: TRAINING AND EDUCATION		
404-1	Average hours of training per year per employee	see our Universal Registration Document 4.2.6
404-2	Programs for upgrading employee skills and transition assistance programs	Universal Registration Document 4.2.6
404-3	Percentage of employees receiving regular performance and career development reviews	Not Published in the Universal Registration Document but in the CSR KPI
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY		
405-1	Diversity of governance bodies and employees	see our Universal Registration Document 4.2.4 et gouvernance see our Universal Registration Document (je n'ai pas le chapitre concerné)
405-2	Ratio of basic salary and remuneration of women to men	see our Universal Registration Document 4.2.2
GRI 406: NON-DISCRIMINATION		
406-1	Incidents of discrimination and corrective actions taken	-
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	see our Universal Registration Document 4.5 Management framework for suppliers and subcontractors.
GRI 408: CHILD LABOR		
408-1	Operations and suppliers at significant risk for incidents of child labor	see our Universal Registration Document 4.5 Management framework for suppliers and subcontractors.
GRI 409: FORCED OR COMPULSORY LABOR		
409-1	Operations and suppliers at significant risk for incidents of	see our Universal Registration Document 4.5 Management framework for

	forced or compulsory labor	suppliers and subcontractors.
GRI 410: SECURITY PRACTICES		
410-1	Security personnel trained in human rights policies or procedures	-
GRI 411: RIGHTS OF INDIGENOUS PEOPLES		
411-1	Incidents of violations involving rights of indigenous peoples	-
GRI 412: HUMAN RIGHTS ASSESSMENT		
412-1	Operations that have been subject to human rights reviews or impact assessments	see our Universal Registration Document (section 2.2.4.1.3 & 4.1.3)
412-2	Employee training on human rights policies or procedures	see our Universal Registration Document (section 2.2.4.1.3)
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	see our Universal Registration Document (section 2.2.4.1.3 & 4.1.3)
GRI 413: LOCAL COMMUNITIES		
413-1	Operations with local community engagement, impact assessments, and development programs	see our Universal Registration Document (section 4.3.1 & 4.3.2 & 4.3.3)
413-2	Operations with significant actual and potential negative impacts on local communities	see our Universal Registration Document (section 4.3.4.2 & 4.3.4.3)
GRI 414: SUPPLIER SOCIAL ASSESSMENT		
414-1	New suppliers that were screened using social criteria	see our Universal Registration Document (Section 2.2.4.5). Regarding our CSR evaluation, we rate our purchases with a risk-adverse approach towards suppliers or purchase category, with a dedicated ESG assessment program. Last year, we assessed thanks to EcoVadis more than 1/3 of our external purchases. This is a global figure, which means that the evaluation of our “riskier” suppliers is over this proportion.
414-2	Negative social impacts in the supply chain and actions taken	see our Universal Registration Document 4.5 Management framework for suppliers and subcontractors.
GRI 415: PUBLIC POLICY		
415-1	Political contributions	-

GRI 416: CUSTOMER HEALTH AND SAFETY		
416-1	Assessment of the health and safety impacts of product and service categories	see our Universal Registration Document 4.3.4
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-
GRI 417: MARKETING AND LABELING		
417-1	Requirements for product and service information and labeling	-
417-2	Incidents of non-compliance concerning product and service information and labeling	-
417-3	Incidents of non-compliance concerning marketing communications	-
GRI 418: CUSTOMER PRIVACY		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-
GRI 419: SOCIOECONOMIC COMPLIANCE		
419-1	Non-compliance with laws and regulations in the social and economic area	see our Universal Registration Document (section 2.2.4.1.2) et 4.1.2