NORTHERN TRUST

GLOBAL REPORTING INITIATIVE INDEX

Northern Trust's 2017 Corporate Social Responsibility Report

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<table><tr><th></th><th>Permanent</th><th>Temporary</th></tr><tr><td>Male</td><td>9861</td><td>5</td></tr><tr><td>Female</td><td>8342</td><td>10</td></tr></table>
Total number of employees by employment contract (permanent and temporary), by region
<table><tr><th></th><th>APAC</th><th>EMEA</th><th>North America</th></tr><tr><td>Permanent</td><td>5505</td><td>3558</td><td>9140</td></tr><tr><td>Temporary</td><td>0</td><td>14</td><td>1</td></tr></table></td></tr>
</table>

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
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: 9811 / 55 Female: 8033 / 319 • Our revenue is generated from work that is performed by employees. • There are no significant variations in the number of employees during the year. • See pg. 18 of the CSR Report for additional details.
General	102-9	Supply chain	CSR Report, Procurement pg. 13-14
General	102-10	Significant changes to the organization and its supply chain	CSR Report, Basis for report pg. 6
General	102-11	Precautionary Principle or approach	CSR Report, Corporate Services Group and Environmental Policies pg. 11-12
General	102-12	External initiatives	CSR Report Basis for Report pg. 6 Corporate Services Group and Environmental Policies pg. 11-12 Selected Memberships pg. 25
General	102-13	Membership of associations	CSR Report Basis for Report pg. 6 Government Relations and Political Contributions pg. 10 Corporate Services Group and Environmental Policies pg. 11-12 Selected Memberships pg. 25
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 Conducts and Ethics
General	102-17	Mechanisms for advice and concerns about ethics	Code of Business Conducts and Ethics Ethics
General	102-18	Governance structure	Corporate Governance
General	102-30	Effectiveness of risk management processes	Corporate Governance Committee Charter
General	102-35	Remuneration policies	2017 Proxy Statement pg. 34-56

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
General	102-37	Stakeholders' involvement in remuneration	2017 Proxy Statement pg. 33, 43
General	102-40	List of stakeholder groups	CSR Report, Basis for Report pg. 6
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. 6
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 are in the process of refreshing our materiality assessment. CSR Report, Basis for Report pg. 6
General	102-44	Key topics and concerns raised	CSR Report Material Aspects and Key Performance Indicators pg. 6-7
General	102-45	Entities included in the consolidated financial statements	2017 Annual Report Reporting Segments and Related Information pg. 66 Summary of Significant Accounting Policies pg. 115
General	102-46	Defining Report content and topic boundaries	CSR Report, Basis for Report pg. 6
General	102-47	List of material topics	CSR Report, Basis for Report pg. 6
General	102-48	Restatements of information	CSR Report, Basis for Report pg. 6
General	102-49	Changes in Reporting	CSR Report, Basis for Report pg. 6
General	102-50	Reporting period	CSR Report, Basis for Report pg. 6
General	102-51	Date of most recent Report	CSR Report, Basis for Report pg. 6
General	102-52	Reporting cycle	CSR Report, Basis for Report pg. 6
General	102-53	Contact point for questions regarding the Report	CSR Report, Basis for Report pg. 6
General	102-54	Claims of Reporting in accordance with the GRI Standards	CSR Report, Basis for Report pg. 6

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE
General	102-55	GRI content index	Included
General	102-56	External assurance	We do not currently seek external assurance on our report.
Management	103-1	Explanation of the material topic and its boundary	CSR Report, Basis for report, Material Aspects
Management	103-2	The management approach and its components	CSR Report, Core Aspects pg. 7, 9; Sustainable Products and Services pg. 23-24; Shared Value pg. 20; Employees pg. 15-18
Management	103-3	Evaluation of the management approach	CSR Report, Core Aspects pg. 7, 9; Sustainable Products and Services pg. 23-24; Shared Value pg. 20; Employees pg. 15-18
Economic	203-1	Infrastructure investments and services supported	CSR Report, Corporate Alignment pg. 20-22
Economic	203-2	Significant indirect economic impacts	CSR Report, Corporate Alignment pg. 20-22
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. 9-10 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	2017 GHG Statement
Environmental	305-2	Energy indirect (Scope 2) GHG emissions	2017 GHG Statement
Environmental	305-3	Other indirect (Scope 3) GHG emissions	2017 GHG Statement
Environmental	305-4	GHG emissions intensity	2017 GHG Statement
Environmental	305-5	Reduction of GHG emissions	2017 GHG Statement

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE	
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 3.6% 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 = 20 Female = 21 Manager = 20 Non Manager 21	
Social	404-2	Programs for upgrading employee skills and transition assistance programs	CSR Report, Partners pg.15-18 We do not currently report on transition assistance programs for employees.	
Social	404-3	Percentage of employees receiving regular performance and career development reviews	Annual Performance Review of the Year 2017 Of total population, 97% of these required to have performance review had a performance review. Of those required by Gender: Male required 97% Female Required 97% Of those required by employee category: Manager 96% Non-Manager 97%	
Social	405-1	Diversity of governance bodies and employees	Board of Directors	
			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	Management	
			Female	38.5%
			Male	61.5%
			Under 30	0.0%
			30-50 years old	7.7%
			50 years or older	92.3%
			White	92.3%
			Non White	7.7%

GRI STANDARD	DISCLOSURE NUMBER	DISCLOSURE TITLE	RESPONSE	
Social	405-1	Diversity of governance bodies and employees	Non-Management	
			Female	47.6%
			Male	52.4%
			Under 30	30.1%
			30-50 years old	43.8%
			50 years or older	18.1%
			White	63.2%
			Non White	36.8%
Social	413-1	Operations with local community engagement, impact assessments, and development programs	CSR Report, Shared Value pg. 20-22	
Social	414-1	New suppliers that were screened using social criteria	All suppliers are expected to adhere to the guidelines in our Supplier Code of Conduct. Supplier Code of Conduct	
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

2017 Annual Report	https://www.northerntrust.com/documents/annual-reports/northern-trust-annual-report-2017.pdf
Code of Business Conduct and Ethics	https://www.northerntrust.com/documents/governance/code-of-business-conduct-ethics.pdf
Ethics	https://www.northerntrust.com/about-us/corporate-social-responsibility/ethics
Corporate Governance	https://www.northerntrust.com/about-us/investor-relations/corporate-governance
Corporate Governance Committee Charter	https://www.northerntrust.com/documents/governance/charter-corporate-governance-2017.pdf
2018 Proxy Statement	https://www.northerntrust.com/documents/annual-reports/northern-trust-proxy-statement-2018.pdf
Supplier Code of Conduct	https://www.northerntrust.com/documents/guidelines/northern-trust-supplier-code-of-conduct.pdf
GHG Statement	https://www.northerntrust.com/documents/annual-reports/csr/ghg-statement.pdf
10-K Filing	https://www.northerntrust.com/documents/earnings/Y9C/10q/ntrs-10k-2017.pdf