

GRI index

Our 2017 Corporate Social Responsibility Report was prepared in accordance with the Global Reporting Initiative Standards (GRI) “Core” option and contains many elements of the “Comprehensive” option. This combined reporting index includes all the GRI Standards disclosures covered in the report and aligns them with the applicable UN Sustainable Development Goals (SDGs) and the Sustainability Accounting Standards Board (SASB) indicators. To determine alignment with the SDGs, we used the World Business Council for Sustainable Development Compass Annex Tool as a foundation and built upon it with our own knowledge base.

General Disclosures

GRI Standards Title	Disclosure	Location	Related UN Sustainable Development Goals	Related SASB Indicators*
Name of the organization	102-01	Wells Fargo & Co.		
Activities, brands, products, and services	102-02	2017 Annual Report, Page 280 (Wells Fargo & Company) (PDF)		
Location of headquarters	102-03	420 Montgomery Street San Francisco, CA 94104		
Location of operations	102-04	2017 Annual Report, Pages 280-281 (Wells Fargo & Company) (PDF)		
Ownership and legal form	102-05	2017 Annual Report, Pages 280-281 (Wells Fargo & Company) (PDF) 2017 Form 10-K, Part I - Item 1 Business (PDF)		
Markets served	102-06	2017 Annual Report, Pages 280-281 (Wells Fargo & Company) (PDF)		
Scale of the organization	102-07	2017 Annual Report, Pages 280-281 (Wells Fargo & Company) (PDF) 2017 Form 10-K, Part I - Item 1 Business (PDF)		
Information on employees and other workers	102-08	See total number of team members by employment type and gender and team members by region charts following this index.	5, 8	
Supply chain	102-09	Wells Fargo’s supply chain includes thousands of suppliers all over the world providing everything from technology solutions to office supplies and allows us to effectively and efficiently run our business. Our supply chain includes second-tier suppliers, which are vendors and service providers hired by a Wells Fargo-contracted supplier to provide products or services under its Wells Fargo contract. Wells Fargo’s Supply Chain Management is responsible for ensuring we source and procure products and services from top-quality suppliers who can meet our needs and regulatory requirements related to business strategy, quality, delivery, innovation, information security, and cost. Additionally, through our Supplier Diversity strategy, we work to increase our controllable spending with certified diverse-owned businesses, and we expect our suppliers to proactively work to provide business opportunities to competitive	5, 9, 12, 17	

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		<p>diverse suppliers as well. It is important to Wells Fargo that our suppliers operate in a way that is consistent with Wells Fargo's Vision & Values, including compliance with all applicable laws and regulations, contract terms, and our Supplier Code of Conduct, which outlines our expectations for ethical business practices, environmental stewardship, diversity, and corporate citizenship. We expect each supplier to ensure its employees and representatives completely understand and comply with the Supplier Code of Conduct.</p> <p>We encourage our suppliers to implement systems to minimize their impact on the environment, including processes to reduce greenhouse gas emissions, increase energy efficiency, reduce water consumption, and increase waste diversion from landfills. We also expect our suppliers to join us in our commitment to diversity and to ensure effective and fair hiring and retention policies.</p> <p>In 2014, we implemented an annual survey process to monitor the performance of key suppliers on a range of environmental attributes, including sustainability governance, greenhouse gas emissions, energy efficiency, water efficiency, and waste reduction. This program partnered with our largest suppliers representing approximately 55 percent of our annual controllable spend. Moving into 2018 and beyond, we are enhancing the program and leveraging the industry leading abilities and practices of CDP (formerly The Carbon Disclosure Project) to expand our socially responsible awareness and advocacy within our third party partners.</p>		
Significant changes to the organization and its supply chain	102-10	2017 Annual Report, Page 157 (Business Combinations) (PDF)		
Precautionary Principle or approach	102-11	<p>Through Environmental Social and Risk Management practices, we apply the precautionary approach to evaluating longer-term social and environmental issues, such as climate change, that may impact our business.</p> <p>See also: Environmental Social and Risk Management 2015 Statement and Report</p>	7, 12, 13, 15	

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External initiatives	102-12	<p>Global and voluntary external initiatives include CDP signatory, Equator principles, e-Stewards Enterprise, Green Bond Principles, RE100, Shift Business Learning Program, U.S. Green Building Council Leadership in Energy and Environmental Design, UN Principles for Responsible Investment (UNPRI) (WellsCap, Galliard Capital Management, and Rock Creek Group; all investment advisors within Wells Fargo Asset Management).</p> <p>See also: Environmental, Social, and Governance Guide (website)</p>	All	
Membership of associations	102-13	<p>American Bankers Association, American Council on Renewable Energy, American Wind Energy Association, Boston College Center for Corporate Citizenship, Catalyst, CECP (Committee Encouraging Corporate Philanthropy), Center for Financial Services Innovation, Center for Talent Innovation, Ceres Company Network, Ceres Investor Network, Conference Board, Council for Economic Education, DiversityInc Best Practices, Financial Services Roundtable, International Capital Market Association, National Hispanic Corporate Council, Points of Light, Reputationw Institute, Solar Energy Industry Association, The Clearing House, U.S. Green Building Council, United States Council for International Business.</p> <p>See also: Environmental, Social, and Governance Guide (website)</p>	17	
Statement from senior decision-maker	102-14	<p>2017 CSR Report: Letter to Stakeholders from Tim Sloan, Page 4</p>		
Key impacts, risks, and opportunities	102-15	<p>2017 CSR Report: Letter to Stakeholders from Tim Sloan, Page 4; Letter from Jon Campbell, Page 8</p> <p>Shaping Our CSR Priorities (PDF)</p>	1, 4, 5, 7, 8, 9, 10, 11, 12, 13, 15, 17	
Values, principles, standards, and norms of behavior	102-16	<p>The Vision, Values, and Goals of Wells Fargo (website)</p> <p>Our Code of Ethics and Business Conduct (PDF)</p>	1, 4, 5, 8, 10, 16, 17	
Mechanisms for advice and concerns about ethics	102-17	<p>Our Code of Ethics and Business Conduct, Page 7 (PDF)</p>	8, 10, 16	

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Governance structure	102-18	2017 CSR Report : Leadership and governance, Page 68; CSR management and governance, Page 69 2018 Proxy Statement, Page 11 (Corporate Governance Framework) (PDF) Environmental, Social, and Governance Guide (website)	8, 16	
Delegating authority	102-19	2017 CSR Report : CSR management and governance, Page 69 2018 Proxy Statement, Page 11 (Corporate Governance Framework) (PDF) Environmental, Social, and Governance Guide (website)	8, 16	
Executive-level responsibility for economic, environmental, and social topics	102-20	2017 CSR Report : CSR management and governance, Page 69 2018 Proxy Statement, Pages 37-38 (Committees of our Board), 42 (Corporate Responsibility Committee) (PDF) Environmental, Social, and Governance Guide (website)	8, 16	
Consulting stakeholders on economic, environmental, and social topics	102-21	2017 CSR Report : CSR management and governance, Page 69 Wells Fargo Launches Stakeholder Advisory Council (news release) Shaping Our CSR Priorities (PDF)	All	
Composition of the highest governance body and its committees	102-22	2018 Proxy Statement, Pages 21-25 (Board Refreshment and Composition) (PDF) Environmental, Social, and Governance Guide (website)	5, 16	
Chair of the highest governance body	102-23	2018 Proxy Statement, Page 18 (Strong Independent Board Leadership) (PDF) Environmental, Social, and Governance Guide (website)	16	
Nominating and selecting the highest governance body	102-24	2018 Proxy Statement, Pages 33-34 (Director Election Standard and Nomination Process) (PDF) Environmental, Social, and Governance Guide (website)	5, 16	
Conflicts of interest	102-25	By-Laws of Wells Fargo & Company (PDF), Page 28 2018 Proxy Statement, Pages 35-36 (Director Independence) (PDF)	16	

GRI Standards Title	Disclosure	Location	Related UN Sustainable Development Goals	Related SASB Indicators*
Role of highest governance body in setting purpose, values, and strategy	102-26	2017 CSR Report : CSR management and governance, Page 69 By-Laws of Wells Fargo & Company (PDF) , Pages 28-33 Environmental, Social, and Governance Guide (website)	16	
Collective knowledge of highest governance body	102-27	2018 Proxy Statement, Page 35 (Communicating with our Board) (PDF) Wells Fargo Launches Stakeholder Advisory Council (news release)	16	
Evaluating the highest governance body's performance	102-28	2018 Proxy Statement, Pages 13-14 (Comprehensive Annual Evaluation of Board Effectiveness) (PDF)	16	
Identifying and managing economic, environmental, and social impacts	102-29	Shaping Our CSR Priorities (PDF) 2018 Proxy Statement, Pages 42 (Corporate Responsibility Committee) , 44-45 (Our Board's Role in Risk Oversight (PDF)) Environmental, Social, and Governance Guide (website)	All	
Effectiveness of risk management processes	102-30	2018 Proxy Statement, Pages 44-45 (Our Board's Role in Risk Oversight) (PDF)	16	
Review of economic, environmental, and social topics	102-31	Corporate Responsibility Committee Charter (PDF)	All	
Highest governance body's role in sustainability reporting	102-32	Executive Vice President and Director of Government and Community Relations	16	
Communicating critical concerns	102-33	2017 CSR Report : Ethics and integrity, Page 69 2018 Proxy Statement, Page 35 (Communicating with our Board) (PDF)	8, 16	
Nature and total number of critical concerns	102-34	2018 Proxy Statement, Pages ii (Strengthening and Monitoring our Culture) , 99-104 (Shareholder Proposals (PDF)) Environmental, Social, and Governance Guide, Recent ESG Matters (website)	8, 16	
Remuneration policies	102-35	2018 Proxy Statement, Pages 46 (Director Compensation) , 58-96 (Executive Compensation (PDF))	16	
Process for determining remuneration	102-36	Human Resources Committee Charter (PDF) By-Laws of Wells Fargo & Company, Page 31 (PDF) 2018 Proxy Statement, Pages 46 (Director Compensation) , 58-96 (Executive Compensation (PDF))	16	

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Stakeholders' involvement in remuneration	102-37	Human Resources Committee Charter (PDF) 2018 Proxy Statement, Pages 46 (Director Compensation), 58-96 (Executive Compensation) (PDF)	16, 17	
Annual total compensation ratio	102-38	The 2017 annual total compensation of Wells Fargo's CEO Timothy J. Sloan was \$17,564,014 and the median of the annual total compensation of all Wells Fargo team members (excluding the CEO) was \$60,446 - resulting in a pay ratio of 291:1.	5, 8, 16	
List of stakeholder groups	102-40	Shaping Our CSR Priorities (PDF)	17	
Collective bargaining agreements	102-41	0% of domestic team members are covered by a collective bargaining agreement.	8	
Identifying and selecting stakeholders	102-42	Shaping Our CSR Priorities (PDF)	17	
Approach to stakeholder engagement	102-43	Shaping Our CSR Priorities (PDF)	17	
Key topics and concerns raised	102-44	Shaping Our CSR Priorities (PDF)	17	
Entities included in the consolidated financial statements	102-45	2017 Annual Report, Note 1 (Summary of Significant Accounting Policies) (PDF)		
Defining report content and topic Boundaries	102-46	Shaping Our CSR Priorities (PDF)	1, 4, 5, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17	
List of material topics	102-47	Shaping Our CSR Priorities (PDF)	1, 4, 5, 7, 8, 9, 10, 11, 12, 13, 15, 16, 17	
Changes in reporting	102-49	<p>Our waste diversion goal was restated from 65 percent increase in waste diversion to 50 percent reduction in total waste stream from 2010. We believe reduction in total waste is a better measure of waste reduction than waste diversion. Environmental footprint data has been updated to reflect calendar year versus third quarter to third quarter.</p> <p>Our 2016-2020 goal to extend \$75 million to Community Development Financial Institutions serving diverse small businesses has been revised to \$175 million from 2015-2021.</p> <p>In 2017 Innovators Club was included with other business resource groups in total team member participation metrics.</p>		

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Reporting period	102-50	January 1, 2017 - December 31, 2017		
Date of most recent report	102-51	2016		
Reporting cycle	102-52	Report in accordance with GRI Standards: Core option every other year; interim report on off years		
Contact point for questions regarding the report	102-53	Corporateresponsibility@wellsfargo.com		
Claims of reporting in accordance with the GRI Standards	102-54	This report has been prepared in accordance with the GRI Standards: Core option and contains many elements of the GRI Standards: Comprehensive option.		
GRI content index	102-55	2017 Reporting Index (PDF)		
External assurance	102-56	We have sought external assurance from Bureau Veritas for data related to Scope 1, Scope 2 and Scope 3 greenhouse gas emissions. Once verification is received, we will include the assurance letter (available third quarter of each year).	16	
Explanation of the material topic and its Boundary	103-1	Shaping Our CSR Priorities (PDF)	1, 4, 5, 7, 8, 9, 10, 11, 12, 13, 16, 17	
The management approach and its components	103-2	Shaping Our CSR Priorities (PDF)	1, 4, 5, 7, 8, 9, 10, 11, 12, 13, 16, 17	

Topic-specific disclosures: Economic

Direct economic value generated and distributed	201-1	2017 Annual Report, Page 139 (Consolidated Statement of Income) (PDF)	16	
Financial implications and other risks and opportunities due to climate change	201-2	2017 CSR Report: Environmental sustainability, Page 58 Environmental and Social Risk Management 2015 Statement and Report, Page 13 (PDF) CDP: Climate Change 2017 Information Request (PDF)	12, 13, 16	FN0101-16 FN0101-17 FN0103-15 FN0202-02
Defined benefit plan obligations and other retirement plans	201-3	2017 Annual Report, Note 21 (Employee Benefits and Other Expenses) (PDF)	8	
Financial assistance received from government	201-4	Wells Fargo did not receive significant financial assistance from the government in 2017.		

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Ratios of standard entry level wage by gender compared to local minimum wage	202-1	<p>Wells Fargo's increased minimum hourly pay rate of \$15 for U.S.-based team members (regardless of gender) goes into effect in March 2018. The new rate is an 11 percent increase to the current minimum hourly rate of \$13.50 that the company announced in January 2017. Wells Fargo's minimum wage is 206% higher than the federal minimum wage of \$7.25 (according to the U.S. Bureau of Labor Statistics) and 113% higher than the highest state minimum wage of \$13.25 in Washington, D.C. (according to the Labor Law Center). Nearly 93% of Wells Fargo employees are based in the U.S.</p> <p><u>See also: Wells Fargo to Raise Minimum Hourly Pay Rate to \$15, Target \$400 Million in 2018 Philanthropic Contributions, Including Expanded Support for Small Businesses and Homeownership (news release)</u></p>	1, 5, 8, 10	
Infrastructure investments and services supported	203-1	<p><u>2017 CSR Report</u>: 2020 goals, Pages 22-27; Environmental sustainability, Page 61 (Innovation incubator)</p>	1, 2, 5, 7, 8, 9, 10, 11, 12, 13, 17	
Significant indirect economic impacts	203-2	<p>Discussed throughout the <u>2017 CSR Report</u>. Specific examples can be found on the following pages: Developing the workforce of tomorrow, Pages 4-6; Building resilient communities, Pages 7-10; Revitalizing and strengthening American Indian/Alaska Native communities, Pages 11-13; Economic empowerment, Pages 43-44 (Expanding access to financial products and services), Pages 45-47 (Increasing financial capability), Pages 48-51 (Strengthening underserved communities), Pages 52-53 (Helping small business start, grow, and succeed)</p>	1, 2, 3, 4, 5, 8, 9, 10, 11	<p>FN0101-02 FN0101-03 FN0201-01 Pages 42-43: A Path to Economic Inclusion for the Unbanked and Underbanked FN0202-05 FN0202-06 FN0202-08 Pages 42-55: Economic Empowerment</p>
Operations assessed for risks related to corruption	205-1	<p>Partially reported. We have policies and procedures designed to comply with various rules and regulations related to the prevention of financial crimes and combating terrorism, including the U.S. Patriot Act of 2001. These rules and regulations require us to, among other things, implement policies and procedures related to anti-money laundering, anti-bribery and corruption, fraud, compliance, suspicious activities, currency transactions reporting and due diligence on customers.</p> <p><u>2017 Annual Report, Pages 132-135 (PDF)</u></p>	16	

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Communication and training about anti-corruption policies and procedures	205-2	More than 99.9 percent completion of assignments for active learners for "Anti-Bribery and Corruption" on or before the due date. See also: 2017 CSR Report : Ethics and integrity, Page 69	16	
Confirmed incidents of corruption and actions taken	205-3	2017 Annual Report, Note 15 (Legal Actions) (PDF)	16	
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	206-1	2017 Annual Report, Note 15 (Legal Actions) (PDF)	16	
<i>Topic-specific disclosures: Environmental</i>				
Energy consumption within the organization	302-1	Environmental footprint of our operations (PDF)	7, 8, 12, 13	
Energy intensity	302-3	Environmental footprint of our operations (PDF)	7, 8, 12, 13	
Reduction of energy consumption	302-4	Environmental footprint of our operations (PDF)	7, 8, 12, 13	
Habitats protected or restored	304-3	(Partially reported) Through our Resilient Communities program with the National Fish and Wildlife Foundation, 2017 grants contributed to the restoration of more than 1,500 acres, as well as the protection of 465 acres under conservation easements.	14, 15, 17	
Direct (Scope 1) GHG emissions	305-1	Environmental footprint of our operations (PDF)	3, 12, 13, 14, 15	
Energy indirect (Scope 2) GHG emissions	305-2	Environmental footprint of our operations (PDF)	3, 12, 13, 14, 15	
Other indirect (Scope 3) GHG emissions	305-3	Environmental footprint of our operations (PDF)	3, 12, 13, 14, 15	
GHG emissions intensity	305-4	Environmental footprint of our operations (PDF)	12, 13, 14, 15	
Reduction of GHG emissions	305-5	Environmental footprint of our operations (PDF)	12, 13, 14, 15	
Waste by type and disposal method	306-2	Wells Fargo is an e-Steward Enterprise and committed to following the highest standards for the proper disposal of hazardous electronic waste.	3, 6, 12, 14, 15	

GRI Standards Title	Disclosure	Location	Related UN Sustainable Development Goals	Related SASB Indicators*
Transport of hazardous waste	306-4	Wells Fargo is an e-Steward Enterprise and committed to following the highest standards for the proper disposal of hazardous electronic waste.	3, 6, 12, 13, 14, 15	
Non-compliance with environmental laws and regulations	307-1	For the year 2017, Wells Fargo has identified no fines related to non-compliance with environmental laws and/or regulations in association to properties owned or leased by Wells Fargo.	12, 16	
New suppliers that were screened using environmental criteria	308-1	All suppliers are required to adhere to the Wells Fargo Supplier Code of Conduct, which includes blanket policies around relevant issues – including labor and environmental practices – and the expectation all suppliers abide by all local laws and regulations where they operate. Many of our suppliers have had exposure to our Supplier Code of Conduct through contract documents, performance and relationship management, our website and other communications. Currently, our Supplier Code of Conduct language is included in our Master Service Agreement template with the intent of driving greater consistency and awareness of the expectations we have of our suppliers. See also: Supplier Code of Conduct (PDF)	3, 6, 12, 16, 17	

Topic-specific disclosures: Social

New employee hires and employee turnover	401-1	Turnover rate for reporting period and previous two years: 2015: 21.1% 2016: 20.4% 2017: 16.8%	5, 8	
Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2	Our Benefits (website)	8	
Parental leave	401-3	Wells Fargo provides up to 16 weeks of paid parental leave for a primary caregiver and up to four weeks for a parent who is not the primary caregiver to care for a new child following birth or adoption.	5, 8	
Minimum notice periods regarding operational changes	402-1	60 calendar days	8	
Workers representation in formal joint management-worker health and safety committees	403-1	Wells Fargo maintains an Enterprise Business Continuity Planning Office, which provides support to all Wells Fargo lines of business, including providing information on how to deal with incidents and who to contact should an incident occur.	3, 8	

GRI Standards Title	Disclosure	Location	Related UN Sustainable Development Goals	Related SASB Indicators*
Average hours of training per year per employee	404-1		4, 5, 8	
Programs for upgrading employee skills and transition assistance programs	404-2	Wells Fargo maintains a robust Learning and Development online platform that can be used to enhance a wide variety of job skills. In addition, Wells Fargo's Wholesale University provides credit and investment banking training programs for Wholesale Banking.	4, 8	
Percentage of employees receiving regular performance and career development reviews	404-3		5, 8	
Diversity of governance bodies and employees	405-1	2018 Proxy Statement, Pages 21-25 (Board Refreshment and Composition) (PDF) See Diversity of governance bodies and employees chart below this index.	5, 8, 10	FN0103-05
<i>Topic-specific disclosures: Social</i>				
Ratio of basic salary and remuneration of women to men	405-2	Each year, Wells Fargo engages a third-party consultant to conduct a pay equity analysis of team members in the U.S., who represent 93 percent of the total workforce. This analysis compares the compensation of team members performing similar work to ensure that pay practices are applied consistently and fairly regardless of gender, race, or ethnicity. For U.S.-based team members, women earn more than 99 cents for every dollar earned by their male peers, and people of color earn more than 99 cents for every dollar earned by their white peers. As needed, Wells Fargo takes appropriate actions to ensure that compensation is fair and equitable. Wells Fargo is also committed to pay equity globally and will look for opportunities to expand the discussion of pay equity outside the U.S. in the future.	5, 8, 10	
Incidents of discrimination and corrective actions taken	406-1	2017 Annual Report, Note 15 (Legal Actions) (PDF)	5, 8, 10, 16	

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Operations and suppliers at significant risk for incidents of child labor	408-1	<p>Wells Fargo does not support clients or activities where we become aware of evidence indicating forced labor, child labor, human trafficking, or any other type of modern slavery. Our human-rights related policies indicate our expectation that our business customers need to operate in a manner that respects human rights. Like all companies, respecting human rights is a continuing effort and we too are working to improve our efforts to manage any actual or potential adverse human-rights impacts.</p> <p>All suppliers are required to adhere to the Wells Fargo Supplier Code of Conduct, which includes expectations regarding relevant issues - including child labor, labor and environmental practices - and the expectation all suppliers abide by all local laws and regulations where they operate. Due to the volume of suppliers with which we do business, we do not currently have a mechanism in place to formally audit and screen suppliers. We are actively working to enhance our diligence and management capabilities for high risk industries and suppliers.</p>	4, 8, 16, 17	
Operations and suppliers at significant risk for incidents of forced or compulsory labor	409-1	<p>Wells Fargo does not support clients or activities where we become aware of evidence indicating forced labor, child labor, human trafficking, or any other type of modern slavery. Our human-rights related policies indicate our expectation that our business customers need to operate in a manner that respects human rights. Like all companies, respecting human rights is a continuing effort and we too are working to improve our efforts to manage any actual or potential adverse human-rights impacts.</p> <p>See also: Modern Slavery Act Statement (PDF)</p>	8, 16, 17	
Incidents of violations involving rights of indigenous peoples	411-1	The Wells Fargo Environmental Social Risk Management (ESRM) process carries out specific, technical due diligence around all clients and transactions that fall within the Wells Fargo Corporate ESRM Policy. Each client and transaction that is reviewed by the ESRM	10, 16	

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		<p>team is looking at identified social risks and impacts, including those related to indigenous peoples. Every transaction where direct risks and impacts to indigenous people was identified, in-depth due diligence is carried out. In 2017, we carried out 23 such due diligences, including some that were triggered due to the impacts and risks associated with indigneous peoples. In March 2017, we developed an Indigenous Peoples Statement in partnership with tribal leaders, indigenous stakeholders, and their representatives that articulates our commitment to indigenous communities and helps guide our decision-making for transactions where indigenous communities can be impacted.</p> <p>See also: Indigenous Peoples Statement (website)</p>		
Operations that have been subject to human rights reviews or impact assessments	412-1	<p>With nearly 93% of our total workforce in the U.S. and our nature of being a service organization, we don't typically have risks related to human rights. However, on top of our enterprise-wide human rights framework, the Environmental Social Risk Management (ESRM) process includes performing our own human rights due diligence and analyzing third-party environmental, social, and governance research in this area. When our research uncovers such allegations or they are brought to our attention, we engage and actively monitor developments over time. If potential human rights risks are identified in the rapid risk screen, or if human rights impacts are known or reasonably expected, we use the Wells Fargo Human Rights Due Diligence Questionnaire.</p> <p>Environmental and Social Risk Management 2015 Statement and Report, Page 14 (PDF)</p> <p>Human Rights Statement (website)</p>	8, 10, 16, 17	FN0101-16 FN0101-17 FN0103-15
Employee training on human rights policies or procedures	412-2	<p>We use a variety of channels to communicate our commitment to human rights. In 2017, more than 92% of U.S. team members completed the first two modules of our Diversity and Inclusion learning curriculum, which includes aspects of human rights.</p>	4, 8, 10, 16, 17	
Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	412-3	<p>See Disclosure 308-1.</p> <p>See also: Environmental and Social Risk Management 2015 Statement and Report (PDF)</p> <p>See also: Supplier Code of Conduct (PDF)</p>	5, 8, 10, 12	FN0101-16 FN0101-17 FN0103-15

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Operations with local community engagement, impact assessments, and development programs	413-1	<p>100% of our significant operations have local community engagement, impact assessments, and development programs per our Environmental Social Risk Management (ESRM) Policy.</p> <p>We also have volunteer chapters throughout our company, led by our regional presidents and community development staff to engage in forums with communities to discuss their needs. Community development and philanthropic activities are also discussed throughout our 2017 CSR Report.</p>	12, 16	
New suppliers that were screened using social criteria	414-1	<p>(Partially reported) All suppliers are required to adhere to the Wells Fargo Supplier Code of Conduct, which includes expectations regarding relevant issues – including child labor, labor and environmental practices – and the expectation all suppliers abide by all local laws and regulations where they operate. Due to the volume of suppliers with which we do business, we do not currently have a mechanism in place to formally audit and screen suppliers.</p> <p>Supplier Code of Conduct (PDF)</p>	5, 8, 10, 16, 17	
Negative social impacts in the supply chain and actions taken	414-2	See Disclosure 414-1	5, 8, 10, 16, 17	
Political contributions	415-1	Wells Fargo Political Action Committees 2017 Contribution Report (PDF)	16, 17	
Requirements for product and service information and labeling	417-1	<p>We're focused on helping our customers succeed financially and offering products and services that provide value, and communicating clearly with our customers. We strive to market our products and services in a transparent, consistent and responsible manner to maintain trust. Wells Fargo has adopted principles and procedures that ensure our advertising, marketing, and sales materials clearly, accurately, and fairly represent our product and servicing offering, treat all customers with respect, and comply with applicable legal and regulatory requirements, including:</p> <p>Code of Ethics and Business Conduct (PDF)</p> <p>Fair and Responsible Home Lending</p> <p>Our Commitment to Appropriate Data Use</p> <p>Privacy and Information Security Policies</p> <p>Real Estate Lending and Servicing Principles</p> <p>Wells Fargo's Lending Principles for Education Financing</p>	4, 12, 16	FN0103-08

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Incidents of non-compliance concerning product and service information and labeling	417-2	2017 Annual Report, Note 15 (Legal Actions) (PDF)	16	FN0103-08
Incidents of non-compliance concerning marketing communications	417-3	2017 Annual Report, Note 15 (Legal Actions) (PDF)	16	
Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1	2017 Annual Report, Page 212 (PDF)	16	FN0101-06 FN0101-07 FN0201-03 FN0201-05 See also: Privacy, Security and Legal (website)
Non-compliance with laws and regulations in the social and economic area	419-1	2017 Annual Report, Note 15 (Legal Actions) (PDF)	16	FN0101-08 FN0201-06 FN0202-13
Percentage of the portfolio for business lines by specific region, size (e.g. micro/SME/large) and by sector	G4-FS6	2017 Annual Report, Page 269 (Operating Segments) (PDF)	1, 8, 9, 10, 11	
Monetary value of products and services designed to deliver a specific social benefit for each business line broken down by purpose	G4-FS7	2017 CSR Report : Economic empowerment, Pages 43-44 (GreenhouseSM by Wells Fargo), Pages 48-51 (Strengthening underserved communities), Pages 52-53 (Wells Fargo Works for Small Business: Diverse Community Capital program); Environmental sustainability, Page 61 (Funding a cleaner tomorrow)	1, 8, 9, 10, 11	FN0101-02 FN0101-03
Monetary value of products and services designed to deliver a specific environmental benefit for each business line broken down by purpose	G4-FS8	2017 CSR Report : Environmental sustainability, Page 61 (Funding a cleaner tomorrow)	7, 11, 12, 13	
Percentage and number of companies held in the institution's portfolio with which the reporting organization has interacted on environmental or social issues	G4-FS10	Environmental and Social Risk Management 2015 Statement and Report (PDF)	1, 10	FN0101-15 FN0101-16 FN0101-17 FN0103-15 FN0103-16

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Percentage of assets subject to positive and negative environmental or social screening	G4-FS11	Not reported. We seek to publish a summary of Wells Fargo Asset Management's annual PRI Assessment Report, which indicates progress toward implementing the six Principles for Responsible Investment.		
Access points in low-populated or economically disadvantaged areas by type	G4-FS13	Wells Fargo CEO addresses company's CRA rating (website) CRA Public File (website)	1, 10, 11	FN0101-02 FN0101-03 FN0201-01 Pages 42-43: A Path to Economic Inclusion for the Unbanked and Under-banked
Initiatives to improve access to financial services for disadvantaged people	G4-FS14	Discussed throughout the 2017 CSR Report . Specific examples can be found on the following pages: Revitalizing and strengthening American Indian/Alaska Native communities, Pages 11-13; Economic empowerment, Pages 43-45 (Expanding access to financial products and services), Pages 45-47 (Increasing financial capability), Pages 48-51 (Strengthening underserved communities) Wells Fargo CEO addresses company's CRA rating (website) Accessibility (website)	1, 10, 11	FN0101-02 FN0101-03 FN0201-01 Pages 42-43: A Path to Economic Inclusion for the Unbanked and Under-banked

* For SASB indicators in bold type, we believe we have fulfilled or substantially fulfilled the applicable indicator with the information provided in this report and/or referenced in the GRI Index. SASB indicators in non-bold type are included as they relate to the applicable GRI indicator, but we are not necessarily claiming that they have been fulfilled in this report.

Total number of team members by employment type and gender 102-08

Gender	Contract	2015	2016	2017
<i>Female</i>	Full-time	143,645	147,877	143,730
	Part-time	10,328	9,245	8,827
	Flexible	501	499	431
	<i>Total female</i>	<i>154,474</i>	<i>157,621</i>	<i>152,988</i>
<i>Gender neutral or unidentified</i>	Full-time	2	24	28
	Part-time	0	0	0
	Flexible	0	0	0
	<i>Total gender neutral or unidentified</i>	<i>2</i>	<i>24</i>	<i>28</i>
<i>Male</i>	Full-time	115,591	119,462	117,636
	Part-time	3,452	2,967	2,788
	Flexible	263	225	192
	<i>Total Male</i>	<i>119,306</i>	<i>122,654</i>	<i>120,616</i>
<i>All</i>	<i>Total all</i>	<i>273,782</i>	<i>280,299</i>	<i>273,632</i>

Team members by region

Contract	2015	2016	2017
<i>U.S.</i>	<i>260,716</i>	<i>263,142</i>	<i>253,689</i>
<i>International</i>	<i>13,066</i>	<i>17,157</i>	<i>19,943</i>
Total*	273,782	280,299	273,632

*Numbers may differ from other Wells Fargo reports that count employees based on full-time equivalent methodology.

Contract Employees Numbers listed above reflect permanent employees. A significant portion of Wells Fargo's activities are not performed by workers who are not employees.

Data Headcount was compiled using yearend figures drawn from our corporate human resources database.

Diversity of governance bodies and employees 405-1

Diversity of team members	2015	2016	2017
<i>Ethnicity</i>			
American Indian/Alaskan Native	0.5%	0.4%	0.4%
Asian	7.9%	8.0%	8.2%
Black or African American	11.8%	11.8%	11.8%
Caucasian/White	56.1%	54.4%	53.0%
Hispanic or Latino	16.0%	16.2%	16.2%
Native Hawaiian or other Pacific Islander	0.3%	0.3%	0.3%
Two or more races	2.6%	2.8%	2.8%
Unknown	4.7%	6.1%	7.3%
<i>Gender</i>			
Female	56.4%	56.2%	55.9%
Male	43.6%	43.8%	44.1%
<i>Age group</i>			
Boomers	20%	18.50%	17.40%
Generation X	35.70%	35.10%	34.80%
Millennial	43.60%	45.70%	47%
Next Generation	-	0.20%	0.50%
Silent Generation	0.70%	0.50%	0.40%