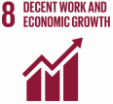


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### Bristol-Myers Squibb Global Reporting Initiative Content Index

This index aligns with the Global Reporting Initiative’s *2016 Sustainability Reporting Standards*. Our index facilitates access to Core reporting elements as well as additional Comprehensive level elements, where available. We include a link to the pertinent section of the Bristol-Myers Squibb website or provide a specific response directly.






We are interested in your feedback. Please [send us your comments](#) on the GRI Content Index below.

Sustainability Development Goals #	GRI Standard Disclosure #	Reporting Level	Description	Source on bms.com, or Response	Response Level (F=Full; P=Partial) / Reason for Omission
<b>GRI 102: General Disclosures</b>					
	GRI 102-1	Core	Name of the organization	<a href="#">Our Company</a>	F
	GRI 102-2	Core	Primary brands, products and services	<a href="#">Our Company</a> <a href="#">SEC Filings</a>	F
	GRI 102-3	Core	Location of organization’s headquarters	New York, New York, USA	F
	GRI 102-4	Core	Number and name of countries where the organization operates	<a href="#">Economic Responsibility</a> <a href="#">Economic Performance</a> <a href="#">Worldwide Facilities</a>	F
	GRI 102-5	Core	Nature of ownership and legal form	<a href="#">Governance</a> <a href="#">Economic Responsibility</a>	F
	GRI 102-6	Core	Nature of markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries)	<a href="#">Economic Responsibility</a> <a href="#">Economic Performance</a>	F
	GRI 102-7	Core	Scale of the reporting organization (employees, operations, net sales, capitalization, quantity of products/services)	<a href="#">Our Company</a> <a href="#">Economic Performance</a> <a href="#">Key Performance Indicators</a> <a href="#">2017 Annual Report</a> - Consolidated Statements, page <a href="#">30-32</a> , Product Revenues, page <a href="#">2</a> <a href="#">Key Performance Indicators</a> - Number of employees	F
	GRI 102-8	Core	Total workforce by employment type, employment contract, and region, broken down by gender, report significant variations in employment numbers	<a href="#">Global Diversity and Inclusion - Workforce Statistics</a> <a href="#">Key Performance Indicators</a>	P - Total global workforce headcount is provided. Gender and minority breakdown by employment level is






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Sustainability Development Goals #	GRI Standard Disclosure #	Reporting Level	Description	Source on bms.com, or Response	Response Level (F=Full; P=Partial) / Reason for Omission
					currently available for the U.S. workforce only.
	GRI 102-9	Core	Describe supply chain	<a href="#">CDP Supplier Diversity Standards of Business Conduct and Ethics for Third Party Sustainability 2015 Goals Final Report</a> <a href="#">Our Suppliers</a>	F
	GRI 102-10	Core	Significant changes from previous report regarding size, structure, ownership, or its supply chain	<a href="#">About Us</a> <a href="#">Key Performance Indicators</a> <a href="#">SEC Filings</a>	F
	GRI 102-11	Core	Explanation of whether and how the precautionary approach or principle is addressed by the organization	<a href="#">Systems for Managing Risks</a> <a href="#">Our Principles</a> <a href="#">Position on Human Rights</a> <a href="#">Product Stewardship</a>	F
	GRI 102-12	Core	External charters, principles, initiatives	<a href="#">Overarching Policies– Voluntary standards</a>	F
	GRI 102-13	Core	Memberships in associations	<a href="#">Stakeholder Engagement– Business association memberships</a>	F
	GRI 102-14	Core	Statement from senior management	<a href="#">2018 Global Citizenship Report, page 1</a> <a href="#">Sustainability 2015 Goals Final Report, Page 2</a> <a href="#">2017 Annual Report, Page 2</a>	F
	GRI 102-15	Comp	Description of key impacts, risks, and opportunities	<a href="#">SEC Filings</a> <a href="#">Systems for Managing Risks</a> <a href="#">Sustainability Issues</a>	F
	GRI 102-16	Core	Internally developed statements of mission or values, codes of conduct, codes of ethics, and principles relevant to sustainable development	<a href="#">Codes of Conduct</a> <a href="#">Our Mission &amp; Commitment</a> <a href="#">Standards of Business Conduct and Ethics, Third Party</a>	F

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Sustainability Development Goals #	GRI Standard Disclosure #	Reporting Level	Description	Source on bms.com, or Response	Response Level (F=Full; P=Partial) / Reason for Omission
	GRI 102-17	Comp	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines	<a href="#">Codes of Conduct</a> <a href="#">Standards of Business Conduct and Ethics, Third Party Contact Us</a>	F
	GRI 102-18	Core	Governance structure of the organization, including committees under the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	<a href="#">Governance</a> <a href="#">Board of Directors</a> <a href="#">Board Committee &amp; Charters</a>	F
	GRI 102-19	Comp	Process for delegating authority for economic, environmental and social topics from highest governance body to senior executives and other employees	<a href="#">Our Commitment to Responsibility</a> <a href="#">Principles of Integrity: BMS Standards of Business Conduct and Ethics</a> <a href="#">Board Committees &amp; Charters</a> <a href="#">Corporate Governance Guidelines</a>	F
	GRI 102-20	Comp	Identify executive-level position with responsibility for economic, environmental and social topics and reporting to highest governance body.	<a href="#">EHS Management System</a> <a href="#">Leadership Team</a>	F
	GRI 102-21	Comp	Mechanisms for consultation between stakeholders and highest governance body on economic, environmental and social topics	<a href="#">Codes of Conduct</a> <a href="#">Third Party Standards</a> <a href="#">Contact Our Directors</a> <a href="#">Stakeholder Engagement</a>	F
 	GRI 102-22	Comp	Composition of the highest governance body and its committees	<a href="#">Corporate Governance Guidelines</a> <a href="#">Board of Directors</a>	F
	GRI 102-23	Comp	Indicate whether the Chair of the highest governance body is also an executive officer, and if so, reason for this arrangement	<a href="#">Our Company</a> <a href="#">Corporate Governance Guidelines</a> <a href="#">Governance</a> <a href="#">Board of Directors</a>	F

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Sustainability Development Goals #	GRI Standard Disclosure #	Reporting Level	Description	Source on bms.com, or Response	Response Level (F=Full; P=Partial) / Reason for Omission
 	GRI 102-24	Comp	Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members	<a href="#">Corporate Governance Guidelines</a> – Composition and Structure of the Board <a href="#">Committee on Directors and Corporate Governance</a>	F
	GRI 102-25	Comp	Processes in place for the highest governance body to ensure conflicts of interest are avoided and managed	<a href="#">Corporate Governance Guidelines – Board Responsibilities – Item 4, Compliance, Ethics and Conflicts of Interest</a>	F
	GRI 102-26	Comp	Role of highest governance body and senior executives in developing, approving, and updating the purpose, value, or mission statements, strategies, policies and goals related to economic, environmental and social impacts.	<a href="#">Priority Assessment Sustainability 2020 Goals 2018 Global Citizenship Report Our Mission &amp; Commitment EHS Policy Corporate Governance Guidelines EHS Management System Integration</a>	F
	GRI 102-27	Comp	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	<a href="#">Priority Assessment Sustainability 2020 Goals Corporate Governance Guidelines EHS Management System Integration</a>	F
	GRI 102-28	Comp	Process for evaluating the highest governance body's own performance with respect to economic, environmental and social and if evaluation is independent or self-assessment	<a href="#">Corporate Governance Guidelines – Evaluating the Board's Performance Committee on Directors and Corporate Governance Charter EHS Management System</a>	F
	GRI 102-29	Comp	Process of the highest governance body's role for overseeing the organization's identification and management of economic, environmental, and social performance and if stakeholder consultation is used	<a href="#">Corporate Governance - Organization Committee on Directors and Corporate Governance Charter EHS Management System Third Party Standards Sustainability 2020 Goals</a>	F


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Sustainability Development Goals #	GRI Standard Disclosure #	Reporting Level	Description	Source on bms.com, or Response	Response Level (F=Full; P=Partial) / Reason for Omission
				<a href="#">Priority Assessment</a>	
	GRI 102-30	Comp	Role of the highest governance body in reviewing the effectiveness of the organization's risk management processes for EES topics	<a href="#">Board Committee &amp; Charters - Audit Committee Charter – Responsibilities and Duties – Item 10</a> <a href="#">Sustainability 2020 Goals</a>  <a href="#">EHS Management System Integration</a>	F
	GRI 102-31	Comp	Frequency of the highest governance body's review of EES impacts, risks, and opportunities	<a href="#">Board Committee &amp; Charters - Committee on Directors and Corporate Governance Charter – Responsibilities and Duties - Items 15 &amp; 17</a> <a href="#">Sustainability 2015 Goals Final Report</a> <a href="#">Sustainability 2020 Goals</a> <a href="#">Sustainability 2015 Goals</a> <a href="#">EHS Management System Integration</a>	F
	GRI 102-32	Comp	Highest committee or position that formally reviews and approves the organization's sustainability report and ensures all material Aspects are covered	<a href="#">EHS Management System Integration</a>	F
	GRI 102-33	Comp	Process for communicating critical concerns to the highest governance body	<a href="#">Board Committee &amp; Charters Systems for Managing Risks</a> <a href="#">EHS Management System Integration</a>	F
	GRI 102-34	Comp	Nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them	<a href="#">Sustainability Priority Assessment</a> <a href="#">Corporate Governance Guidelines</a> <a href="#">Committee on Directors and Corporate Governance Charter</a> <a href="#">Systems for Managing Risks</a>	P

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Sustainability Development Goals #	GRI Standard Disclosure #	Reporting Level	Description	Source on bms.com, or Response	Response Level (F=Full; P=Partial) / Reason for Omission
				<a href="#">EHS Management System Integration</a>	
	GRI 102-35	Comp	Remuneration policies for highest governance body and senior executives; linkage between compensation for members of the highest governance body, senior managers, and executives, and the organization's performance	<a href="#">Corporate Governance Guidelines Governance &amp; Executive Compensation Policies</a> <a href="#">Corporate Governance Guidelines - Annual Evaluation of the Chief Executive Officer Compensation and Management Development Committee Charter</a>	F
	GRI 102-36	Comp	Process for determining remuneration.	<a href="#">Corporate Governance Guidelines Governance &amp; Executive Compensation Policies</a> <a href="#">Corporate Governance Guidelines - Annual Evaluation of the Chief Executive Officer Compensation and Management Development Committee Charter</a>	F
	GRI 102-40	Core	List of stakeholder groups engaged by the organization	<a href="#">Stakeholder Engagement World Health Organization Access to Medicines UN Global Compact Pharmaceutical Supply Chain Initiative Together on Diabetes What We Support Grants &amp; Giving Drug Donations and Philanthropic Efforts Disaster Relief &amp; Product Donations Bristol-Myers Squibb Foundation Bristol-Myers Squibb Foundation - Our Key Initiatives Partnering Political Contributions</a>	F







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Sustainability Development Goals #	GRI Standard Disclosure #	Reporting Level	Description	Source on bms.com, or Response	Response Level (F=Full; P=Partial) / Reason for Omission
				<a href="#">Investor Relations</a> <a href="#">Our Communities</a> <a href="#">Worldwide Facilities</a> <a href="#">Workplace Policies</a> <a href="#">Priority Assessment</a>	
	GRI 102-41	Core	Percentage of total employees covered by collective bargaining agreements	Not Reported	N – Information is not collected globally
	GRI 102-42	Core	Basis for identification and selection of stakeholders with whom to engage	<a href="#">Stakeholder Engagement Partnering</a> <a href="#">Science and Technology Areas of Interest</a> <a href="#">Partnering Brochure</a> <a href="#">How to Apply for Bristol-Myers Squibb Foundation Grants</a> <a href="#">Political Contributions</a> <a href="#">Corporate Giving</a> <a href="#">Independent Medical Education</a> <a href="#">Supporting Our Communities</a>	F
	GRI 102-43	Core	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	<a href="#">Stakeholder Engagement Board Committee &amp; Charters - Committee on Directors and Corporate Governance Charter – Responsibilities and Duties - Item 13</a>	F
	GRI 102-44	Core	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns. Report stakeholder groups that raised each key topic and concern.	<a href="#">Position on Key Issues</a> <a href="#">Stakeholder Engagement Priority Assessment</a> <a href="#">SEC Filings</a> – Proxy Filings	F
	GRI 102-45	Core	Entities included in financial statements, and specify which are included/excluded from this report	<a href="#">Financial Reporting – 10K and Annual Reports</a> <a href="#">2018 Global Citizenship Report Our Company</a>	F


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				<a href="#">Partnering Leadership</a>	
	GRI 102-46	Core	Process for defining report content and aspect boundaries, explain implementation of Reporting Principles for Defining Report Content	<a href="#">About this Report– Reporting Period and Scope</a> <a href="#">Sustainability Issues</a> <a href="#">Stakeholder Engagement</a>	F
	GRI 102-47	Core	List all material Aspects identified in the process for defining report content	<a href="#">Priority Assessment</a>	F
	GRI 102-48	Core	Explanation of the effect of any restatements of information provided in previous reports	<a href="#">Global Reporting Initiative – Reporting Period and Scope</a> <a href="#">Transportation</a>	F
	GRI 102-49	Core	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	<a href="#">Global Reporting Initiative – Reporting Period and Scope</a>	F
	GRI 102-50	Core	Reporting period	<a href="#">Global Reporting Initiative – Reporting Period and Scope</a>	F
	GRI 102-51	Core	Date of most recent report	<a href="#">Global Reporting Initiative – Reporting Period and Scope</a>	F
	GRI 102-52	Core	Reporting cycle	<a href="#">Global Reporting Initiative – Reporting Period and Scope</a>	F
	GRI 102-53	Core	Contact information	<a href="#">Sustainability Feedback</a> <a href="#">Contact Us</a>	F
	GRI 102-54	Core	"In accordance" option and location of the GRI content index	We are reporting in alignment with the Global Reporting Initiative’s 2016 Sustainability Reporting Standards. Our index facilitates access to Core reporting elements as well as additional Comprehensive level elements, where available. <a href="#">GRI Content Index</a>	
	GRI 102-55	Core	GRI content index	<a href="#">GRI Content Index</a>	












Sustainability Development Goals #	GRI Standard Disclosure #	Reporting Level	Description	Source on bms.com, or Response	Response Level (F=Full; P=Partial) / Reason for Omission
	GRI 102-56	Core	External assurance	<a href="#">Global Reporting Initiative</a> <a href="#">Verification Statements</a>	F
<b>GRI 103: Management Approach</b>					
	GRI 103-1	Core	Boundary of the report within the organization, is Aspect material within the organization, and specific limitations	<a href="#">Global Reporting Initiative – Reporting Period and Scope</a> <a href="#">Priority Assessment</a>	F
  	GRI 103-2	Former G4 #: EN34, LA16, HR12, SO11 DMA-b	The management approach and its components	<a href="#">Priority Assessment</a>	
	GRI 103-3	Former G4 #: DMA-c	Evaluation of the management approach	<a href="#">Priority Assessment</a> <a href="#">Board Committee &amp; Charters - Committee on Directors and Corporate Governance Charter – Responsibilities and Duties - Items 15 &amp; 17</a>	
<b>GRI 201: Economic Performance</b>					
  	GRI 201-1	Core	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments	<a href="#">Our Company Researchers and Partners</a>  <a href="#">Financial Reporting</a> – 10K and Annual Reports – 2017 Annual Report, (Results of Operations, pages 6-7; Consolidated Financial Statements, pages 30-32)  (Fair Value Measurement, pages 56-60)	F











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Sustainability Development Goals #	GRI Standard Disclosure #	Reporting Level	Description	Source on bms.com, or Response	Response Level (F=Full; P=Partial) / Reason for Omission
				<p>(Accrued Employee Compensation and Benefits, page 63)</p> <p>(Dividends, pages 32, 63)</p> <p>(Interest, page 13)</p> <p>(Charge-backs related to government programs, page 7)</p> <p><a href="#">2018 Global Citizenship Report</a>  <a href="#">Partnering</a>  <a href="#">Corporate Giving</a>  <a href="#">Economic Performance</a>  <a href="#">Key Performance Indicators</a>  <a href="#">Benefits</a>  <a href="#">Shareholder Value</a></p>	
<p><b>13</b> CLIMATE ACTION</p> 	GRI 201-2		Financial implications and other risks and opportunities for the organization's activities due to climate change	<p><a href="#">Greenhouse Gas Emissions - Risk/Opportunity related to Climate Change</a>  <a href="#">CDP</a>  <a href="#">Bristol-Myers Squibb Position Statement on Climate Change Goals &amp; Key Indicators</a></p>	F
	GRI 201-3		Coverage of the organization's defined benefit plan obligations	<p><a href="#">Financial Reporting</a> – 10K and Annual Reports – 2017 Annual Report,  (Pension, Postretirement and Postemployment Liabilities, pages 13-22, 64-68)</p>	F
<b>GRI 203: Indirect Economic Impacts</b>					

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<p>5 GENDER EQUALITY</p>  <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> 	GRI 203-1		Development and impact of infrastructure investments and services supported	<a href="#">Bristol-Myers Squibb Foundation</a>	F
<p>3 GOOD HEALTH AND WELL-BEING</p>  <p>8 DECENT WORK AND ECONOMIC GROWTH</p>  <p>10 REDUCED INEQUALITIES</p>  <p>17 PARTNERSHIPS FOR THE GOALS</p> 	GRI 203-2		Significant indirect economic impacts, including the extent of impacts	<a href="#">Indirect Benefits</a>	F
<b>GRI 205: Anti-corruption</b>					
<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 	GRI 205-2	Core	Percentage of employees trained in anti-corruption policies/procedures	<a href="#">Our Principles</a> – All employees must read and sign off on the Principles of Integrity: BMS Standards of Business Conduct and Ethics as a condition of employment.	F
<b>GRI 301: Materials</b>					
<p>8 DECENT WORK AND ECONOMIC GROWTH</p>  <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 	GRI 301-2		Percentage of materials used that are recycled input materials	<a href="#">Product Stewardship – Eco-Efficiency</a>	P
<b>GRI 302: Energy</b>					

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Sustainability Development Goals #	GRI Standard Disclosure #	Reporting Level	Description	Source on bms.com, or Response	Response Level (F=Full; P=Partial) / Reason for Omission
<p>7 AFFORDABLE AND CLEAN ENERGY</p>  <p>8 DECENT WORK AND ECONOMIC GROWTH</p>  <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>  <p>13 CLIMATE ACTION</p> 	GRI 302-1	Core	<p>Direct energy consumption by primary energy source including coal, natural gas, distilled fuel, biofuels, ethanol, hydrogen. The indicator covers scope 1 of the WRI/WBCSD GHG Protocol. Report total direct energy consumption in joules or multiples by renewable/non-renewable primary source.</p>	<p><a href="#">Energy Conservation</a>  <a href="#">Energy Star Award</a>  <a href="#">Sustainability Issues</a>  <a href="#">Key Performance Indicators</a>  <a href="#">Goals &amp; Key Indicators</a>  <a href="#">CDP</a>  <a href="#">EPA</a>  <a href="#">Sustainability 2020 Goals</a>  <a href="#">Sustainability 2015 Goals</a></p>	F
<p>7 AFFORDABLE AND CLEAN ENERGY</p>  <p>8 DECENT WORK AND ECONOMIC GROWTH</p>  <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>  <p>13 CLIMATE ACTION</p> 	GRI 302-2		<p>Energy consumption outside of the organization</p>	<p><a href="#">Key Performance Indicators - Business Air Travel</a></p>	P
<p>7 AFFORDABLE AND CLEAN ENERGY</p>  <p>8 DECENT WORK AND ECONOMIC GROWTH</p> 	GRI 302-3		<p>Energy intensity</p>	<p><a href="#">Key Performance Indicators</a></p>	F

Sustainability Development Goals #	GRI Standard Disclosure #	Reporting Level	Description	Source on bms.com, or Response	Response Level (F=Full; P=Partial) / Reason for Omission
 					
   	GRI 302-4		Reduction of energy consumption	<a href="#">Energy Conservation Environmental Performance Goals &amp; Key Indicators</a> <a href="#">Energy Star Recognitions - Partner of the Year &amp; Challenge for Industry</a> <a href="#">Sustainability 2020 Goals</a> <a href="#">Sustainability 2015 Goals</a>	F
<b>GRI 303: Water</b>					
	GRI 303-1	Core	Total water withdrawal by source	<a href="#">Water Use Environmental Performance Goals &amp; Key Indicators</a> <a href="#">Key Performance Indicators</a> <a href="#">Sustainability 2020 Goals</a> <a href="#">Sustainability 2015 Goals</a>	F – Total water withdrawal is provided with list of source types.
	GRI 303-2		Water sources significantly affected by withdrawal of water	<a href="#">Water Use</a>	F
 	GRI 303-3		Percentage and total volume of water recycled and reused	<a href="#">Water Use Key Performance Indicators</a> <a href="#">Sustainability 2020 Goals</a> <a href="#">Sustainability 2015 Goals Final Report</a> <i>Beneficial Reuse is available in our Operating Report. Water Use is provided in the Carbon</i>	F - Water reuse at Hopewell represents 0.1% of total water withdrawal companywide.












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<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> 				<p><i>Disclosure Project's Water Disclosure initiative.</i></p>	
<b>GRI 304: Biodiversity</b>					
<p>6 CLEAN WATER AND SANITATION</p>  <p>14 LIFE BELOW WATER</p>  <p>15 LIFE ON LAND</p> 	GRI 304-3		Habitats protected or restored	<p><a href="#">Biodiversity and Land Use Princeton Pike Facility Page</a>  <a href="#">Devens Facility Page</a></p>	F
<p>6 CLEAN WATER AND SANITATION</p>  <p>14 LIFE BELOW WATER</p>  <p>15 LIFE ON LAND</p> 	GRI 304-4		Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	<p><a href="#">Biodiversity and Land Use</a></p>	F
<b>GRI 305: Emissions</b>					
<p>3 GOOD HEALTH AND WELL-BEING</p>  <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>  <p>13 CLIMATE ACTION</p>  <p>15 LIFE ON LAND</p> 	GRI 305-1	Core	Direct greenhouse gas emissions (Scope 1)	<p><a href="#">Greenhouse Gas Emissions Key Performance Indicators</a>  <a href="#">Sustainability 2020 Goals</a>  <a href="#">Sustainability 2015 Goals</a></p>	F

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   	GRI 305-2		Indirect greenhouse gas emissions (Scope 2)	<a href="#">Greenhouse Gas Emissions Key Performance Indicators</a>	F
   	GRI 305-3		Other relevant indirect greenhouse gas emissions (Scope 3)	<a href="#">Greenhouse Gas Emissions Key Performance Indicators</a>	P
 	GRI 305-4		GHG Emissions intensity	<a href="#">Greenhouse Gas Emissions</a>	F

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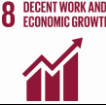



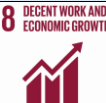
Sustainability Development Goals #	GRI Standard Disclosure #	Reporting Level	Description	Source on bms.com, or Response	Response Level (F=Full; P=Partial) / Reason for Omission
 	GRI 305-5		Reduction of greenhouse gas emissions	<a href="#">Greenhouse Gas Emissions</a> <a href="#">Energy Conservation</a>	F
  	GRI 305-6		Emissions of ozone-depleting substances (ODS)	<a href="#">Other Air Emissions</a>	F
   	GRI 305-7		NOx, SOx, and other significant air emissions by type	<a href="#">Other Air Emissions</a>	F (NOx and SOx are not considered significant emissions from our facilities)
<b>GRI 306: Effluents and Waste</b>					
 	GRI 306-1		Total water discharge by quality and destination	<a href="#">Wastewater Effluents</a>	P









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  	GRI 306-2		Total weight of waste by type and disposal method	<a href="#">Waste Key Performance Indicators</a>	P
   	GRI 306-3	Core	Total number and volume of significant spills	<a href="#">Compliance and Remediation</a>	F
 	GRI 306-4		Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	<a href="#">Key Performance Indicators</a>	F
<b>GRI 307: Environmental Compliance</b>					






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	GRI 307-1		Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	<a href="#">Compliance and Remediation</a>	F
<b>GRI 308: Supplier Environmental Assessment</b>					
	GRI 308-1	Core	Percentage of new suppliers that were screened using environmental criteria	<a href="#">Our Suppliers Standards of Business Conduct and Ethics for Third Parties</a>	F
<b>GRI 401: Employment</b>					
	GRI 401-2	Core	Benefits to full time employees	<a href="#">Benefits</a>	F
<b>GRI 403: Occupational Health and Safety</b>					
	GRI 403-1		Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	<a href="#">Safety – Safety Committees</a>	P
 	GRI 403-2	Core	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities by region and by gender	<a href="#">Safety Key Performance Indicators Sustainability 2020 Goals</a>	P - Recordable case rates, days away from work case rates and fatalities are currently reported companywide. Reporting is aligned with U.S. OSHA reporting regulations. Reporting on absenteeism and breakdowns by region and gender are not available at this time.
<b>GRI 404: Training and Education</b>					
	GRI 404-2	Core	Programs for skills management and lifelong learning that support continued	<a href="#">Benefits Developing Our People - Development Programs</a>	F

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			employability of employees and assist them in managing career endings.	<a href="#">Sustainability 2020 Goals</a>	
<b>GRI 405: Diversity and Equal Opportunity</b>					
 	GRI 405-1	Core	Composition of governance bodies and employee breakdown per employee category by gender, age, minority group member (other diversity)	<a href="#">Board of Directors</a> <a href="#">Global Diversity and Inclusion</a> <a href="#">Workforce Statistics</a> <a href="#">Our Suppliers</a> <a href="#">Workplace Policies</a> <a href="#">Supplier Diversity</a> <a href="#">Intellectual Property</a> <a href="#">Working With Us</a>	P - Gender and minority breakdowns are provided for our Board of Directors and U.S. workforce. Age breakdowns are not available at this time.
<b>GRI 408: Child Labor</b>					
 	GRI 408-1		Child labor incidents and measures to eliminate child labor	<a href="#">Workplace Policies - Labor Standards of Business Conduct and Ethics for Third Parties</a> , page 3 <a href="#">Bristol-Myers Squibb UN Global Compact Communication on Progress 2017</a>	P
<b>GRI 409: Forced or Compulsory labor</b>					
	GRI 409-1		Forced labor incidents and measures to eliminate forced labor	<a href="#">Workplace Policies - Labor</a> <a href="#">Our Communities</a> <a href="#">Overarching Policies</a> <a href="#">Social Progress</a> <a href="#">Principles of Integrity: BMS</a> <a href="#">Standards of Business Conduct and Ethics</a>	P
<b>GRI 410: Security Practices</b>					
	GRI 410-1		Security personnel trained to understand human rights	<a href="#">Workplace Policies</a> - Security	F
<b>GRI 412: Human Rights Assessment</b>					
	GRI 412-1		Percentage and total number of operations that have been subject to	<a href="#">Bristol-Myers Squibb UN Global Compact Communication on Progress 2017</a>	P

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Sustainability Development Goals #	GRI Standard Disclosure #	Reporting Level	Description	Source on bms.com, or Response	Response Level (F=Full; P=Partial) / Reason for Omission
			human rights reviews and/or impact assessments		
<b>GRI 414: Supplier Social Assessment</b>					
  	GRI 414-1		Percentage of new suppliers that were screened using social criteria	<a href="#">Our Suppliers - Pharmaceutical Supply Chain Initiative</a> <a href="#">Bristol-Myers Squibb UN Global Compact Communication on Progress 2017</a> <a href="#">Standards of Business Conduct and Ethics for Third Parties</a> <a href="#">Our Suppliers</a> <a href="#">Doing Business with Us as a Supplier</a> <a href="#">Supplier Diversity</a> <a href="#">CDP Supply Chain</a>	P
<b>GRI 415: Public Policy</b>					
	GRI 415-1		Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	<a href="#">Political Contributions</a>	P
<b>GRI 416: Customer Health and Safety</b>					
	GRI 416-1		Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	<a href="#">Clinical Trials &amp; Research</a> <a href="#">Product Quality and Safety</a> <a href="#">Sustainability 2015 Goals</a> <a href="#">Sharps Management Plan</a> <a href="#">Product Stewardship</a> <a href="#">Wastewater Effluents – Pharmaceuticals in the Environment</a> <a href="#">Sustainability 2020 Goals</a>	P
	GRI 416-2		Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes	<a href="#">Clinical Trials Disclosure</a> <a href="#">Clinical Trials &amp; Research</a>	P

Sustainability Development Goals #	GRI Standard Disclosure #	Reporting Level	Description	Source on bms.com, or Response	Response Level (F=Full; P=Partial) / Reason for Omission
<b>GRI 417: Marketing and Labeling</b>					
	GRI 417-1		Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	<a href="#">Our Medicines</a>	P
	GRI 417-3		Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes	<a href="#">Financial Reporting</a> – 10K and Annual Reports – 2017 Annual Report, - Note 18 Legal Proceedings and Contingencies pp 70-72	P
<b>GRI 419: Socioeconomic Compliance</b>					
	GRI 419-1		Non-compliance with laws and regulations in the social and economic area	<a href="#">SEC Filings</a> <a href="#">Financial Reporting</a> – 10K and Annual Reports – 2017 Annual Report, - Note 18 Legal Proceedings and Contingencies pp 70-72 <a href="#">Compliance &amp; Remediation</a> <a href="#">Principles of Integrity: BMS Standards of Business Conduct and Ethics</a> , Data Privacy, page 7	F

