

## GRI Index

GRI	Disclosure Title	Source
102-1	Name of the organization	Automatic Data Processing, Inc.
102-2	Activities, brands, products, and services	<a href="#">Products and services</a>
102-3	Location of headquarters	One ADP Boulevard, Roseland, New Jersey, 07068
102-4	Location of operations	<a href="#">2020 10-K</a> and also our list of <a href="#">worldwide locations</a>
102-5	Ownership and legal form	<a href="#">2020 Proxy Statement</a>
102-6	Markets served	<a href="#">2020 10-K</a>
102-7	Scale of the organization	<a href="#">2020 10-K</a>
102-8	Information on employees and other workers	<a href="#">Page 15</a> of CSR report
102-9	Supply chain	<a href="#">Page 34</a> of CSR report
102-14	Statement from senior decision-maker	<a href="#">Page 3</a> of CSR report
102-15	Key impacts, risks, and opportunities	<a href="#">2020 10-K</a>
102-16	Values, principles, standards, and norms of behavior	<a href="#">Page 4</a> of this report
102-17	Mechanisms for advice and concerns about ethics	<a href="#">Ethics Helpline</a>
102-18	Governance structure	<a href="#">2020 Proxy Statement</a>
102-19	Delegating authority	<a href="#">Page 5</a> of CSR report
102-20	Executive-level responsibility for economic, environmental, and social topic	<a href="#">Page 5</a> of CSR report
102-21	Consulting stakeholders on economic, environmental, and social topics	<a href="#">Page 5</a> of CSR report
102-22	Composition of the highest governance body and its committees	<a href="#">2020 Proxy Statement</a>
102-23	Chair of the highest governance body	<a href="#">2020 Proxy Statement</a>
102-24	Nominating and selecting the highest governance body	<a href="#">2020 Proxy Statement</a>
102-25	Conflicts of interest	<a href="#">2020 Proxy Statement</a>
102-27	Collective knowledge of highest governance body	<a href="#">Page 5</a> of CSR report

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102-28	Evaluating the highest governance body's performance	<a href="#">Page 5</a> of CSR report and also <a href="#">2020 Proxy Statement</a>
102-29	Identifying and managing economic, environmental, and social impact	<a href="#">Page 5</a> of CSR report
102-30	Effectiveness of risk management process	<a href="#">Page 5</a> of CSR report
102-31	Review of economic, environmental, and social topics	<a href="#">Page 5</a> of CSR report
102-32	Highest governance body's role in sustainability reporting	<a href="#">Page 5</a> of CSR report
102-33	Communicating critical concerns	<a href="#">Page 6</a> of CSR report
102-35	Remuneration policies	<a href="#">2020 Proxy Statement</a>
102-38	Annual total compensation ratio	<a href="#">2020 Proxy Statement</a>
102-40	List of stakeholder groups	<a href="#">2020 Proxy Statement</a>
102-42	Identifying and selecting stakeholders	<a href="#">2020 Proxy Statement</a>
102-43	Approach to stakeholder engagement	<a href="#">2020 Proxy Statement</a>
102-44	Key topics and concerns raised	<a href="#">2020 Proxy Statement</a>
102-45	Entities included in the consolidated financial statements	<a href="#">2020 10-K</a>
102-46	Defining report content and topic boundaries	<a href="#">Page 43</a> of CSR report
102-47	List of material topics	<a href="#">Page 43</a> of CSR report
102-48	Restatements of information	<a href="#">2020 10-K</a>
102-53	Contact point for questions regarding the report	<a href="mailto:Dawn.Verrinder@adp.com">Dawn.Verrinder@adp.com</a>
102-55	GRI content index	<a href="#">Page 44</a> of CSR report
201-1	Direct economic value generated and distributed	<a href="#">2020 10-K</a>
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Page 38</a> of CSR report
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">See Note 10 in 2020 10-K</a>
203-1	Infrastructure investments and services supported	<a href="#">Page 33</a> of CSR report
203-2	Significant indirect economic impact	<a href="#">Page 12</a> of CSR report

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204-1	Proportion of spending on local suppliers	<a href="#">Page 34</a> of CSR report
301-1	Materials used by weight or volume	<a href="#">Page 40</a> of CSR report
302-1	Energy consumption within the organization	<a href="#">Page 38</a> of CSR report
302-4	Reduction of energy consumption	<a href="#">Page 38</a> of CSR report
305-1	Direct (Scope 1) GHG emissions	23,449 MT CO <sub>2</sub> e
305-2	Energy indirect (Scope 2) GHG emissions	114,213 MT CO <sub>2</sub> e
305-3	Other indirect (Scope 3) GHG emissions	205,914 MT CO <sub>2</sub> e
305-5	Reduction of GHG emissions	<a href="#">Page 38</a> of CSR report
306-2	Waste by type and disposal method	<a href="#">Page 40</a> of CSR report
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Page 23</a> of CSR report
401-3	Parental leave	<a href="#">Page 23</a> of CSR report
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">Page 23</a> of CSR report
403-3	Occupational health services	<a href="#">Page 23</a> of CSR report
403-5	Worker training on occupational health and safety	<a href="#">Page 23</a> of CSR report
403-6	Promotion of worker health	<a href="#">Page 23</a> of CSR report
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Page 23</a> of CSR report
404-1	Average hours of training per year per employee	<a href="#">Page 26</a> of CSR report
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Page 26</a> of CSR report
404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">Page 26</a> of CSR report
405-1	Diversity of governance bodies and employees	<a href="#">Page 18</a> of CSR report
406	Non-discrimination management approach	<a href="#">Code of Business Conduct &amp; Ethics</a>
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">Page 33</a> of CSR report
415-1	Political contributions	<a href="#">Page 7</a> of CSR report