This Global Reporting Initiative (GRI) Index complements Rogers 2015 Corporate Social Responsibility (CSR) Report.

The following index provides an overview of Rogers' CSR reporting against the GRI's G4 Guidelines, which combined with stakeholder feedback and our materiality process, help us identify what topics to report on. In accordance with these guidelines, we self-declare our 2015 CSR report in accordance to the "core" application.

For each GRI indicator, we identify where readers can find the relevant information in our 2015CSR Report and/or in other Rogers materials (Rogers website, our CSR website, 2015 Annual Report, and 2016 Information Circular), for some indicators we provide a short statement within the Index that outlines our response.

Below, you will find a grid showing how our material issues align with GRI Aspects. Within this Index, we've also added our own KPIs where we've felt that the GRI KPI does not align with how we measure performance internally. In addition to our material aspects, we have included Disclosures on Management Approach (DMAs) for other non-material aspects, for information purposes only.

Rogers Material Issue	GRI G4 Aspect
Governance and Ethics	Governance; Ethics and Integrity; Investment; Anti-Corruption
Customer Service and Transparency	Product Service and Labelling; Marketing Communications
Network Leadership and Innovation	Local Communities
Product Responsibility	Products and Services; Customer Health and Safety
Customer Privacy	Customer Privacy
Talent Management	Employment; Training and Education
Inclusion and Diversity	Diversity and Equal Opportunity
Employee Health, Safety and Wellness	Occupational Health and Safety
Energy Use and Climate Change	Energy; Emissions; Transport
Paper Reduction	Materials; Products and Services
Waste and Recycling	Materials; Effluents and Waste
Community Giving	Indirect Economic Impacts; Local Communities
Digital Inclusion	Indirect Economic Impacts
Economic Impacts	Economic Performance; Indirect Economic Impacts
Supply Chain Management	Procurement Practices; Supplier Environmental Assessment; Supplier Assessment for Labour Practices; Supplier Human Rights Assessment; Supplier Assessment for Impacts on Society
Public Policy	Public Policy

General Standard Disclosures	Link, Page Number and Information	External Assurance
STRATEGY AND ANALYSIS		
G4-1	A Message from our President & CEO	
G4-2	A Message from our President & CEO CSR at Rogers Stakeholder engagement Our material issues 2015 Annual Report Targets and performance trends are included throughout the report	
ORGANIZATIONAL PROFILE		
G4-3	Rogers Communications Inc.	
G4-4	2015 Annual Report Rogers website	
G4-5	Toronto, Ontario, Canada	
G4-6	Rogers operates primarily in Canada.	
G4-7	2015 Annual Report	
G4-8	Canada	
G4-9	2015 Annual Report	
G4-10	Inclusion and diversity Talent management Over 98% of our employees are located in Canada and over 98% are employed either full time or part time by the company. Full-time female employees: 8,891 Full-time male employees: 12,673 Total full-time employees: 21,564 Part-time female employees: 1646 Part-time male employees: 2,387 Total part-time employees: 4,033 Contract female employees: 127 Contract male employees: 276 Total contract employees:403 Total international employees (US/UK): 335 Total employees: 26,000	
G4-11	7% of our employees are covered by collective bargaining agreements with various unions from the cable and media sectors.	
G4-12	Supply Chain Management	
G4-13	No significant changes in 2015.	
G4-14	We responsibly manage environmental risks through our Environmental Strategy and Environmental Management System. We have	

	an Enterprise Risk Management program that seeks to ensure there is consistency to the methods used in identifying, assessing, managing, monitoring and communicating risks throughout the company and that risk management efforts are aligned our vision, mission, values, strategic and business objectives. Environmental Management System (online) 2015 Annual Report	
G4-15	Community giving Contractor Code of Conduct (online) Network leadership & innovation Product responsibility	
G4-16	Memberships (online)	
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES		
G4-17	Encompasses all of Rogers wholly owned operations and activities in Canada.	
G4-18	Stakeholder engagement Our material issues	
G4-19	Our material issues	
G4-20	Our material issues	
G4-21	Our material issues	
G4-22	Included throughout the report	
G4-23	Our material issues	
STAKEHOLDER ENGAGEMENT		
G4-24	Stakeholder engagement	
G4-25	Stakeholder engagement	
G4-26	Stakeholder engagement	
G4-27	Stakeholder engagement	
REPORT PROFILE		
G4-28	January 1 to December 31, 2015	
G4-29	Rogers 2015 Corporate Social Responsibility Report was issued May, 2016. Our previous report (2014 CSR Report) was issued in May 2015.	
G4-30	Annual	
G4-31	csr@rci.rogers.com	
G4-32	This report is in accordance with “core” guidelines. Selected key performance indicators were independently assured by KPMG; these are identified in our 2015 CSR Report with the symbol ✪ KPMG assurance statement	
G4-33	About this Report KPMG assurance statement KPMG is an independent third party assurance provider. They are nominated and selected as Rogers auditors at the company’s annual shareholders meeting.	

GOVERNANCE		
G4-34	2015 Annual Report 2016 Information Circular Governance and ethics CSR at Rogers	
G4-35	Governance and ethics	
G4-36	Governance and ethics	
G4-37	Stakeholder engagement	
G4-38	2015 Annual Report 2016 Information Circular	
G4-39	The roles of Board Chair and CEO are separate. The Chair of the Rogers Board of Directors is non-independent and not an executive officer. 2015 Annual Report 2016 Information Circular	
G4-40	2015 Annual Report 2016 Information Circular	
G4-41	Governance and ethics Directors Code of Conduct and Ethics (online) Rogers Business Conduct Policy (online)	
G4-42	CSR at Rogers 2015 Annual Report	
G4-43	CSR at Rogers Governance and ethics	
G4-44	2016 Information Circular Our material issues	
G4-45	Stakeholder engagement Our material issues Governance and ethics	
G4-46	Governance and ethics	
G4-47	Governance and ethics	
G4-48	About this Report CSR at Rogers	
G4-49	In the event of a critical concern related to economic, environmental or social impacts, the CSR Team would meet with the CEO to advise on best course of action. This would then be relayed to the Board of Directors.	
G4-50	There were no critical concerns raised on environmental, social or economic issues.	
G4-51	2016 Information Circular	
G4-52	2016 Information Circular	
G4-53	Remuneration policies and proposals are approved by the Board of Directors' HR Committee. The HR Committee hires independent consultants to seek advice on compensation matters, e.g. relevant benchmarking analysis to evaluate the market	

	positioning of key executive roles, when required. 2016 Information Circular	
ETHICS AND INTEGRITY		
G4-56	Governance and ethics	
G4-57	Governance and ethics	
G4-58	Governance and ethics	
Rogers KPI	Percentage of employees trained on Rogers Business Conduct Policy	Yes KPMG assurance statement
SPECIFIC STANDARD DISCLOSURES		
CATEGORY: ECONOMIC		
ASPECT: ECONOMIC PERFORMANCE		
G4-DMA	Economic performance 2015 Annual Report	
G4-EC1	Economic performance	Yes: Economic Value Distributed KPMG assurance statement
G4-EC2	Energy use and climate change Governance and ethics	
G4-EC3	Talent management Talent management (online) Effective for full-time employees after three months of continuous service. Payout for Rogers defined benefit pension plan is defined by the career average earnings formula. 2015 Annual Report	
G4-EC4	Rogers does not receive significant financial assistance from governments.	
Rogers KPI	Employee salaries and benefits	
Rogers KPI	Percentage of eligible employees who participate in Rogers defined benefit pension plan	
Rogers KPI	Percentage of eligible employees who participate in Rogers share accumulation plan	
Rogers KPI	Percentage of eligible employees who participate in the group RRSP plan	
Rogers KPI	Percentage of eligible employees who participate in the group TFSA plan	
ASPECT: MARKET PRESENCE		
G4-DMA	Talent management	
G4-EC6	We do not have a formal policy or procedures for local hiring and do not track the proportion of senior management hired from the local community. We do strive to make our employee populations reflect the communities we serve. More than 98% of our employees are based in Canada.	
ASPECT: INDIRECT ECONOMIC IMPACTS		

G4-DMA	Economic performance Community giving Digital inclusion	
G4-EC7	Network leadership and innovation Community giving Digital inclusion	
G4-EC8	Community giving Digital inclusion Economic performance	
Rogers KPI	Total community investment	Yes KPMG assurance statement
Rogers KPI	Taxes paid and other government payments	Yes KPMG assurance statement
Rogers KPI	Capital expenditures	Yes KPMG assurance statement
Rogers KPI	New subscribers for Connected for Success program (an affordable Internet solution for youth and families with low incomes)	
ASPECT: PROCUREMENT PRACTICES		
G4-DMA	Supply chain management	
G4-EC9	While Rogers does not have a specific mandate for using Canadian based suppliers, we do so wherever possible. Approximately 67% of our top 200 suppliers have headquarters in Canada or have significant operations in Canada.	
Rogers KPI	Percentage of our top 200 suppliers who are Canadian or have significant operations in Canada	
Rogers KPI	Total suppliers	
CATEGORY: ENVIRONMENTAL		
ASPECT: MATERIALS		
G4-DMA	Waste and recycling Paper reduction	
G4-EN1	Waste and recycling Paper reduction	
G4-EN2	Paper reduction	
Rogers KPI	Total paper use	Yes KPMG assurance statement
Rogers KPI	Percentage of customers who receive electronic bills	Yes KPMG assurance statement
ASPECT: ENERGY		
G4-DMA	Energy use and climate change	
G4-EN3	Energy use and climate change	
G4-EN4	Energy use and climate change	

G4-EN5	Energy use and climate change	
G4-EN6	Energy use and climate change	
G4-EN7	Energy use and climate change	
Rogers KPI	Total energy use	Yes KPMG assurance statement
Rogers KPI	Total energy use per revenue	
ASPECT: WATER		
G4-DMA	We have programs and initiatives in place to reduce water usage, such as aerators and low flush toilets. Water conservation is one of the key principles of the Rogers Environmental Design Framework used in building design and operating standards. Waste and recycling	
G4-EN8	We used 314,756 metres cubed of water at our office locations in 2015. Water is mainly used in our office buildings for everyday employee needs (e.g., kitchens, washrooms).	
ASPECT: EMISSIONS		
G4-DMA	Energy use and climate change	
G4-EN15	Energy use and climate change	
G4-EN16	Energy use and climate change	
G4-EN17	Energy use and climate change	
G4-EN18	Energy use and climate change	
G4-EN19	Energy use and climate change	
G4-EN20	We had 547.8 kg of halocarbon releases in 2015. Waste and recycling	
Rogers KPI	Scope 1 GHG emissions	
Rogers KPI	Scope 2 GHG emissions	
Rogers KPI	Subtotal scope 1 and scope 2 GHG emissions	Yes KPMG assurance statement
Rogers KPI	Scope 3 GHG emissions	
Rogers KPI	Total GHG emissions	
Rogers KPI	Total GHG emissions per revenue	
ASPECT: EFFLUENTS AND WASTE		
G4-DMA	Waste and recycling	
G4-EN23	Waste and recycling	
G4-EN24	Waste and recycling	
G4-EN25	Rogers does not transport, import, export or treat significant amounts of hazardous waste. We have procedures in place to manage the hazardous waste that stems from our building operations, such as cleaning solvents and fluorescent light bulbs. However, the volumes are relatively small relative to our solid waste	

	materials, and as such, systems are not in place to measure our company-wide figures.	
Rogers KPI	Total waste generated	
Rogers KPI	Total waste recycled	
Rogers KPI	Percentage of total waste diverted from landfill	
ASPECT: PRODUCTS AND SERVICES		
G4-DMA	Product responsibility Paper reduction	
G4-EN27	Product responsibility Paper reduction	
Rogers KPI	Devices collected and processed for reuse and recycling	Yes KPMG assurance statement
ASPECT: COMPLIANCE		
G4-DMA	Environmental Management System (online)	
G4-EN29	There were no environmental fines or incidents of non-compliance with environmental laws and regulations in 2015.	
ASPECT: TRANSPORT		
G4-DMA	Energy use and climate change	
G4-EN30	Energy use and climate change	
ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT		
G4-DMA	Supply chain management	
G4-EN32	Supply chain management	
Rogers KPI	Percentage of competitive bid processes where the supplier agreed to our Contractor Code of Conduct and Business Conduct Policy	
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK		
ASPECT: EMPLOYMENT		
G4-DMA	Talent management	
G4-LA1	Talent management We had 9,214 positions filled in 2015.	
G4-LA2	Talent management Talent management (online) All benefits are effective immediately for full-time employees and after three months of continuous service for part-time employees.	
G4-LA3	All full-time and part-time female employees are entitled to maternity leave and all full-time and part-time parents are eligible for parental/adoption leave. Employees returning from maternity and/or parental/adoption leave are re-instated to their former position, unless the former position is no longer available for a valid reason. In this event, employees are offered a comparable position with the same wages and benefits.	
Rogers KPI	Voluntary turnover rate	Yes KPMG assurance statement

ASPECT: LABOUR/MANAGEMENT RELATIONS		
G4-DMA	7% of our employees are covered by collective bargaining agreements with various unions from the cable and media sectors.	
G4-LA4	Our collective bargaining agreements provide reasonable notice regarding operational changes, ranging from 30 to 90 days depending on the agreement.	
ASPECT: OCCUPATIONAL HEALTH AND SAFETY		
G4-DMA	Employee health, safety and wellness	
G4-LA5	Employee health, safety and wellness	
G4-LA6	Employee health, safety and wellness	
G4-LA8	Some collective bargaining agreements identify health and safety topics while others do not.	
Rogers KPI	Lost time incident rate	Yes KPMG assurance statement
Rogers KPI	Fatalities	
Rogers KPI	Number of workplace health and safety committees across Canada	
Rogers KPI	Number of Rogers bWell Ambassadors across Canada	
ASPECT: TRAINING AND EDUCATION		
G4-DMA	Talent management	
G4-LA9	Talent management Training is reported by spend.	
G4-LA10	Talent management Talent management (online)	
G4-LA11	Talent management 100%. All employees receive performance reviews, regardless of gender or employee category.	
Rogers KPI	Investment in training	
Rogers KPI	Investment in training per employee	
Rogers KPI	Employee engagement score	Yes KPMG assurance statement
Rogers KPI	Employee participation rate in the employee engagement survey	Yes KPMG assurance statement
ASPECT: DIVERSITY AND EQUAL OPPORTUNITY		
G4-DMA	Inclusion and diversity	
G4-LA12	Inclusion and diversity Governance and ethics	
Rogers KPI	Diversity metrics: These metrics include women, visible minorities, Aboriginal employees and employees with disabilities represented as a percentage of our workforce for all employees and those in senior	Yes KPMG assurance statement

	management positions. All active, federally regulated employees are included in the metric.	
ASPECT: SUPPLIER ASSESSMENT FOR LABOUR PRACTICES		
G4-DMA	Supply chain management	
G4-LA14	Supply chain management	
MATERIAL ASPECT: LABOUR PRACTICES GRIEVANCE MECHANISMS		
G4-DMA	Governance and ethics	
SUB-CATEGORY: HUMAN RIGHTS		
ASPECT: INVESTMENT		
G4-DMA	Governance and ethics Supply chain management Contractor Code of Conduct (online)	
G4-HR2	Governance and ethics	
ASPECT: NON-DISCRIMINATION		
G4-DMA	Human rights (online) Rogers Business Conduct Policy (online) Contractor Code of Conduct (online)	
ASPECT: CHILD LABOR		
G4-DMA	Human rights (online) Rogers Business Conduct Policy (online) Contractor Code of Conduct (online)	
ASPECT: FORCED OR COMPULSORY LABOR		
G4-DMA	Human rights (online) Rogers Business Conduct Policy (online) Contractor Code of Conduct (online)	
ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT		
G4-DMA	Supply chain management	
G4-HR10	Supply chain management	
SUB-CATEGORY: SOCIETY		
ASPECT: LOCAL COMMUNITIES		
G4-DMA	Community giving	
G4-SO1	Network leadership and innovation Community giving	
ASPECT: ANTI-CORRUPTION		
G4-DMA	Governance and ethics	
G4-SO3	Governance and ethics	
G4-SO4	Governance and ethics	
ASPECT: PUBLIC POLICY		
G4-DMA	Public policy	
G4-SO6	Public policy	
Rogers KPI	Contributions to political parties	Yes KPMG assurance statement
ASPECT: ANTI-COMPETITIVE BEHAVIOR		
G4-DMA	Customer service and transparency	
G4-SO7	2015 Annual Report	
ASPECT: COMPLIANCE		
G4-DMA	Customer service and transparency	
G4-SO8	2015 Annual Report	

ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY		
G4-DMA	Supply chain management	
G4-SO9	Supply chain management	
SUB-CATEGORY: PRODUCT RESPONSIBILITY		
ASPECT: CUSTOMER HEALTH AND SAFETY		
G4-DMA	Product responsibility (online)	
G4-PR2	There were no incidents in 2015.	
ASPECT: PRODUCT AND SERVICE LABELING		
G4-DMA	Customer service and transparency	
G4-PR3	2015 Annual Report	
ASPECT: MARKETING COMMUNICATIONS		
G4-DMA	Customer service and transparency	
G4-PR7	2015 Annual Report	
ASPECT: CUSTOMER PRIVACY		
G4-DMA	Customer privacy	
G4-PR8	Customer privacy	
Rogers KPI	Well-founded complaints with the federal Office of the Privacy Commissioner of Canada	
ASPECT: COMPLIANCE		
G4-DMA	Customer service and transparency	
G4-PR9	2015 Annual Report	