

2016 GRI Index

The following Global Reporting Initiative Index has been developed in accordance with the GRI Standards: core option. The Index provides references to relevant information presented in the 2016 Sustainability Report, as well as other corporate disclosures such as the Annual Report to Shareholders and other regulatory or voluntary reports.

GRI Disclosure	Location, Page and URL
GRI 101: FOUNDATION 2016	Does not include any disclosures.
GRI 102: GENERAL DISCLOSURES 2016	
ORGANIZATIONAL PROFILE	
102-1 Name of the organization	2016 Sustainability Report , p. 65
102-2 Activities, brands, products, and services	2016 Sustainability Report , p. 4
102-3 Location of headquarters	2016 Sustainability Report , p. 65
102-4 Location of operations	2016 Sustainability Report , p. 4 2017 Investor Fact Book , Markets, pp. 76-84
102-5 Ownership and legal form	2016 Sustainability Report , p. 65
102-6 Markets served	2016 Sustainability Report , p. 4 2017 Investor Fact Book , Markets, pp. 20-70
102-7 Scale of the organization	2016 Sustainability Report , p. 4 2017 Investor Fact Book , Our Business at a Glance, p. 3
102-8 Information on employees and other workers	2016 Data Supplement , p. 5
102-9 Supply chain	2016 Sustainability Report , p. 4
102-10 Significant changes to the organization and its supply chain	2017 Annual Information Form , General Development of the Business, pp. 2-6
102-11 Precautionary principle or approach	2017 Management Information Circular , Risk Management Oversight, p. 23
102-12 External initiatives	2016 Sustainability Report , p. 59
102-13 Membership of associations	2016 Sustainability Report , Awards and Recognitions, p. 2 2017 Carbon Disclosure Project Response , pp. 8-9
STRATEGY	
102-14 Statement from senior decision-maker	2016 Sustainability Report , p. 1, 3
ETHICS AND INTEGRITY	
102-16 Values, principles, standards and norms of behavior	2016 Sustainability Report , p. 56
102-17 Mechanisms for advice and concerns about ethics	2016 Sustainability Report , p. 56
GOVERNANCE	
102-18 Governance structure	2016 Sustainability Report , p. 55
102-19 Delegating authority	2016 Sustainability Report , p. 55
102-20 Executive-level responsibility for economic, environmental and social topics	2016 Sustainability Report , p. 55

GRI Disclosure		Location, Page and URL
102-21	Consulting stakeholders on economic, environmental and social topics	2016 Sustainability Report , p. 55, 59
102-22	Composition of the highest governance body and its committees	2016 Sustainability Report , p. 55, 58 2017 Management Information Circular , pp. 22-23
102-23	Chair of the highest governance body	2017 Management Information Circular , p. 22
102-24	Nominating and selecting the highest governance body	2017 Management Information Circular , pp. 26-28
102-25	Conflicts of interest	2017 Management Information Circular , Common Directorships, p. 29
102-28	Evaluating the highest governance body's performance	2017 Management Information Circular , Common Directorships, pp. 30-31, 48-52
102-30	Effectiveness of risk management processes	2017 Management Information Circular , Risk Management Oversight, pp. 23-24
102-33	Communicating critical concerns	2016 Sustainability Report , p. 56 CN Code of Conduct , pp.79-83
102-35	Remuneration policies	2017 Management Information Circular , Board of Directors Compensation, pp. 17-20 and Statement of Executive Compensation, pp. 33-36
102-36	Process for determining remuneration	2017 Management Information Circular , Board of Directors Compensation, pp. 17-20 and Statement of Executive Compensation, pp. 33-36
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	2016 Sustainability Report , p. 59
102-41	Collective bargaining agreements	2016 Data Supplement , p. 5
102-42	Identifying and selecting stakeholders	2016 Sustainability Report , p. 59, 64
102-43	Approach to stakeholder engagement	2016 Sustainability Report , p. 59, 64
102-44	Key topics and concerns raised	2017 CN in your Community , p. 54, 55
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	2017 Annual Information Form , Subsidiaries, p. 2
102-46	Defining report content and topic boundaries	2016 Sustainability Report , p. 64
102-47	List of material topics	2016 Sustainability Report , p. 64
102-48	Restatements of information	There are no material restatements within the report.
102-49	Changes in reporting	2016 Sustainability Report , p. 64
102-50	Reporting period	2016 Sustainability Report , p. 64
102-51	Date of most recent report	2016 Sustainability Report , p. 64
102-52	Reporting cycle	2016 Sustainability Report , p. 64
102-53	Contact point for questions regarding the report	2016 Sustainability Report , p. 64
102-54	Claims of reporting in accordance with the GRI Standards	2016 Sustainability Report , p. 64
102-55	GRI content index	GRI Index
102-56	External assurance	2016 Sustainability Report , p. 64

GRI Disclosure		Location, Page and URL
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its boundary	2016 Sustainability Report , p. 64
103-2	The management approach and its components	2016 Sustainability Report , p. 12, 26, 36, 46, 54
103-3	Evaluation of the management approach	2016 Sustainability Report , p. 12, 26, 36, 46, 54
GRI 200: ECONOMIC STANDARD SERIES 2016		
ECONOMIC PERFORMANCE		
103	Management approach	2016 Sustainability Report , p. 47, 49, 50
201-1	Direct economic value generated and distributed	2016 Data Supplement , p. 9
201-2	Financial implications and other risks and opportunities due to climate change	2017 Carbon Disclosure Project Response , Risks and Opportunities, pp. 15-26
201-3	Defined benefit plan obligations and other retirement plans	2016 Annual Report , Pensions and Other Postretirement Benefits, pp. 71-78
201-4	Financial assistance received from government	CN does not obtain financial assistance from governments.
PROCUREMENT PRACTICES		
103	Management approach	2016 Sustainability Report , p. 47, 49, 50
204-1	Proportion of spending on local suppliers	2016 Sustainability Report , p. 4
GRI 300: ENVIRONMENTAL STANDARD SERIES 2016		
ENERGY		
103	Management approach	2016 Sustainability Report , p. 16, 18, 19, 20, 21
302-1	Energy consumption within the organization	2016 Data Supplement , p. 1
302-3	Energy intensity	2016 Data Supplement , p. 2
BIODIVERSITY		
103	Management approach	2016 Sustainability Report , p. 13, 24
304-2	Significant impacts of activities, products, and services on biodiversity	2016 Sustainability Report , p. 24
EMISSIONS		
103	Management approach	2016 Sustainability Report , p. 13, 16, 18, 19, 20, 21
305-1	Direct (Scope 1) GHG emissions	2016 Data Supplement , p. 1
305-2	Energy indirect (Scope 2) GHG emissions	2016 Data Supplement , p. 1
305-3	Other Indirect (Scope 3) GHG emissions	2016 Data Supplement , p. 1
305-4	GHG emission intensity	2016 Data Supplement , p. 1
305-7	Nitrous Oxides (NO _x), sulfur oxides (SO _x) and other significant air emissions	2016 Data Supplement , p. 2
EFFLUENTS AND WASTE		
103	Management approach	2016 Sustainability Report , p. 13, 22
306-2	Waste by type and disposal method	2016 Data Supplement , pp. 2-3

GRI Disclosure		Location, Page and URL
SUPPLIER ENVIRONMENTAL ASSESSMENTS		
103	Management approach	2016 Sustainability Report , p. 13, 22
308-1	New suppliers screened using environmental criteria	2016 Data Supplement , p. 9
GRI 400: SOCIAL STANDARD SERIES 2016		
EMPLOYMENT		
103	Management approach	2016 Sustainability Report , p. 27
401-1	New employee hires and employee turnover	2016 Data Supplement , p. 6
LABOUR/MANAGEMENT RELATIONS		
103	Management approach	2016 Sustainability Report , p. 44
402-1	Minimum notice periods regarding operational changes	In compliance with laws and regulations.
OCCUPATIONAL HEALTH AND SAFETY		
103	Management approach	2016 Sustainability Report , p. 27
403-1	Workers representation in formal joint management-worker health and safety committees	2016 Data Supplement , p. 4
403-2	Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities	2016 Data Supplement , p. 4
TRAINING AND EDUCATION		
103	Management approach	2016 Sustainability Report , p. 37, 38, 40
404-1	Average hours of training per year per employee	2016 Data Supplement , p. 7
404-2	Programmes for upgrading employee skills and transition assistance program	2016 Sustainability Report , p. 38, 40
404-3	Percentage of employees receiving regular performance and career development reviews	2016 Data Supplement , p. 7
DIVERSITY AND EQUAL OPPORTUNITY		
103	Management approach	2016 Sustainability Report , p. 37, 41, 43
405-1	Diversity of governance bodies and employees	2016 Data Supplement , pp. 7-8
405-2	Ratio of basic salary and remuneration of women to men	2016 Data Supplement , p. 8
PUBLIC POLICY		
103	Management approach	CN Website , Political Contributions and Activities
415-1	Political Contributions	CN Website , Political Contributions and Activities