



GRI Content Index

Van Lanschot Kempenn

2017 annual report

General Standard Disclosures			
GRI Standard	Disclosure	Reference: Annual Report (AR), Supplement (S), or Website (W)	Omission
GRI 101: Foundations 2017: Does not include any disclosures			
GRI 102: General Disclosures 2017			
	1. Organisational profile		
	102-1 Name of the organisation	AR and S: title page, credits on final page	No omissions
	102-2 Activities, brands, products, and services	AR: p. 10 (Who we are), p. 12 (How we create value), pp. 37-58 (Segment information)	No omissions
	102-3 Location of headquarters	AR and S: credits on final page	No omissions
	102-4 Location of operations	AR: p. 10 (Who we are), p. 217 (Country by country reporting)	No omissions
	102-5 Ownership and legal form	AR: p. 88 (Corporate governance) and p. 95 (Van Lanschot Kempen shares)	No omissions
	102-6 Markets served	AR: p. 10 (Who we are), p. 12 (Value creation model), pp. 37-58 (Segment information: Private Banking, Asset Management, Merchant Banking, and Our private equity investments)	No omissions
	102-7 Scale of the organisation	AR: pp. 4-6 (Key data), p. 10 (Who we are)	No omissions
	102-8 Information on employees and other workers: a) Total number of employees by employment contract (permanent and temporary), by gender b) Total number of employees by employment contract (permanent and temporary), by region c) Total number of employees by employment type (full-time and part-time), by gender d) Whether significant portion of the organisation's activities are performed by workers who are not employees e) Any significant variations in the numbers reported in 102-8a-c f) An explanation of how the data have been compiled	AR: pp. 60-61 (The people behind Van Lanschot Kempen) a) S: p. 4 (Framework and overview of non-financial data) b) Not applicable (small size other regions) c) S: p. 4 (Framework and overview of non-financial data) d) Not applicable (not relevant for our organisation) e) Not applicable (no seasonal variations in our sector) f) From management systems and compiled by HRM department W: corporate.vanlanschot.nl/responsible/good-employer	Not fully reported: 102-8b, d, e: not applicable
	102-9 Supply chain	AR: p. 12 (How we create value)	No omissions
	102-10 Significant changes to the organisation and its supply chain	AR: pp. 39-40 (Acquisition of Staalbankiers and UBS)	No omissions
	102-11 Precautionary principle or approach	AR: pp. 8-9 (Chairman's message), p. 11 (Our Strategy), p. 12 (How we create value), pp. 20-21 (Shareholders' expectations), pp. 68-76 (Risk and capital management) and p. 93 (Main features of Van Lanschot Kempen's management and control system) S: pp. 4-5 (Framework and overview of non-financial data)	No omissions
	102-12 External initiatives	AR: p. 49 (IIGCC), p. 22 (GRI), p. 47 (UN Global Compact and PRI) S: pp. 13-15 (Greenhouse Gas Protocol and CDP) W: vanlanschotkempen.com/responsible/policy (memberships)	No omissions
	102-13 Membership of associations	W: vanlanschotkempen.com/responsible/policy (memberships)	No omissions

General Standard Disclosures			
GRI Standard	Disclosure	Reference: Annual Report (AR), Supplement (S), or Website (W)	Omission
	2. Strategy		
	102-14 Statement from senior decision-maker	AR: pp. 8-9 (Chairman's message)	No omissions
	102-15 Key impacts, risks, and opportunities	AR: p. 13 (SWOT analysis), p. 12 (How we create value) S: pp. 4-5 (Framework and overview of non-financial data) W: vanlanschotkempen.com/responsible/policy - see "Organisatie van verantwoord ondernemen" ("CSR governance", in Dutch only)	No omissions
	3. Ethics and integrity		
	102-16 Values, principles, standards, and norms of behavior	AR: p. 75 (Risk and capital management) W: vanlanschotkempen.com/en/governance	No omissions
	102-17 Mechanisms for advice and concerns about ethics	AR: p. 75 (Risk and capital management) S: p. 25 (GRI content index – material topics) W: vanlanschotkempen.com/en/governance ; vanlanschotkempen.com/responsible/policy - see "Organisatie van verantwoord ondernemen" ("CSR governance", in Dutch only)	No omissions
	4. Governance		
	102-18 Governance structure	AR: pp. 80-85 (Report of the Supervisory Board) and pp. 88-94 (Corporate governance) W: vanlanschotkempen.com/management-supervision , W: vanlanschotkempen.com/responsible/policy	No omissions
	102-19 Delegating authority	AR: pp. 88-94 (Corporate governance), W: vanlanschotkempen.com/responsible/policy (see "Organisatie van verantwoord ondernemen")	No omissions
	102-20 Executive-level responsibility for economic, environmental, and social topics	Responsibility for economic, environmental and social topics lies with the Statutory Board. AR: pp. 88-94 (Corporate governance) W: vanlanschotkempen.com/management-supervision W: vanlanschotkempen.com/responsible/policy - see "Organisatie van verantwoord ondernemen" ("CSR governance", in Dutch only)	No omissions
	102-21 Consulting stakeholders on economic, environmental, and social topics	We are in constant touch with our stakeholders, with both Supervisory and Statutory Boards coming into play. Members of the Statutory Board regularly speak to clients (as "executive involved"), shareholders, rating agencies and regulators, attend stakeholder meetings with multiple groups of stakeholders, confer with the Works Council and are kept informed by internal employee engagement surveys. When desirable/necessary, the outcomes of these stakeholder meetings are shared with the Supervisory Board. And it isn't just the Statutory Board that engages with stakeholders; the Supervisory Board also meets shareholders – at the General Meeting, for instance – as well as regulators, (senior) staff, the Works Council and external auditors. S: pp. 7-10 (Stakeholder dialogue), W: vanlanschotkempen.com/responsible/policy	No omissions

General Standard Disclosures			
GRI Standard	Disclosure	Reference: Annual Report (AR), Supplement (S), or Website (W)	Omission
	102-22 Composition of the highest governance body and its committees a) Executive/non-executive b) Independence c) Tenure on the governance body d) Number of each individual's other significant positions and commitments, and the nature of the commitments e) Gender f) Membership of under-represented social groups g) Competences relating to economic, environmental and social impact h) Stakeholder representation	AR: pp. 86-87 (Personal details of members of the Supervisory Board) W: vanlanschotkempen.com/management-supervision (By-laws and composition of the Supervisory Board and Profile Supervisory Board) Note on 102-22 g: The Supervisory Board profile clearly states that experience with regard to economic, social and environmental topics is required, see Profile Supervisory Board (W: vanlanschotkempen.com/management-supervision , 1.2. (a), (b), (e) and (i)). In addition, all members of the Supervisory Board must have thorough knowledge of the societal function of the company and the interests of all stakeholders of the company (see Profile Supervisory Board, 1.3. (e)). The members of the Supervisory Board have obtained experience in economic, environmental and social topics during their careers, see AR: pp. 86-87 (Personal details of the members of the Supervisory Board). CSR is a topic during Supervisory Board meetings, see AR: p. 80 (Report of the Supervisory Board).	No omissions
	102-23 Chair of the highest governance body	See AR, pp. 88-89: Van Lanschot Kempen has a two-tier board, with, as its name suggests, the Supervisory Board supervising. The chair of the Supervisory Board is a non-executive position.	No omissions
	102-24 Nominating and selecting the highest governance body a) Nomination and selection processes for the highest governance body and its committees b) Criteria used for nominating and selecting highest governance body members, including: <ol style="list-style-type: none"> Stakeholders (including shareholders) are involved Diversity is considered Independence is considered Expertise and experience relating to economic, environmental and social topics are considered 	W: vanlanschotkempen.com/management-supervision Van Lanschot Kempen has drafted a policy for recruitment and selection (in Dutch only, which translates as "Policy Recruitment & Selection Van Lanschot Kempen"), and we also refer to the by-laws of the Supervisory Board as well as its public profile, which show that these criteria are taken into account in the selection of Supervisory Board members.	No omissions
	102-25 Conflicts of interest a) Processes for the highest governance body to ensure conflicts of interest are avoided and managed. b) Whether conflicts of interest are disclosed to stakeholders, including, as a minimum: <ol style="list-style-type: none"> Cross-board membership Cross-shareholding with suppliers and other stakeholders Existence of controlling shareholder Related party disclosures 	We have a range of processes in place to help prevent conflicts of interests, in line with the law (including the Management and Supervision Act) and the Dutch Corporate Governance Code AR: p. 84 (Independence) and W: vanlanschotkempen.com/management-supervision (By-laws Supervisory Board)	No omissions
	102-26 Role of highest governance body in setting purpose, values, and strategy a) Highest governance body's and senior executives' roles in the development, approval, and updating of the organisation's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social topics	Please refer to the by-laws of the Supervisory, Statutory and Executive Boards on our website. The Supervisory Board has a more remote role in economic, environmental and social matters (see 102-19). W: vanlanschotkempen.com/management-supervision	No omissions

General Standard Disclosures			
GRI Standard	Disclosure	Reference: Annual Report (AR), Supplement (S), or Website (W)	Omission
	102-27 Collective knowledge of highest governance body a) Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	AR: p. 84 (Report of the Supervisory Board). As part of its continuing education programme, the Supervisory Board annually covers a range of topics; sessions in 2017 focused on digital innovation, change and disruption, performance and rewards, and the new Dutch Corporate Governance Code. Please refer to the by-laws of the Supervisory Board on our website and to our annual report (Report of the Supervisory Board).	No omissions
	102-28 Evaluating the highest governance body's performance a) Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental and social topics b) Report whether such evaluation is independent or not, and its frequency c) Report whether such evaluation is a self-assessment d) Report actions taken in response to evaluation (...)	Please refer to the by-laws of the Supervisory Board on our website and the Corporate Governance and Report of the Supervisory Board sections of our annual report, pp. 84, 89-90 (under "Composition and performance of the Supervisory Board and its committees" and "Evaluation of the Supervisory Board"). Performance is reviewed annually and independent outside assistance sought every three years. Economic, environmental and social performance will also be included where relevant.	No omissions
	102-29 Identifying and managing economic, environmental, and social impacts a) Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities - including its role in the implementation of due diligence processes b) Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities	Identifying and managing these types of opportunities and risks, including stakeholder consultation, is the domain of the Statutory Board, as is due diligence (see 102-19) W: vanlanschotkempen.com/responsible/policy - see "Organisatie van verantwoord ondernemen" ("CSR governance", in Dutch only)	No omissions
	102-30 Effectiveness of risk management processes a) The highest governance body's role in reviewing the effectiveness of the organisation's risk management processes for economic, environmental and social topics	AR: p. 84 (Report of the Supervisory Board). Every year, the Supervisory Board's Risk Committee reviews our responsible lending policy. In 2017, the Supervisory Board also discussed developments in the area of corporate social responsibility, and developments and results in terms of responsible and sustainable investment solutions.	No omissions
	102-31 Review of economic, environmental, and social topics a) Frequency of the highest governance body's review of economic, environmental and social topics and their impacts, risks and opportunities	The Supervisory Board will undertake such a review at least once a year, when assessing our annual report and CSR supplement, but may do so more often if appropriate. W: vanlanschotkempen.com/responsible/policy - see "Organisatie van verantwoord ondernemen" ("CSR governance", in Dutch only)	No omissions
	102-32 Highest governance body's role in sustainable reporting a) The highest committee or position that formally reviews and approves the organisation's sustainability report and ensures that all material topics are covered	The Supervisory and Statutory Boards review the draft annual report and CSR supplement; the Statutory Board signs off on them.	No omissions
	102-33 Communicating critical concerns a) The process for communicating critical concerns to the highest governance body	Critical concerns may be voiced by way of a range of channels, e.g. stakeholder dialogue, General Meeting, media, CSR department, etc.	No omissions

General Standard Disclosures			
GRI Standard	Disclosure	Reference: Annual Report (AR), Supplement (S), or Website (W)	Omission
	102-34 Nature and total number of critical concerns a) Total number and nature of critical concerns that were communicated to the highest governance body b) Mechanism(s) used to address and resolve critical concerns	To the best of our knowledge, the number of critical concerns communicated to the highest governance body - via the mechanism to address critical concerns - was nil.	Not available
	102-35 Remuneration policies a) Report the remuneration policies for the highest governance body and senior executives for the following types of remuneration: – Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares – Sign-on bonuses or recruitment incentive payments – Termination payments – Clawbacks – Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees b) How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics	AR: p. 83 (Remuneration Committee) and pp. 63-66 (Remuneration) W: vanlanschotkempen.com/remunerationpolicies The remuneration policy for members of the Statutory Board does not include a variable remuneration component.	No omissions
	102-36 Process for determining remuneration a) Process for determining remuneration b) Whether remuneration consultants are involved in determining remuneration and whether they are independent of management c) Any other relationships that the remuneration consultants have with the organisation	AR: pp. 88-94 (Corporate governance), pp. 63-66 (Remuneration) W: vanlanschotkempen.com/remunerationpolicies	No omissions
	102-37 Stakeholders' involvement in remuneration a) How stakeholders' views are sought and taken into account regarding remuneration b) If applicable, the results of votes on remuneration policies and proposals	Stakeholder views on our remuneration policy come up in the stakeholder dialogue, and remuneration votes for the Supervisory Board and Executive Board are taken at the General Meeting. Remuneration for other employees is set by the Supervisory and Executive Boards.	No omissions
	102-38 Annual total compensation ratio a) The ratio of the annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country	See S: p. 5 (Framework and overview of non-financial data)	No omissions
	102-39 Percentage increase in annual total compensation ratio a) Ratio of the percentage increase in annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country	Percentage growth of total annual pay of the highest-paid individual in 2017 (Van Lanschot Nederland including Kempen): 3%. Median percentage increase in total annual compensation for all employees (excluding the highest-paid individual) in 2017: 2.2%.	No omissions

General Standard Disclosures			
GRI Standard	Disclosure	Reference: Annual Report (AR), Supplement (S), or Website (W)	Omission
	5. Stakeholder engagement		
	102-40 List of stakeholder groups engaged by the organisation	AR: pp. 20-21 (Stakeholders' expectations) S: pp. 7-10 (Stakeholder dialogue) and pp. 16-19 (Reporting principles)	No omissions
	102-41 Collective bargaining agreements (percentage of total employees covered by collective bargaining agreements)	See S: p. 5 (Framework and overview of non-financial data) In the Netherlands 74% of employees are covered by Van Lanschot Kempen employment conditions; others have position-based contracts.	Information unavailable. Not fully reported, without Van Lanschot Belgium and Switzerland. Aim is to include them in the coming year.
	102-42 Identifying and selecting stakeholders	AR: pp. 20-21 (Stakeholders' expectations) S: pp. 7-10 (Stakeholder dialogue) and pp. 16-19 (Reporting principles)	No omissions
	102-43 Approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process	S: pp. 7-10 (Stakeholder dialogue)	No omissions
	102-44 Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns	AR: pp. 20-21 (Stakeholders' expectations) S: pp. 7-10 (Stakeholder dialogue) W: vanlanschotkempen.com/responsible/policy	No omissions
	6. Reporting practice		
	102-45 List of all entities included in the organisation's consolidated financial statements, noting any entity included in the organisation's consolidated financial statements not covered by its report	AR: p. 10 (Who we are) S: p. 16 (Scope)	No omissions
	102-46 Explain the process for defining the report content and aspect boundaries, plus how the organisation has implemented the Reporting Principles for defining report content	S: pp. 16-19 (Reporting principles)	No omissions
	102-47 List of all material aspects identified in the process for defining report content	AR: pp. 20-21 (Stakeholders' expectations) S: pp. 16-19 (Identification of material topics, Reporting principles)	No omissions
	102-48 Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements	S: pp. 16-19 (Reporting principles; Comparability)	No omissions
	102-49 Report significant changes from previous reporting periods in the scope and aspect boundaries	S: pp. 16-19 (Reporting principles; Comparability)	No omissions
	102-50 Reporting period for the period required	AR: title page, S: title page, pp. 16-19 (Reporting principles; Reporting period)	No omissions
	102-51 Date of most recent previous report	AR: credits on final page. On 16 March 2017, AR and S were published simultaneously on the Van Lanschot Kempen website (vanlanschotkempen.com), together with the GRI Standards table.	No omissions

General Standard Disclosures			
GRI Standard	Disclosure	Reference: Annual Report (AR), Supplement (S), or Website (W)	Omission
	102-52 Reporting cycle	AR and S: annually	No omissions
	102-53 Report the contact point for questions regarding the report	AR and S: credits on final page	No omissions
	102-54 Claims of reporting in accordance with the GRI Standards	AR: pp. 20-21 (Stakeholders' expectations)	No omissions
	102-55 GRI Content Index	This document	No omissions
	102-56 External assurance	In 2017, we complied with GRI Standards. Its GRI Content Index was published on its website as a supplement to its AR 2017. External assurance by PricewaterhouseCoopers was sought for the 2017 annual report, supplement and GRI Standards. For the external assurance report, see AR pp. 229-230. Policy and current practice with regard to seeking external assurance for the report: AR: pp. 229-230 (Assurance report of the independent auditor), S: p. 19 (Verification)	No omissions
GR 103: Material topics Van Lanschot Kempen			
	1. Economic performance		
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	S: p. 20 (GRI content index – material topics)	No omissions
	103-2 The management approach and its components	S: p. 20 (GRI content index – material topics)	No omissions
	103-3 Evaluation of the management approach	S: p. 20 (GRI content index – material topics)	No omissions
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	AR: p. 25 (Staff costs), p. 25 (Income), p. 25 (Net result), pp. 25, 95 (Income tax, Earnings per share), pp. 33-34 (Wealth growth for investor clients of PB and AM as a result of price effects, dividend and coupon) and p. 95 (Dividend payments to shareholders)	Not applicable: community investment, as it is not material for our organisation (own Foundation, Charity and Impact Service)
	201-2 Financial implications and other risks and opportunities due to climate change	AR: p. 25 (Financial performance) S: pp. 13-15 (Environmental management and purchasing) W: vanlanschotkempen.com/responsible/environment (measures focusing on lowering our carbon footprint)	No omissions
	201-3 Defined benefit plan obligations and other retirement plans	See our pension fund's annual report (pensioenfondsvanlanschot.nl).	No omissions
	201-4 Financial assistance received from government	Van Lanschot Kempen does not receive any financial assistance from government.	No omissions

General Standard Disclosures			
GRI Standard	Disclosure	Reference: Annual Report (AR), Supplement (S), or Website (W)	Omission
2. Risk management			
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	S: p. 20 (GRI content index – material topics)	No omissions
	103-2 The management approach and its components	S: p. 20 (GRI content index – material topics)	No omissions
	103-3 Evaluation of the management approach	S: p. 20 (GRI content index – material topics)	No omissions
GRI 102: General Disclosures	102-15 Key impacts, risks, and opportunities	See 102-15 on p. 2	No omissions
3. Added value			
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	S: p. 21 (GRI content index – material topics)	No omissions
	103-2 The management approach and its components	S: p. 21 (GRI content index – material topics)	No omissions
	103-3 Evaluation of the management approach	S: p. 21 (GRI content index – material topics)	No omissions
4. Fair pricing, marketing & labelling			
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	S: p. 21 (GRI content index – material topics)	No omissions
	103-2 The management approach and its components	S: p. 21 (GRI content index – material topics)	No omissions
	103-3 Evaluation of the management approach	S: p. 21 (GRI content index – material topics)	No omissions
GRI 417: Marketing and Labelling	417-1 Requirements for product and service information and labelling	Van Lanschot Kempen observes all laws and regulations, which leave little room for our own input or changes.	No omissions
	417-2 Incidents of non-compliance concerning product and service information and labelling	No such incidents occurred in 2017.	No omissions
	417-3 Incidents of non-compliance concerning marketing communications	No such incidents occurred in 2017.	No omissions
6. Customer privacy & data security			
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	S: p. 22 (GRI content index – material topics)	No omissions
	103-2 The management approach and its components	S: p. 22 (GRI content index – material topics)	No omissions
	103-3 Evaluation of the management approach	S: p. 22 (GRI content index – material topics)	No omissions
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	AR: p. 75 (Risk and capital management)	No omissions

General Standard Disclosures			
GRI Standard	Disclosure	Reference: Annual Report (AR), Supplement (S), or Website (W)	Omission
7. Responsible investment			
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	S: p. 22 (GRI content index – material topics)	No omissions
	103-2 The management approach and its components	S: p. 22 (GRI content index – material topics)	No omissions
	103-3 Evaluation of the management approach	S: p. 22 (GRI content index – material topics)	No omissions
GRI Financial Services	FS 10 Percentage and number of companies held in the portfolio with which the organisation has interacted on environmental or social issues	AuS: AR: pp. 47-50 (Kempen Asset Management). For assets under management (AuM) we do not express the number of engaged companies and fund managers as a percentage, as we do not know what the total number of investee companies is. We mainly invest in investment funds. Investment portfolio: AR: p. 73 (Risk and capital management)	Information unavailable. No percentage due to the nature of our business model. We will further investigate this percentage with an indication in the year ahead (although we can already state that this percentage will be (very) low (single-digit)).
	FS 11 Percentage of investments subject to positive and negative environmental or social screening	AuS: AR: p. 48 (Kempen Asset Management) Assets under screening (AuS) are calculated annually and reported in the AR, both in absolute terms and as a percentage of AuM. We also break down AuS by businesses (Private Banking, Evi and Asset Management). Screening is performed on negative criteria only. The only screening we are legally obliged to do is on cluster munitions (prescribed by the Financial Supervision Act or Wft). Investment portfolio: AR: p. 73 (Risk and capital management, 100% screened for negative issues)	No omissions
8. Sustainable investment & impact investment			
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	S: p. 23 (GRI content index – material topics)	No omissions
	103-2 The management approach and its components	S: p. 23 (GRI content index – material topics)	No omissions
	103-3 Evaluation of the management approach	S: p. 23 (GRI content index – material topics)	No omissions

General Standard Disclosures			
GRI Standard	Disclosure	Reference: Annual Report (AR), Supplement (S), or Website (W)	Omission
GRI Financial Services	FS 7 Monetary value of products and services designed to deliver a specific social benefit for each business line broken down by purpose	AR: p. 39 (Van Lanschot Private Banking) We provide responsible, sustainable and impact investment products to our clients. We have over €1 billion invested in sustainable AuM (see AR, p. 39). Next year we will strive to add impact investing assets. To date, we have not measured/monitored these products by specific social goal, business line or purpose, so we cannot report these data. We offer our clients a Charity & Impact Investing Service (see AR, p. 40), focused on charity donations and impact investments. We have also teamed up with Ashoka (see AR, p. 40) to support social entrepreneurs committed to specific environmental or social causes.	Information unavailable (Social monetary value not reported, although we have started reporting sustainable AuM. We will investigate specific social AuM in the coming year; probably mainly impact investing AuM.)
	FS 8 Monetary value of products and services designed to deliver a specific environmental benefit for each business line broken down by purpose	AR: p. 39 (Van Lanschot Private Banking) We provide responsible, sustainable and impact investment products to our clients. We have over €1 billion invested in sustainable AuM (see AR, p. 39). Next year we will strive to add impact investing assets. To date, we have not measured/monitored these products by specific social goal, business line or purpose, so we cannot report these data. We offer our clients a Charity & Impact Investing Service (see AR, p.40), focused on charity donations and impact investments. We have also teamed up with Ashoka (see AR, p. 40) to support social entrepreneurs committed to specific environmental or social causes.	Information unavailable (Environmental monetary value not reported, although we have started reporting sustainable AuM. We will investigate specific environmental AuM in the coming year; probably mainly impact investing AuM.)
	FS 10 Percentage and number of companies held in the portfolio with which the organisation has interacted on environmental or social issues	See material topic 7.	Information unavailable. See material topic 7.
	FS 11 Percentage of investments subject to positive and negative environmental or social screening	See material topic 7.	Information unavailable. We report negative screening. This coming year we will investigate positive screening (for whole portfolio this will take probably more than one year).
9. Responsible lending			
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	S: p. 23 (GRI content index – material topics)	No omissions
	103-2 The management approach and its components	S: p. 23 (GRI content index – material topics)	No omissions
	103-3 Evaluation of the management approach	S: p. 23 (GRI content index – material topics)	No omissions
GRI Financial Services	FS 10 Percentage and number of companies in the portfolio with which the organisation has interacted on environmental or social issues	AR: p. 70 (Responsible lending policy, number of cases screened), S: pp. 11-12 (Responsible lending policy, number of screening cases compared with full corporate loan portfolio)	No omissions
	FS 11 Percentage of loans subject to positive and negative environmental or social screening	AR: p. 70 (Responsible lending policy, number of cases), S: pp. 11-12 (Responsible lending policy, number of screening cases compared with full corporate loan portfolio)	No omissions

General Standard Disclosures			
GRI Standard	Disclosure	Reference: Annual Report (AR), Supplement (S), or Website (W)	Omission
11. Prevention of financial economic crime			
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	S: p. 24 (GRI content index – material topics)	No omissions
	103-2 The management approach and its components	S: p. 24 (GRI content index – material topics)	No omissions
	103-3 Evaluation of the management approach	S: p. 24 (GRI content index – material topics)	No omissions
14. Transparency & reporting			
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	S: p. 24 (GRI content index – material topics)	No omissions
	103-2 The management approach and its components	S: p. 24 (GRI content index – material topics)	No omissions
	103-3 Evaluation of the management approach	S: p. 24 (GRI content index – material topics)	No omissions
GRI 102: General Disclosures	102-54 Claims of reporting in accordance with the GRI Standards	See 102-54 on p. 7	
15. Ethics and integrity			
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	S: p. 25 (GRI content index – material topics)	No omissions
	103-2 The management approach and its components	S: p. 25 (GRI content index – material topics)	No omissions
	103-3 Evaluation of the management approach	S: p. 25 (GRI content index – material topics)	No omissions
GRI 102: General Disclosures	102-16 Values, principles, standards, and norms of behaviour	See 102-16 on p. 2	No omissions
	102-17 Mechanisms for advice and concerns about ethics	See 102-17 on p. 2	No omissions
17. Stakeholder involvement			
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	S: p. 25 (GRI content index – material topics)	No omissions
	103-2 The management approach and its components	S: p. 25 (GRI content index – material topics)	No omissions
	103-3 Evaluation of the management approach	S: p. 25 (GRI content index – material topics)	No omissions
GRI 102: General Disclosures	102-40 List of stakeholder groups	See 102-40 on p. 6	No omissions
	102-42 Identifying and selecting stakeholders	See 102-42 on p. 6	No omissions
	102-43 Approach to stakeholder engagement	See 102-43 on p. 6	No omissions
	102-44 Key topics and concerns raised	See 102-44 on p. 6	No omissions

General Standard Disclosures			
GRI Standard	Disclosure	Reference: Annual Report (AR), Supplement (S), or Website (W)	Omission
	19. Fit, professional and knowledgeable staff		
GRI 103: Management Approach 2017	103-1 Explanation of the material topic and its Boundary	S: p. 26 (GRI content index – material topics)	No omissions
	103-2 The management approach and its components	S: p. 26 (GRI content index – material topics)	No omissions
	103-3 Evaluation of the management approach	S: p. 26 (GRI content index – material topics)	No omissions
GRI 404: Training and education	404-1 Average hours of training per year per employee	AR: p. 61 (The people behind Van Lanschot Kempen)	Omission: information unavailable (data regarding average hours of training per gender and employment category). We aim to have this available for the AR 2018.
	404-2 Programs for upgrading employee skills and transition assistance programmes	See S: p. 5 (Framework and overview of non-financial data)	No omissions
	404-3 Percentage of employees receiving regular performance and career development reviews	See S: p. 5 (Framework and overview of non-financial data)	No omissions