



GRI Content Index

Van Lanschot Kempenn

2018 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. 6 (Who we are and what we do), p. 9 (How we create value in the long term), pp. 46-60 (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. 6 (Who we are and what we do), p. 204 (Country by country reporting)	No omissions
	102-5 Ownership and legal form	AR: p. 83 (Corporate governance) and p. 96 (Van Lanschot Kempen shares)	No omissions
	102-6 Markets served	AR: p. 6 (Who we are and what we do), p. 10 (Value creation model), pp. 46-60 (Segment information: Private Banking, Asset Management, Merchant Banking, and Our private equity investments)	No omissions
	102-7 Scale of the organisation	AR: p. 7 (Key investor information), p. 6 (Who we are and what we do)	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. 29-30 (Our people) 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. 9 (How we create value in the long term)	No omissions
	102-10 Significant changes to the organisation and its supply chain	–	No omissions
	102-11 Precautionary principle or approach	AR: pp. 4-5 (Chairman's message), p. 12 (Our Strategy), p. 9 (How we create value in the long term), pp. 16-17 (Stakeholders' expectations and our dilemmas), pp. 62-70 (Risk and capital management) and p. 87 (Main features of Van Lanschot Kempen's management and control system) S: pp. 4-8 (Framework and overview of non-financial data)	No omissions

General Standard Disclosures			
GRI Standard	Disclosure	Reference: Annual Report (AR), Supplement (S), or Website (W)	Omission
	102-12 External initiatives	S: p. 13 (GRI), p. 15 (UN Global Compact and PRI) p. 17 (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
2. Strategy			
	102-14 Statement from senior decision-maker	AR: pp. 4-5 (Chairman's message)	No omissions
	102-15 Key impacts, risks, and opportunities	AR: p. 13 (Trends and developments), p. 9 (How we create value in the long term) S: pp. 4-8 (Framework and overview of non-financial data) W: vanlanschotkempen.com/responsible/policy - see Corporate Social Responsibility Organisation	No omissions
3. Ethics and integrity			
	102-16 Values, principles, standards, and norms of behaviour	AR: pp. 29-31 (Our people), p. 6 (Who we are and what we do) W: vanlanschotkempen.com/en/governance	No omissions
	102-17 Mechanisms for advice and concerns about ethics	AR: pp. 29-31 (Our people) S: p. 24 (GRI content index – material topics) W: vanlanschotkempen.com/en/governance ; vanlanschotkempen.com/responsible/policy - see Corporate Social Responsibility Organisation	No omissions
4. Governance			
	102-18 Governance structure	AR: pp. 83-89 (Corporate governance) and pp. 76-82 (Report of the Supervisory Board) W: vanlanschotkempen.com/management-supervision , W: vanlanschotkempen.com/responsible/policy	No omissions
	102-19 Delegating authority	AR: pp. 83-89 (Corporate governance), W: vanlanschotkempen.com/responsible/policy - see Corporate Social Responsibility Organisation	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. 83-89 (Corporate governance) W: vanlanschotkempen.com/management-supervision W: vanlanschotkempen.com/responsible/policy - see Corporate Social Responsibility Organisation	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 AGMs and EGMs, for instance – as well as regulators, (senior) staff, the Works Council and external auditors. S: pp. 9-13 (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. 90-95 Personal details of members of the Supervisory Board and Personal details of members of the Executive Board W: vanlanschotkempen.com/management-supervision (By-laws and composition of the Supervisory Board, the Statutory Board and Profile Supervisory Board and Statutory 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)-(c), (f) and (i)). In addition, all members of the Supervisory Board must have thorough knowledge of the social 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. 93-95 (Personal details of the members of the Supervisory Board). CSR is a topic during Supervisory Board meetings, see AR: p. 76 (Report of the Supervisory Board). In strategic decisions, the Statutory Board takes all material environmental and social aspects into account. Periodically, it determines the financial and non-financial key performance indicators (KPIs) at Van Lanschot Kempen, see AR: p. 20.	No omissions
	102-23 Chair of the highest governance body	See AR, pp. 83-84: Van Lanschot Kempen has a two-tier board. The Statutory Board is responsible for managing the company while the Supervisory Board oversees the policies pursued by the Statutory Board and the general conduct of affairs at the company and its associated business. The chair of the Supervisory Board is a non-executive position, just like the other positions in the Supervisory Board.	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"> i. Stakeholders (including shareholders) are involved ii. Diversity is considered iii. Independence is considered iv. 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 (Policy Recruitment & Selection Van Lanschot Kempen), a diversity policy (Diversity Policy Supervisory Board and Executive Board) and a profile for the Supervisory Board and Statutory Board (Profile Supervisory Board and Profile Statutory Board). We also refer to the by-laws of the Supervisory Board and Statutory Board.	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"> i. Cross-board membership ii. Cross-shareholding with suppliers and other stakeholders iii. Existence of controlling shareholder iv. 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: pp. 81, 188 (Independence and Related Parties) and W: vanlanschotkempen.com/management-supervision (By-laws Supervisory Board and By-laws Statutory Board)	No omissions

General Standard Disclosures			
GRI Standard	Disclosure	Reference: Annual Report (AR), Supplement (S), or Website (W)	Omission
	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, see 102-19.	No omissions
	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. 77 (Report of the Supervisory Board). As part of its continuing education programme, the Supervisory Board and Statutory Board annually covers a range of topics. In 2018, the focus was on growing client demand for sustainable investment solutions, the increasing relevance of external sustainability frameworks, and the upcoming (European) regulations on sustainability. Please refer to the by-laws of the Supervisory Board and the by-laws of the Statutory Board on our website.	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 and by-laws of the Statutory Board on our website and the Corporate Governance and Report of the Supervisory Board sections of our annual report, pp. 81, 84-85 (under "Composition and performance of the Supervisory Board and its committees" and "Evaluation of the Supervisory Board" and "Composition and performance of the Statutory Board and Executive board"). Performance of the Supervisory Board 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 Corporate Social Responsibility Organisation	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. 77 (Report of the Supervisory Board). Every year, the Supervisory Board's Risk Committee reviews our responsible lending policy. In 2018, 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 Corporate Social Responsibility Organisation	No omissions

General Standard Disclosures			
GRI Standard	Disclosure	Reference: Annual Report (AR), Supplement (S), or Website (W)	Omission
	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 approves 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
	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. 80 (Remuneration Committee) and pp. 72-75 (Remuneration) W: vanlanschotkempen.com/remunerationpolicies The remuneration policy for members of the Statutory Board (and Supervisory 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. 72-75 (Remuneration) W: vanlanschotkempen.com/remunerationpolicies (By-laws and composition of the Supervisory Board, the Statutory Board and Profile Supervisory Board and Statutory Board)	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 Statutory Board are taken at the annual general meeting (AGM). Remuneration for other employees is set by the Supervisory and Executive Boards. On the back of the 2018 AGM, a delegation from the Supervisory Board had several engagement meetings with shareholders to discuss their views on the current remuneration policy of Van Lanschot Kempen's current remuneration policy. Further details of the remuneration policy of the Statutory Board and the engagement with our shareholders can be found on pages 72-75 (Remuneration).	No omissions

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GRI Standard	Disclosure	Reference: Annual Report (AR), Supplement (S), or Website (W)	Omission
	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	S: p. 7 (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 2018 (Van Lanschot Nederland including Kempen): 15.5%. Median percentage increase in total annual compensation for all employees (excluding the highest-paid individual) in 2018: 2.3%.	No omissions
5. Stakeholder engagement			
	102-40 List of stakeholder groups engaged by the organisation	AR: pp. 16-17 (Stakeholders' expectations and our dilemmas) S: pp. 9-13 (Stakeholder dialogue) and pp. 20-23 (Reporting principles)	No omissions
	102-41 Collective bargaining agreements (percentage of total employees covered by collective bargaining agreements)	S: p. 7 (Framework and overview of non-financial data) 77% of employees are covered by Van Lanschot Kempen employment conditions; others have position-based contracts.	No omissions
	102-42 Identifying and selecting stakeholders	AR: pp. 16-17 (Stakeholders' expectations and our dilemmas) S: pp. 9-13 (Stakeholder dialogue) and pp. 20-23 (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. 9-13 (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. 16-17 (Stakeholders' expectations and our dilemmas) S: pp. 9-13 (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. 6 (Who we are and what we do) S: p. 20 (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. 20-23 (Reporting principles)	No omissions
	102-47 List of all material aspects identified in the process for defining report content	AR: pp. 16-17 (Stakeholders' expectations and our dilemmas) S: pp. 20-23 (Identification of material topics, Reporting principles)	No omissions

General Standard Disclosures			
GRI Standard	Disclosure	Reference: Annual Report (AR), Supplement (S), or Website (W)	Omission
	102-48 Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements	S: pp. 20-23 (Reporting principles; Comparability)	No omissions
	102-49 Report significant changes from previous reporting periods in the scope and aspect boundaries	S: pp. 20-23 (Reporting principles; Comparability)	No omissions
	102-50 Reporting period for the period required	AR: title page, S: title page, pp. 20-23 (Reporting principles; Reporting period)	No omissions
	102-51 Date of most recent previous report	AR: credits on final page. On 28 February 2018, AR and S were published simultaneously on the Van Lanschot Kempen website (vanlanschotkempen.com), together with the GRI Standards table.	No omissions
	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. 16-17 (Stakeholders' expectations and our dilemmas)	No omissions
	102-55 GRI Content Index	This document	No omissions
	102-56 External assurance	In 2018, we complied with GRI Standards. The GRI Content Index was published on our website as a supplement to our AR 2018. External assurance by PricewaterhouseCoopers was sought for the 2018 annual report, supplement and GRI Standards. For the external assurance report, see AR pp. 221-222. Policy and current practice with regard to seeking external assurance for the report: AR: pp. 221-222 (Assurance report of the independent auditor), S: p. 23 (Verification)	No omissions
GR 103: Material topics Van Lanschot Kempen			
	1. Economic performance		
GRI 103: Management Approach 2018	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

General Standard Disclosures			
GRI Standard	Disclosure	Reference: Annual Report (AR), Supplement (S), or Website (W)	Omission
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	AR: p. 38 (Staff costs), p. 36 (Income), p. 35 (Net result), pp. 35, 96 (Income tax, Earnings per share), pp. 40-41 (Wealth growth for investor clients of PB and AM as a result of price effects, dividend and coupon) and p. 97 (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. 33 (Performance) S: pp. 17-19 (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 (pensioenfonds.vanlanschot.nl).	No omissions
	201-4 Financial assistance received from government	Van Lanschot Kempen does not receive any financial assistance from government.	No omissions
2. Risk management			
GRI 103: Management Approach 2018	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	102-15 Key impacts, risks, and opportunities	See 102-15 on p. 2	No omissions
3. Added value			
GRI 103: Management Approach 2018	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

General Standard Disclosures			
GRI Standard	Disclosure	Reference: Annual Report (AR), Supplement (S), or Website (W)	Omission
6. Responsible investment			
GRI 103: Management Approach 2018	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 Financial Services	FS 10 Percentage and number of companies held in the portfolio with which the organisation has interacted on environmental or social issues	AR: pp. 52-54 (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 exact total number of investee companies is. We mainly invest in investment funds. To give an indication, we have looked into one discretionary management solution, which uses of internal and external funds (active and passive). We had more than 10,000 investee companies in the solution. In 2018, we engaged with 299 companies in total. If we assumed that all engagements took place with companies in the discretionary solution, the percentage would be low (<3%). As we have several discretionary and non-discretionary solutions, with internal and external funds (active and passive), the range of the overall percentage is likely to be lower than this. Investment portfolio: AR: p. 62 (Risk and capital management)	Information unavailable. No percentage due to the nature of our business model.
	FS 11 Percentage of investments subject to positive and negative environmental or social screening	AR: p. 27 Responsible business Screening our assets against ESG criteria is part of our responsible investment process. Until 2017, we calculated assets under screening; this metric only indicates whether an asset can be screened but not what the ESG quality of the asset is. In 2018, we started to score (external) fund managers on the ESG quality of their funds. This method goes further than the previous one and assesses the ESG level of investment funds.	No omissions
7. Sustainable investment & impact investment			
GRI 103: Management Approach 2018	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

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. 28 (Responsible business) We provide responsible, sustainable and impact investment products to our clients. We have about €1.3 billion invested in sustainable and impact AuM (see AR, p. 28). We measure the impact of investments that are most suitable for measuring: impact investments. The characteristics of impact investments make them a good fit with this requirement, as the investments should have a social and/or environmental impact and the company/fund should report this. We report the impact for our Global Impact Pool (GIP) solution to our clients. Our solution makes up a relatively small percentage of our total AuM (<1%). Furthermore, we offer our clients a Charity & Impact Investing Service (see AR, p. 28), focused on charity donations and impact investments.	No omissions
	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. 28 (Responsible business) We provide responsible, sustainable and impact investment products to our clients. We have about €1.3 billion invested in sustainable and impact AuM (see AR, p. 28). We measure the impact of investments that are most suitable for measuring: impact investments. The characteristics of impact investments make them a good fit with this requirement, as the investments should have a social and/or environmental impact and the company/fund should report this. We report the impact for our Global Impact Pool (GIP) solution to our clients. Our solution makes up a relatively small percentage of our total AuM (<1%). Furthermore, we offer our clients a Charity & Impact Investing Service (see AR, p.28), focused on charity donations and impact investments.	No omissions
	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.	We have started assessing funds on ESG, taking a further step in ESG (negative) screening. We have created a scoring framework to assess all internal and external funds on ESG, resulting in a score (1 to 5) per fund. The number of funds assessed will be extended in the coming year(s).

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11. Ethics and integrity			
GRI 103: Management Approach 2018	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 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
13. Fit, professional and knowledgeable staff			
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its Boundary	S: p. 28 (GRI content index – material topics)	No omissions
	103-2 The management approach and its components	S: p. 28 (GRI content index – material topics)	No omissions
	103-3 Evaluation of the management approach	S: p. 28 (GRI content index – material topics)	No omissions
GRI 404: Training and Education	404-1 Average hours of training per year per employee	AR: p. 29 Our people	Omission: information unavailable (data regarding average hours per employment category). We will investigate this in 2019.
	404-2 Programs for upgrading employee skills and transition assistance programmes	S: p. 8 (Framework and overview of non-financial data)	No omissions
	404-3 Percentage of employees receiving regular performance and career development reviews	S: p. 8 (Framework and overview of non-financial data)	No omissions