

GRI Content Index

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		We do report on gender, however not on gender distinction for all HR categories as deemed not relevant. Our diversity target is overall on gender, not per subcategory.	
		No seasonal variations in our number of employees.	
102-9	Supply chain	Purpose and strategy	8-12
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3. Ethics and integrity

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		Article 8 of Supervisory Board Rules on website: www.vopak.com/rules	
102-25	Conflicts of interest	Supervisory Board members	100
		Supervisory Board report	96-99
		Article 13 of Supervisory Board Rules on website: www.vopak.com/rules	
102-26	Role of highest governance body in setting purpose, values, and strategy	Sustainability: Basis of preparation	63-66
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		Article 3.1 of Executive Board Rules and Article 3 of Supervisory Board Rules on website: www.vopak.com/rules	
102-27	Collective knowledge of highest governance body	Supervisory Board members	100
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102-28	Evaluating the highest governance body's performance	Sustainability: Basis of preparation	63-66
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102-29	Identifying and managing economic, environmental, and social impacts	Sustainability: Basis of preparation	63-66
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102-31	Review of economic, environmental, and social topics	Supervisory Board report	96-99
		Corporate governance	106-109
		Risk management and internal control	113-126
		In 2018, the Supervisory Board discussed a number of recurring topics at each meeting. These topics included safety & health, environmental and other sustainability topics; the Company's operational and financial objectives and financial performance; pensions; financing of the company; financial reports and succession planning for senior management.	
102-32	Highest governance body's role in sustainability reporting	Sustainability: Basis of preparation Article 3.1.6 of Executive Board Rules on website: www.vopak.com/rules	63-66
102-33	Communicating critical concerns	Supervisory Board report	96-99
		Corporate governance	106-109
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		Whistle-blower regulation on website: www.vopak.com/rules	
102-34	Nature and total number of critical concerns	Sustainability performance Reporting the number of critical concerns is deemed as not applicable, as no relevant information. For the nature and conclusions, see Supervisory Board report.	62-94
102-35	Remuneration policies	Remuneration report www.vopak.com/remuneration-policy	101-105

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102-36	Process for determining remuneration	Remuneration report www.vopak.com/remuneration-policy	101-105
102-37	Stakeholders' involvement in remuneration	According to our Stakeholder engagement & materiality assessment remuneration is not a key topic. For voting results on remuneration at the AGM, a reference is made to our website: https://www.vopak.com/investors/corporate-governance/shareholders/shareholders-meetings	58-61
102-38	Annual total compensation ratio	Remuneration report Note 3. Talent attraction and retention	101-105 72-73
102-39	Percentage increase in annual total compensation ratio	Note 3. Talent attraction and retention	72-73

5. Stakeholder engagement

102-40	List of stakeholder groups	Stakeholder engagement and materiality assessment	58-61
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102-42	Identifying and selecting stakeholders	Stakeholder engagement and materiality assessment	58-61
102-43	Approach to stakeholder engagement	Stakeholder engagement and materiality assessment	58-61
102-44	Key topics and concerns raised	Stakeholder engagement and materiality assessment	58-61

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6. Reporting practice			
102-45	Entities included in the consolidated financial statements	Note 9.11 Principal subsidiaries, joint ventures, associates and investments of the Consolidated Financial Statements	202-203
		Sustainability: Basis of preparation	63-66
102-46	Defining report content and topic Boundaries	Stakeholder engagement and materiality assessment	58-61
		Sustainability: Basis of preparation and 'Definition, reporting policies and boundaries' per topic.	63-66
102-47	List of material topics	Stakeholder engagement and materiality assessment	58-61
102-48	Restatements of information	Sustainability: Basis of preparation	63-66
102-49	Changes in reporting	Sustainability: Basis of preparation	63-66
102-50	Reporting period	Stakeholder engagement and materiality assessment	58-61
		Sustainability: Basis of preparation	63-66
102-51	Date of most recent report	13 February 2019 (2017 report: 16 February 2018)	
102-52	Reporting cycle	Sustainability: Basis of preparation	63-66
102-53	Contact point for questions regarding the report	Contact details	235
102-54	Claims of reporting in accordance with the GRI Standards	Sustainability: Basis of preparation	63-66
102-55	GRI content index	This GRI Content Index 2018	
		Sustainability: Basis of preparation	63-66
102-56	External assurance	Sustainability: Basis of preparation	63-66
		Assurance report of the independent auditor	220-221

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Topic Specific Disclosures

Occupational health and safety			
103		Note 1. Occupation health and safety	68-69
403-1	Occupational health and safety management system	Note 1. Occupation health and safety	68-69
403-2	Hazard identification, risk assessment, and incident investigation	Storing vital products with care: Operational leadership Note 1. Occupation health and safety	30-32 68-69
403-3	Occupational health services	Storing vital products with care: Operational leadership Note 1. Occupation health and safety SHEQ and Operations are the key departments that contribute to the identification and elimination of hazards and minimization of risks.	30-32 68-69
403-4	Worker participation, consultation, and communication on occupational health and safety	Note 1. Occupation health and safety Reporting of workers in health and safety committees not applicable as this is dependent on each location. No added value to report on each specific location.	68-69
403-5	Worker training on occupational health and safety	Workers receive specific training modules dependent on their specific roles, reference is made to Note 3. Talent attraction and retention.	72-73
403-6	Promotion of worker health	Note 1. Occupation health and safety	68-69
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Storing vital products with care: Operational leadership Note 1. Occupation health and safety Note 2. Process safety Risk management and control	30-32 68-69 70-72 113-126
403-8	Workers covered by an occupational health and safety management system	Note 1. Occupation health and safety Note 4. Diversity Note 12. Application of best practices	68-69 74-75 87-89
403-9	Work-related injuries	Note 1. Occupation health and safety	68-69
403-10	Work-related ill health	Note 1. Occupation health and safety	68-69

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Process safety			
103		Storing vital products with care: Operational leadership Note 2. Process safety	30-32 70-72
Own indicator	Number of Process safety events, by business activity 1. Report number of Tier 1 process safety events with narrative per API RP 754 definitions and reported per business activity (refining, upstream, etc.). 2. Report number of Tier 2 process safety events with narrative per API RP 754 definitions and reported per business activity (refining, upstream, etc.). 3. Report on asset integrity monitoring and maintenance program, including progress against actions identified.	Storing vital products with care: Operational leadership Note 2. Process safety	30-32 70-72
Talent attraction & retention			
103		Storing vital products with care: People leadership Note 3. Talent attraction and retention	38-40 72-73
401-1	New employee hires and employee turnover	Note 3. Talent attraction and retention for employee hires and turnover per region. Other breakdowns not applicable, as this does not reflect our definition of 'talent attraction & retention according to our materiality assessment and therefore deemed as not material.	72-73
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits are proportionally provided to all employees.	
401-3	Parental leave	Not applicable as this indicator does not reflect our definition of Talent attraction and retention according to our materiality assessment and therefore deemed as not material.	
404-1	Average hours of training per year per employee	Note 3. Talent attraction and retention We have a non-discriminatory policy and do not differentiate on gender or employee category in development and training of our employees, therefore training hours are reported per employee and not by gender or employee category.	72-73
404-2	Programs for upgrading employee skills and transition assistance programs	Storing vital products with care: Operational leadership. Information unavailable. Application that enables us to report on this in detail is not yet available (expected in 2020).	30-32

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404-3	Percentage of employees receiving regular performance and career development reviews	Note 3. Talent attraction and retention. Not applicable to report on gender and employment category as we have a non-discriminatory policy and do not differentiate on gender or employee category.	72-73
Diversity			
103		Storing vital products with care: People leadership Note 4. Diversity	38-40 74-75
405-1	Diversity of governance bodies and employees	Executive Board members Note 4. Diversity Supervisory Board members Reporting on other indicators is not applicable, due to lack of materiality	14-16 74-75 100
405-2	Ratio of basic salary and remuneration of women to men	Not applicable, due to lack of materiality on equality. See stakeholder engagement and materiality assessment and Note 4. Diversity for the definition of our topic 'Diversity'.	58-61 74-75
VOC emissions			
103		Storing vital products with care: Operational leadership Note 6. VOC emissions	30-32 78-79
Other indicator	NO _x , SO _x and other significant air emissions a. Report the amount of significant air emissions, in kilograms or multiples for each of the following: <ul style="list-style-type: none"> • NOX • SOX • Volatile organic compounds (VOC) <ul style="list-style-type: none"> • Other standard categories of air emissions identified in relevant regulations b. Report standards, methodologies, and assumptions used. c. Report the source of the emission factors used.	Note 6. VOC emissions	78-79

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Soil and groundwater pollution			
103		Storing vital products with care: Operational leadership	30-32
		Note 7. Soil and groundwater pollution	79-80
Other indicator	Total number and volume of reportable spills (to soil and groundwater) a. Report the total number and total volume of recorded reportable spills. b. Report the details on the higher volume reportable spills c. Report the impacts of significant spills.	Note 7. Soil and groundwater pollution	79-80
Water pollution			
103		Storing vital products with care: Operational leadership	30-32
		Note 8. Water pollution	80-81
Other indicator	Total number and volume of reportable spills (to sewage and surface water) a. Report the total number and total volume of recorded reportable spills. b. Report the details on the higher volume reportable spills c. Report the impacts of significant spills.	Note 8. Water pollution	80-81
CO₂ emissions			
103		Storing vital products with care: Operational leadership	30-32
		Note 9. CO ₂ emissions (including energy use)	81-84
Other indicator	Direct CO ₂ emissions (Scope 1) a. Report gross direct (Scope 1) CO ₂ emissions in metric tons. b. Report standards, methodologies, and assumptions used. c. Report the source of the emission factors used d. Report the chosen consolidation approach for emissions (equity share, financial control, operational control).	Note 9. CO ₂ emissions (including energy use)	81-84
Other indicator	Energy indirect CO ₂ emissions (Scope 2) a. Report gross energy indirect (Scope 2) CO ₂ emissions in metric tons b. Report gases included in the calculation, if available. c. Report standards, methodologies, and assumptions used. d. Report the source of the emission factors used. e. Report the chosen consolidation approach for emissions (equity share, financial control, operational control).	Note 9. CO ₂ emissions (including energy use)	81-84

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Application of best practices			
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		Note 12. Application of best practices	87-89
(Cyber) security threats			
103		Note 13. (Cyber)security threats	89-90
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Note 13. (Cyber)security threats	89-90
Business ethics and integrity			
103		Note 14. Business ethics and integrity	90-91
		Corporate governance	106-109
		Risk management and internal control	113-126
307-1	Non-compliance with environmental laws and regulations	Note 14. Business ethics and integrity	90-91
419-1	Non-compliance with laws and regulations in the social and economic area	Note 14. Business ethics and integrity	90-91
		Note 16: Our responsibility towards taxation	92-93
205-1	Operations assessed for risks related to corruption	Storing vital products with care: Operational leadership	30-32
		Based on our risk management assessment no significant risks related to corruption were identified, a reference is made to Risk management and internal control.	113-126
205-2	Communication and training about anti-corruption policies and procedures	Risk management and internal control	113-126
		Vopak Code of Conduct	
205-3	Confirmed incidents of corruption and actions taken	Note 14. Business ethics and integrity	90-91
		Risk management and internal control	113-126

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		Executive Board report	13-24
201-1	Direct economic value generated and distributed.	Vopak at a glance	4
		Key figures	5
		Note 16. Vopak's responsibility towards taxation	92-93
		Segment information (in the Consolidated Financial Statements)	140-142
		Due to confidentiality constraints, we do not provide any information on payments from or to governments.	
201-2	Financial implications and other risks and opportunities due to climate change	Note 10. Our response to climate change	84-85
		Risk management and internal control	113-126
		Information on financial implications is unavailable. We will continue to engage with stakeholders to improve disclosures on climate-related risks and opportunities, taking into consideration the recommendations of the TCFD and other relevant organizations.	
201-3	Defined benefit plan obligations and other retirement plans	Note 9.4 Pensions and other employee benefits of the Consolidated Financial Statements	192-196
201-4	Financial assistance received from government	Due to confidentiality constraints, we do not provide any information on payments from or to governments.	