



COMPENDOR

## 2019 GRI Disclosure



USING RELEVANT  
GRI SUSTAINABILITY REPORTING STANDARDS



# Mission & Content



## Mission

Compendor, a RegTech and Consulting boutique, strives to be a well-run, stakeholder-friendly company



## Content

Via this document, we disclose our Sustainability Reporting by using most relevant GRI Sustainability Reporting Standards



# RELEVANT GRI PRINCIPLES FOR COMPENDOR

GRI Standards Disclosure Number	Disclosure Title	Disclosure
102-1	Name of the organisation	Compendor GmbH with headquarter in Frankfurt am Main Branch in The Netherlands – Arnhem
102-2	Activities, brands, products and services	Consulting and software solutions for the Financial Services industry.
201-2	Financial implications and other risks and opportunities due to climate change	Risks posed to Compendor by climate change that have potential financial implications include physical risks to firm facilities from weather events, regulatory risk, and reputational risk. Compendor has not quantitatively assessed the financial implications of the risks.
205-1	Corruption risk	All operations are continuously assessed for amongst others corruption risk as a standard procedure in accepting new clients, or new opportunities. In reverse, being a consulting company for the Financial Services Industry, Compendor is continuously assessed for corruption risks, anti-money laundering and terrorism financing by our clients.
302-1	Energy consumption	Our office is a minimal fixed office location. Only when required, we rent and utilise large meeting rooms for our clients and employees Compendor encourages its people to use public transport to come to work and to our clients.
308-2	Negative environmental impacts in the supply chain and actions taken	The main impacts of Compendor are our mobility and business travel. Compendor is dedicated to reduce its impact on the environment and supports its employees where possible to make sure that they can commute in sustainable ways, without losing comfort. Therefore, Compendor developed a mobility plan with a focus on public transport & bike as an extension of the current individual package.
404-1	Average hours of training per year per employee	80 hours per year.
404-2	Programs for upgrading employee skills	Compendor is providing a range of formal and informal learning opportunities for both new hires and experienced professionals alike. Compendor offers a variety of flexible work arrangements, including sabbaticals; transition assistance is done in accordance with the applicable laws, flex working, pre- retirement planning and so on.



# RELEVANT GRI PRINCIPLES FOR COMPENDOR



GRI Standards Disclosure Number	Disclosure Title	Disclosure
404-3	Percentage of employees receiving regular performance and career development reviews	Regular performance and career development reviews are core to Compendor's ongoing success. All permanent employees are covered by such a requirement, and all have received reviews except for those on leave, terminated, or with minimal service hours during the fiscal year.
405-1	Diversity and Equal Opportunity	Diversity is not only about gender diversity, but also diversity in age. Compendor wants to give young people an opportunity to develop themselves within our organization, but also wants to keep more experienced people on board.
103-3	Customer Privacy	<p>We strongly values customer privacy. All of our clients can rely on maximum discretion, confidentiality and integrity of our employees in the services they provide. At Compendor we deal with confidential information, including sensitive client data. Every day we prove our reputation through the care we take in safeguarding this information. All employees have to know and follow the guidelines about confidentiality.</p> <p>To ensure all employees comply with these standards, every year there is a mandatory meeting to educate and evaluate the level of adherences If an incident occurs, it is the duty of all employees to report this.</p>
413-1	Sustainable impact on Society	<p>Compendor is proud to make a sustainable impact on society. As investor in 1000BAUM AG we are contributing to cleaner air, healthier living and cooler cities. At compendor, we are committed to aligning our business strategies with the Sustainable Development Goals of the United Nations and adhering to the Principles for Responsible Banking.</p> <p>See: <a href="http://www.1000baum.de">http://www.1000baum.de</a></p>