European Centre for the Development of Vocational Training

Environmental Statement 2024

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CHAPTER 1. Foreword

The year 2024 was the first in which Cedefop operated under EMAS certification. As an EU Agency committed to the objectives of the Green Deal, we work firmly towards our long-term goal of becoming climate neutral by 2030, implementing our carbon neutrality strategy and roadmap.

In 2024, we consolidated and expanded many of the measures introduced in previous years. Our photovoltaic installations operated at full capacity, contributing directly to the reduction of our carbon footprint. We also purchased guarantees of origin of green electricity for the total energy coming from the grid. We also joined the organic waste collection programme of our host municipality, Pylea-Hortiati, further improving our waste segregation performance and aligning our practices with local circular-economy initiatives. Finally, we concluded an energy audit with proposals on a greener heating and cooling solution as well as further building insulation.

On a wider interagency cooperation level, Cedefop contributed actively, chairing the European agencies greening network, fostering collaboration, sharing good practices, and strengthening the collective capacity of EU bodies to reduce their environmental impact.

As part of its core business, Cedefop continued expanding the work on vocational education and training (VET), skills and qualifications in the context of the green transition. Cedefop enriched its SkillsOVATE big data skills intelligence webtool with dedicated dashboards that show how greening is progressing in occupations, regions and sectors. Cedefop successfully organised a tripartite exchange seminar with Eurofound, the European Training Foundation, and the European Environment Agency. The seminar aimed at improving the capacity of social partners and governments to engage and act effectively in social dialogue, with a specific focus on green and just transition, and was highly appreciated by participants and viewed as a powerful mechanism to further effective social dialogue at national level.

Cedefop remains committed to improving the accuracy, transparency and relevance of our environmental data and reporting. We will continue engaging our staff, visitors and stakeholders to reduce our direct and indirect environmental footprint and embed sustainable practices across all our operations.

Finally, this Environmental Statement provides a clear overview of our environmental performance in 2024, the sources of our impacts, and the measures we undertook to support the EU's environmental goals and achieve climate neutrality by 2030.

Jürgen Siebel
Executive Director

CHAPTER 2. Validation

Not Applicable

CHAPTER 3. Contents of this Environmental Statement

In this Environmental Statement, we present the evaluation of our environmental performance within our significant environmental aspects, alongside with necessary information to understand our environmental governance, processes, commitments and background. Specifically, the reader of this report can find the following information in the subsequent chapters:

Chapter 4: EMAS in Cedefop describes background information about EMAS and our organisation, explains our governance around the environmental management system, presents our commitments, the scope of activities covered by EMAS, presents our facilities and information on how we ensure awareness and competencies around environmental topics in our organisation and environmental compliance.

Chapter 5: Significant environmental aspects and impacts presents our approach to identifying the significant environmental aspects and the result of this assessment.

Chapter 6: Environmental performance summarises our practices for each of the identified significant environmental aspects and presents key performance indicators and our targets in each of the topics. It also presents our plan of improving the environmental performance in each area.

Chapter 7: Cedefop's core business activities on the green transition presents how our work around green skills needs in the labour market and VET contributes to the green transition.

In the **Annexes** we also present additional information, including our performance relative to the Commission's benchmarks of excellence that apply to our operations and in-depth analysis of applicable legal requirements.

CHAPTER 4. EMAS in Cedefop

4.1. About EMAS

The EU Eco-Management and Audit Scheme (EMAS)([1]) is an instrument developed by the European Commission for companies and other organisations to evaluate, report and improve their environmental performance. It was established in 1993 and since then revised, with the current version stemming from 2009.

The EMAS Regulation incorporates the environmental management system requirements included in the international standard for environmental management, ISO 14001:2015, and additional requirements for EMAS-registered organisations, meaning that the organisations registered under EMAS can also easily pursue the ISO 14001:2015 certification.

Cedefop received its EMAS certification at the end of 2024. This is Cedefop's second Environmental Statement**.** The updated statements will be published every year on Cedefop's website.

4.2. About Cedefop

Cedefop is the oldest EU's decentralised Agencies. Founded in 1975 and based in Greece since 1995, Cedefop supports the promotion, development and implementation of the Union policy in the fields of VET, skills and qualifications by working together with the European Commission, EU Member States and the social partners([2]).

In line with its vision and values, Cedefop's strategic areas of operation are:

1) shaping VET and qualifications: improve transparency, relevance, quality of VET and qualifications by facilitating close interaction between IVET, CVET and general and higher education institutional structures;

2) valuing VET and skills: respond to changing needs by promoting quality and inclusive lifelong learning policy, and relevant governance and institutional structures;

3) informing VET and skills policies: produce evidence on skill trends and wide-ranging changes in the world of work to inform VET and skills development policies.

The multiannual objectives reflect the Agency's core functions:

- produce innovative and forward-looking research and policy analyses to inspire policy-making and support well-designed policy implementation;

([1]) Regulation (EC) No 1221/2009 of the European Parliament and of the Council of 25 November 2009 on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS)

([2]) Regulation (EU) No 2019/128 of the European Parliament and of the Council of 16 January 2019 establishing a European Centre for the Development of Vocational Training (Cedefop) and repealing Council Regulation EEC No 337/75. http://www.cedefop.europa.eu/en/about-cedefop/what-we-do/cedefop-regulation

- develop and maintain the knowledge base and the unique blend of expertise at the interface of VET and the labour market to sustain its role as the authoritative source on VET in Europe;
- share skills, VET and policy intelligence, data, information, tools and perspectives and promote policy learning to foster partnerships in European VET and interactivity with our stakeholders;
- focus corporate communication on increasing stakeholder engagement and outreach via social media, a more interactive web portal and online tools, data visualisations, e-publications, audio visuals, webinars and other virtual/hybrid events.

The multiannual objectives steer the activities of Cedefop's annual work programmes and ensure continuity of its work, allowing the necessary flexibility to respond to changing needs.

According to the EU's Statistical classification of economic activities, our activities fall primarily under 85.60 Educational support activities and 99.00 Activities of extraterritorial organizations and bodies.

4.3. Environmental governance at Cedefop

As a relatively small organisation, Cedefop does not need an expansive structure to manage its environmental topics. In fact, we have designed such a management structure in a lean way, aiming to – where possible – complement the existing functions to express responsibilities associated with the maintenance of the Environmental Management System (EMS). This at the same time ensures that the environmental aspects are well-managed and that we are able to flexibly react to changes or emerging risks to the EMS and efficiently implement improvements.

Our environmental governance is organised around 3 tiers: Oversight, Management, Operations.

Tier 1: Oversight is represented by the Executive Director who individually or with help of appointed senior staff is responsible for the whole supervision over EMS. Currently, the Executive Director has delegated these tasks to the Head of Resources and Support, who decides upon Cedefop's environmental objectives and ensures support (also in terms of allocating appropriate resources) to maintaining and developing the environmental practices in Cedefop.

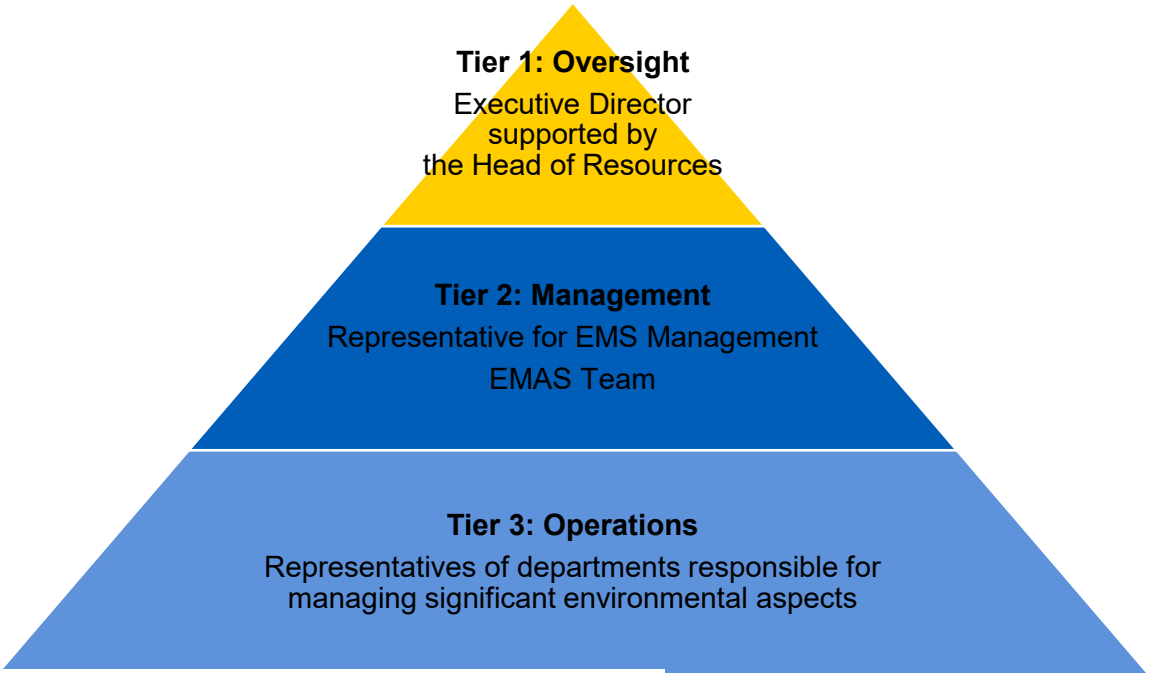
Tier 2: Management falls within the responsibilities of the Environmental management representative who is appointed for this role by the Executive Director. The Environmental management representative ensures the efficient functioning of EMS and coordinates efforts across the organisation on a day-to-day basis. He ensures good communication across the different departments involved in the EMS in Cedefop and inspires positive environmental changes. He is also a key contact for internal and external stakeholders regarding the EMS.

The Environmental management representative is supported by the EMAS Team, consisting of representatives of departments responsible for: building operations, business travel, visitors and events, and communication. The members of the team may also represent the Tier 3 functions.

Tier 3: Operations is represented by several representatives from different departments and services who are directly involved in the management of the significant environmental aspects. This includes representatives for facilities, administration, training, communication, IT, restaurant, security.

Additionally, **all staff** is involved in the functioning of the EMS through their daily contribution to respecting the established environmental practices in Cedefop and communicating them to external parties with whom they cooperate. They are also invited to participate in the continuous improvement process and suggest changes to the current environmental practices.

Figure 1. **Structure of environmental governance in Cedefop**



Source: **Cedefop.**

4.4. Cedefop Environmental Policy

Cedefop expresses its green commitments in the Environmental Policy. The new Environmental Policy was adopted by the Executive Director in November 2024. It is available and applicable to all employees, contractors and visitors to Cedefop as well as openly available to all stakeholders on our website.

As part of our EMAS implementation process, we updated our Policy in 2024, to reflect changes implemented into our environmental management system.

CEDEFOP | European Centre for the Development of Vocational Training

EXECUTIVE DIRECTOR

Thessaloniki, 8 November 2024

CEDEFOP ENVIRONMENTAL POLICY

CEDEFOP is a decentralised agency of the European Union aimed at improving vocational education and training (VET) across the EU. Since 1975 it has been working with the European Commission, Member States and social partners on improving policy related to VET, skills and qualifications, by facilitating knowledge-sharing and providing evidence and services for policy-making. In line with the priorities set by the Commission, CEDEFOP has also been working on VET and skills in the context of the green transition.
Having this role, CEDEFOP is aware of its responsibilities regarding its own environmental performance and decided to implement an environmental management system complying with the requirements of Eco-Management and Audit Scheme (EMAS) Regulation.

Our commitments are to:

- comply with all environmental legislation and EU directives relating to environmental aspects;
- prevent pollution;
- continuously improve our environmental performance.

More specifically, CEDEFOP's environmental management system will focus on:

- reducing carbon emissions to air;
- reducing energy, fossil fuel and water consumption;
- encouraging responsible use of resources;
- reducing the amount of waste generated;
- promoting sustainable, local food and reducing food waste;
- greening the events;
- promoting sustainable behaviours among employees and visitors;
- applying green procurement procedures;
- supporting biodiversity protection

This Environmental Policy concerns:

- operations of CEDEFOP's Headquarters, located in Thessaloniki, Greece (Europe 123),
- all activities performed by CEDEFOP's staff in relation to fulfilling their work within tasks of CEDEFOP,
- activities performed by CEDEFOP's staff outside of CEDEFOP's Headquarters for which it can be reasonably expected that their environmental impacts would be controlled and managed by CEDEFOP,

- activities performed by third parties on behalf of or for CEDEFOP, to the extent to which these activities are performed to the benefit of CEDEFOP and for which it can be reasonably expected that their environmental impacts would be controlled and managed by CEDEFOP,
- activities performed by the participants of conferences organised by CEDEFOP (in or outside of Thessaloniki Headquarters) related to such a participation who CEDEFOP reimburses for participation, and
- activities of visitors to CEDEFOP, limited to their contribution to the aggregated impact of the Agency.

All employees, contractors, stakeholders and visitors have access to this Environmental Policy.

This document is effective from the date of signature.

Juergen Siebel

Digitally signed by Juergen Siebel
Date: 2024.11.08 18:04:09 +02'00'

Jürgen Siebel
Executive Director

4.5. Scope of the EMS

Cedefop's EMAS scope was established to accurately reflect the range of our environmental impacts that we can manage. It refers to the promotion, development and implementation of the Union policy in the field of vocational education and training (VET) as well as skills and qualifications policies by working together with the Commission, Member States and social partners.

In further detail, Cedefop's EMAS scope includes:

- operations of our Headquarters, located in Thessaloniki, Greece,
- all activities performed by our staff in relation to fulfilling their work within tasks of Cedefop([3]),
- activities performed by our staff outside of Cedefop's Headquarters for which it can be reasonably expected that their environmental impacts would be controlled and managed by us, in particular related to staff's business travel,
- activities performed by third parties (subcontractors, service providers) on behalf of or for us, to the extent to which these activities are performed to our benefit and for which it can be reasonably expected that their environmental impacts would be controlled and managed by us, in particular related to building maintenance, catering services, other on-site services and own procurement of goods (through own contracts and through relevant framework contracts (FwC) run by the European Commission or other Agencies on behalf of Cedefop – for the purpose of associated carbon footprint calculations),
- activities performed by the participants of conferences organised by Cedefop (in or outside of Thessaloniki Headquarters), for those participants whom Cedefop reimburses, and
- activities of our visitors but limited to their contribution to the aggregated impact (such as waste generation, consumption of water and electricity at our premises etc.).

Similarly, the following aspects in particular are excluded from the scope of Cedefop's EMS:

- operations of Cedefop's office in Brussels (currently being reorganised),
- conference participants whom we do not reimburse (apart from their contribution to the event's aggregate impact) such as waste generation, electricity and water consumption etc.
- Staff's business travel reimbursed by third-parties.

([3]) as determined by the Regulation (EU) 2019/128 of the European Parliament and of the Council of 16 January 2019 establishing a European Centre for the Development of Vocational Training (Cedefop) and repealing Council Regulation (EEC) No 337/75, performed within Cedefop's Headquarters

4.6. Cedefop's facilities

Cedefop occupies one stand-alone building complex in Thessaloniki, Greece. The facility is owned by Cedefop and was built in 1999. The total area of the building is 9,565 m^2. Additionally, there is around 1,000 m^2 open space area available for parking. The green area within Cedefop's boundaries measures approximately 4,200 m^2, having flora, bushes and 120 trees.

Figure 2. **Cedefop's office in Thessaloniki, Greece**

Source: **Cedefop.**

Our building uses oil for heating. It is also equipped with an adiabatic cooling system. Electricity comes from the power grid and from the photovoltaic panels installed on the roof of our building complex in 2023. In 2024, 77% of our total electricity consumption came from RES: this is a combination of guarantees of origin (14%), our own PV production (40%) and the declared energy mix by our provider (23%). Many of the existing electromechanical installations and the building's lighting are combined with a BMS and EMS electronic monitoring system, for example, all HVAC units and lighting. Water is sourced from municipal waterworks. Given local climate conditions, rainwater is not collected. Sewage is routed to the local municipality network.

Our office is located in a rural area, in the outskirts of the city, with limited access to public transportation and no safe bicycle infrastructure. A private car is therefore the most chosen means to reach the facilities. There are two chargers for electric vehicles available to the staff.

We also use an office in Brussels currently under reorganisation. However, this office is outside of our EMAS boundary. It will be located in the Commission's building and thus it falls under the EU Commission's strategy with respect to facility and waste management.

4.7. Environmental communication and training

We acknowledge that Cedefop staff are the driving force for green transformation and a prerequisite for an efficient EMS. Therefore, we are committed to ensure their participation in

the shaping of the EMS through appropriate environmental training and awareness-raising activities.

All our new staff undergo induction training which also covers a sustainability-focused module. In this module, new employees are presented with the topic of climate change in the global and local context, the impact of Cedefop on the natural environment and initiatives of Cedefop for the environment. It also includes educational elements on saving energy, water, paper, reducing the amount of waste generated, sustainable business travels, sustainable events and operations of the restaurant. We also continuously assess the environmental training needs of our staff as part of our regular staff training process.

For all employees, our internal training and awareness-raising activities include:

- training on sustainable practices in Cedefop,
- dedicated resources available to all employees via internal digital channels,
- 'Green Chats', MS Teams meetings open to all staff
- information and guidance in the office space on good environmental practices,
- small meetings and 'bite-size' reminders to Staff,
- guidance offered to visitors,
- guidance and contractual clauses to service providers,
- Educational resources offered to EU Agencies, such as the EU Learn platform,
- Training on EMAS,
- Green ambassadors programme for our staff

We also ensure that all our staff, contractors and visitors are aware of our Environmental Policy and how they can contribute to achieving our environmental objective when working in or visiting Cedefop.

In 2024, we organised an environmental workshop for all staff, by department, in collaboration with the NGO Climate Fresk([4]). The workshop used the methodology developed by Climate Fresk, by which simple as well as advanced environmental concepts are explained in a simple and collaborative way.

Outside of this Environmental Statement, a dedicated section on environmental management is published yearly in our both in our Single Programming Document, setting and communicating environmental targets, and in our Consolidated Annual Activity Report (CAAR), highlighting Cedefop's key results developments in this area in a given year.

4.8. Environmental compliance

Cedefop is obliged to follow a number of regulations connected with the environmental performance stemming from the European and Greek regulations. To ensure this compliance, we hold and regularly update a register of all obligations applicable to us. We have also tasked an external, specialised service provider to monitor the regulatory landscape and inform us about any relevant changes on an on-going basis.

([4]) https://climatefresk.org/world/

The register identifies environmental aspects to which a regulation refers, and the applicable area of operations. Currently these areas include:

- Building operations
- Own water supply and water heating
- Sewage generation and wastewater use
- Waste generation (hazardous and non-hazardous)
- Use of oil
- HVAC – refrigerant leakages
- Gas leakages
- PV installation maintenance
- Fire protection
- Single use packaging
- Use of the company car and electromobility
- ICT
- Use of batteries

For each compliance obligation we also collect appropriate proofs which are available to our stakeholders on demand.

The list of applicable legislation alongside with description of compliance is presented in Annex 9.4.

Currently, we comply with all requirements of the applicable environmental legislation.

CHAPTER 5. Significant environmental aspects and impacts

5.1. Method for assessing significant environmental aspects for Cedefop

To identify and assess our environmental aspects, we have analysed the use of our facilities and our core activities (including operations of our staff). We have also included the supporting activities that do not fall within our core tasks but may represent a significant portion of our indirect environmental impacts that should be accounted for to not obscure our environmental performance (such as operation of our subcontractors, visitors etc.). This allowed us to prepare a long-list of all environmental aspects on which Cedefop might have influence.

In line with EMAS Regulation we then identified aspects which are significant for Cedefop. To do this, we established assessment criteria in the two groups:

- environmental impact of the aspect (including likelihood and severity of occurrence and legal compliance requirements),
- potential for improvement of performance in relation to the aspect (including stakeholder concerns related to the aspect, room for improvement and our ability to exercise control over the aspect).

The assessment according to the above criteria was done with participation of representatives of staff from different departments to ensure that we have a holistic view of our activities and a comprehensive understanding of the current state.

As a result of this exercise, we collectively agreed on 10 activities and environmental aspects related to them – defined as 'significant' which would be covered under our EMS. These are:

Table 1. **Cedefop's significant environmental aspects**

Environmental aspect	Activity	Type of aspect	Impact
[A] Use of water	[01] Use of water from public supply	Direct	Depletion of water resources; Impact on local/regional water reservoirs
[B] Energy consumption: consumption of electricity	[02] Heating, ventilation and air conditioning in the building, use of electricity for lighting, restaurant etc.	Direct	Depletion of natural resources; Conservation of non-renewable energy sources due to the use of green electricity; Use of land (PV panels)

Environmental aspect	Activity	Type of aspect	Impact
[C] Emissions to air	[03] Heating of the building with oil	Direct	Greenhouse effect/global warming; Air pollution
[C] Emissions to air	[04] Staff business travel: flights	Indirect	Air pollution
[C] Emissions to air	[05] Travel arrangements for external visitors for meetings, events and conferences	Indirect	Air pollution
[D] Waste generation	[06] Non-hazardous waste generation	Direct	Potential soil and water contamination; Depletion of natural resources
[D] Waste generation	[07] Hazardous waste generation	Direct	Potential soil and water contamination; Toxic substances releases
[D] Waste generation	[08] Purchasing food products in cafeteria (food waste generation)	Indirect	Potential soil and water contamination; Impact on biodiversity (on habitats for fauna and flora)
[E] Use of resources	[09] Purchase of products and services through public procurement	Indirect	Depletion of natural resources
[F] Biodiversity	[10] Maintenance of green areas	Indirect	Impact on biodiversity (on habitats for fauna and flora); Biodiversity loss

5.2. Objectives and targets associated with the significant environmental aspects

EMAS requires organisations to set objectives and targets for each of the identified environmental aspects. Building on our previous commitments expressed in the Carbon neutrality strategy and the Environmental Policy, we have established a range of such which we will track in our upcoming Environmental Statements under EMAS. An overview of these objectives and targets is presented in the table below. Specific actions planned to achieve these targets are described in the next chapter.

Table 2. **Environmental objectives and targets**

Activity	Objective	Target (base year: 2019)	Status (2024)	Main actions([5])
[01] Use of water from public supply	Reduce water consumption in the facilities	Reduce water consumption from public supply by 50% by 2026([6])	Consumption of water reduced by 39.1%	• Monitor the water use (separately in total and for irrigation purposes (gardening). • Rework the garden watering system, in particular through preventing leakages, enhancing smart watering systems, including synchronizing watering with weather forecast (to avoid over-watering) and analyse feasibility of the system for rainwater collection. • Replace current taps with sensor taps.
[02] Heating, ventilation and air conditioning	Increase the ratio of renewable energy	Out of the total electricity consumption at least	The ratio of RES in total consumption is 77.8%	• Analyse possibilities of further insulation of the building (rear part insulation, feasibility of roof insulation). • Finetune the Building Management System (BMS).

([5]) Including responsibilities, timeline of implementation and resources, further in Chapter 6

([6]) On condition that the average yearly temperature will be comparable with current levels

Activity	Objective	Target (base year: 2019)	Status (2024)	Main actions([5])
in the building, use of electricity for lighting, restaurant etc.	consumption in the energy used	50% to be from RES by 2026.		• Optimise the temperature setpoints. • Analyse the possibility of purchasing power with guarantees of origin regarding RES energy supplied (2025) and choose the appropriate supplier (2026) to ensure achieving the target of RES energy share. • Sensitise the staff about good practices in energy management.
[03] Heating of the building with oil	Reduce emissions from heating	Implement a climate neutrality strategy by 2030	Emissions from heating reduced by 24.7% (total emissions by 48.9%)	• Perform heat pumps / natural gas / geothermal feasibility study • Calculate emissions in Scope 1,2 and 3 on a yearly basis

[04] Staff business travel: flights	Reduce emissions from business travel	Implement a climate neutrality strategy by 2030	Emissions from staff business travel reduced by 59% (total emissions by 48.9%)	• Enhance travel guidance and internal policies around business travels, including:
				  • exploring possibility of implementing the carbon budget,
				  • gathering different meetings in the same mission,
				  • using train alternatives for trips between Athens and Thessaloniki,
				  • promoting the use of train/bus for destinations with a train connection (500 km limit) at the place of mission,
				  • promoting different ways of traveling and sharing good practices among employees
				  • listing environmentally friendly accommodation options to be preferred by the staff.
				• Promote carpooling among staff

Activity	Objective	Target (base year: 2019)	Status (2024)	Main actions([5])

[05] Travel arrangements for external visitors for meetings, events and conferences	Reduce emissions from visitors' travel	Implement a climate neutrality strategy by 2030	Emissions from visitor travel reduced by 29.3% (total emissions by 48.9%)	• Implement guidance and internal policies around external visits, meetings, events and conferences, including:
				  • enabling hybrid option for in-person events,
				  • improving meeting rooms (for teleconferencing and hybrid meeting purposes),
				  • assessing networking of events and combining different events in the same trip,
				  • organising some events in locations reachable by train by participants (e.g. in Brussels),
				  • listing environmentally friendly accommodations to be preferred by visitors.

[09] Purchase of products and services through public procurement	Purchase more sustainably	Implement sustainable procurement policy by 2030	Work on the policy started, but not yet fully implemented (some sustainable criteria already present in tenders)	• Defining organisation-wide criteria for sustainable procurement (based on the Commission's guidance). • Implement sustainable procurement policy and procedures across Cedefop. • Conduct feasibility of extension of IT equipment lifespan from 5 to 6 years. • Conduct feasibility of extension of IT equipment lifespan from 6 to 7 years.
[10] Maintenance of green areas	Supporting biodiversity	At least maintain the ratio of green space area in the overall area of the facilities	Ratio maintained on the unchanged level in 2024.	• Explore possible enhancements to the garden watering system to save water – as described in detail under "use of water". • Organise a green terrace (outside of the current planning horizon)

CHAPTER 6. Environmental performance 2024

In the following chapter we explain in detail our environmental performance indicators, alongside with information on progress achieved on the objectives, and planning for further actions. Some of the indicators refer to ratios – the table below explains reference values used for these calculations.

Table 3. Reference values (figures B according to the EMAS Regulation)

Reference indicator	Explanation	2019	2020	2021	2022	2023	2024
FTE	Staff (officials, temporary, contract agents) + SNEs + trainees + interims + external service contractors	144.65	140.15	129.62	140.22	142.82	142.82
m^2	Total built area of the building in Thessaloniki	9 565	9 565	9 565	9 565	9 565	9 565

Concerning the estimated resources of the action plan, based on our estimations we indicate: in terms of **Human resources**: Low: less than 5 man days, Medium: 5 to 20 man days or action needed regular (e.g. monthly) involvement, High: 20 man days and more; in terms of **Financial resources**: Low: below 1 000 EUR, Medium: 1 000-20 000 EUR, High: 20 000 EUR and above. This applies to all tables in this Chapter.

6.1. Use of water

Our target

To reduce water consumption from public supply by 50% by 2026 (compared to 2019 levels).

Status: Started

Figure 3. **Cedefop's water consumption from the public supply (m^3)**

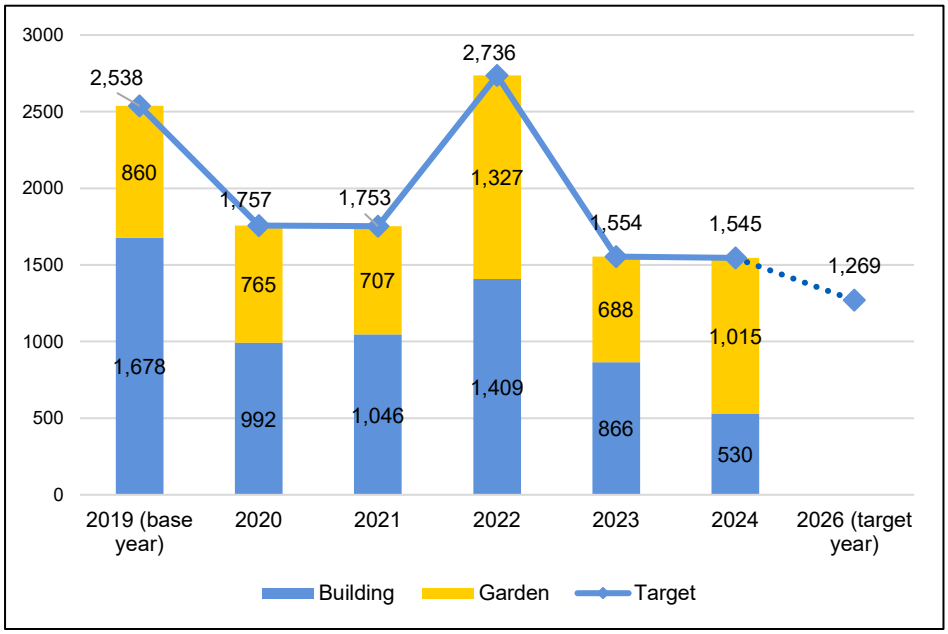
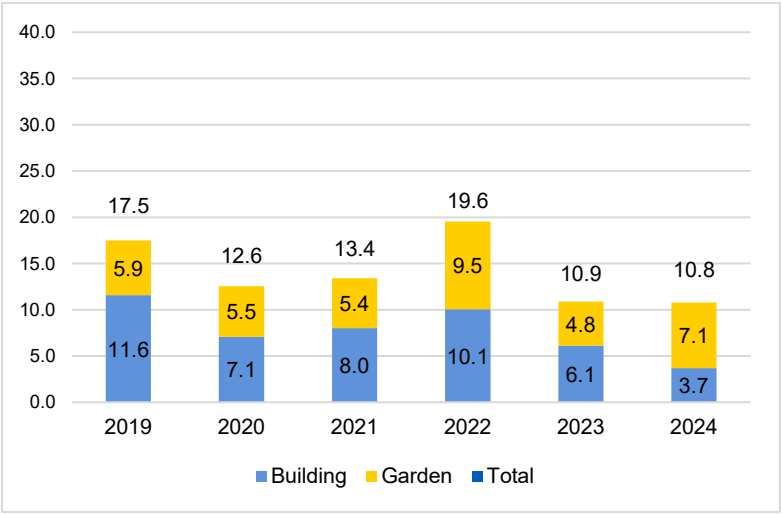


Figure 4. **Cedefop's water consumption from the public supply – relative (m^3/FTE)**



Our performance against the benchmark of excellence

The Commission's benchmark for water consumption was set at 6.4 m^3/FTE/year.

In 2024, this indicator for Cedefop was estimated at 3.7 (excluding gardening).

To date, the benchmark is **met** considering only building operations. However, if the total consumption – including gardening – is considered, this benchmark is exceeded (it amounts to 10.8)

Our current situation and progress so far

For our water supply, we use the public supply network both for the building's operations (including cleaning and cafeteria operations), and for gardening.

Gardening represents a significant portion of our water consumption (around 65%), which we recognise as a key challenge in reducing water intake. However, due to the characteristics of the Greek climate (Mediterranean – hot and relatively dry), and the large size of our garden, which renders rainwater collection an inefficient solution, significantly reducing this impact is a challenge. We have, however, installed a watering system which automatically shuts down when it is raining.

For a similar reason, the achievement of our target relating to reducing water consumption will greatly depend on the climate condition, i.e. whether the average temperature in Thessaloniki will remain at similar levels compared to today.

Our plan for the next years

Table 4. **Action plan until 2027 – use of water**

Measure	Target year	Estimated resources	Responsible	Progress (2024)
Monitor the water use (separately in total and for irrigation purposes (gardening).	2024 onwards	**Human:** Medium **Financial:** None	Facilities coordinator	Already started monitoring. Data reported in the Environmental Statement.
Rework the garden watering system, in particular through preventing leakages, enhancing smart watering systems, including synchronizing watering with weather forecast (to avoid over-watering) and analyse feasibility of the system for rainwater collection.	2025-2026	**Human:** Medium **Financial:** Medium	Facilities coordinator	Started
Replace current taps with sensor taps.	2026	**Human:** High **Financial:** Medium	Facilities coordinator	Not started

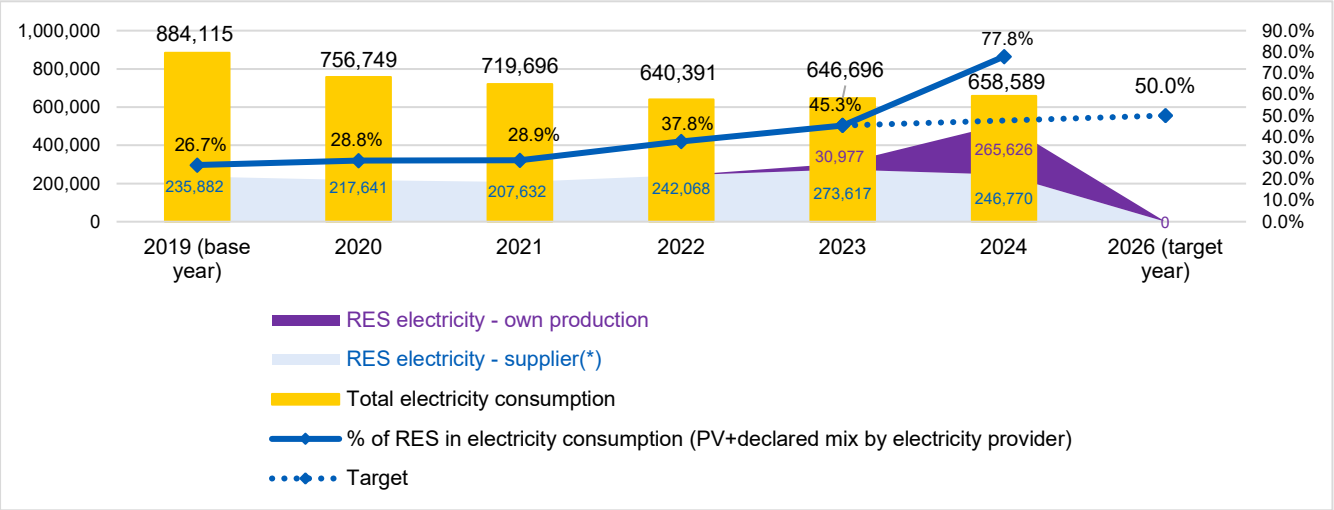
6.2. Energy consumption

Our target

Out of the total electricity consumption at least 50% to be from RES by 2026.

Status: Started

Figure 5. **Cedefop's electricity consumption (kWh) –** left axis and **percentage of RES in electricity consumed** – right axis



(*) RES energy mix of supplier DEH, as published by DAPEEP: https://www.dapeep.gr/dimosieuseis/eguiseis-proeleusis-energeiako/

Table 5. **Total energy consumption in breakdown (kWh)**

Category	2019	2020	2021	2022	2023	2024
Electricity consumption - Total	884 115	756 749	719 696	640 391	646 696	658 589
Incl. Electricity consumption from RES	235 882	217 641	207 632	242 068	304 594	512 396
Incl. Produced electricity	0	0	0	0	30 977	265 626
Energy from heating oil	251 269	96 820	123 480	140 836	196 802	189 427
Energy from car diesel	4 273	643	756	740	1 693	886
Energy from car petrol	6 404	1 264	0	0	0	0
Total energy consumption	**1 146 061**	**855 476**	**843 932**	**781 967**	**845 192**	**848 902**

Figure 6. **Cedefop's electricity consumption - relative (kWh/m²)**

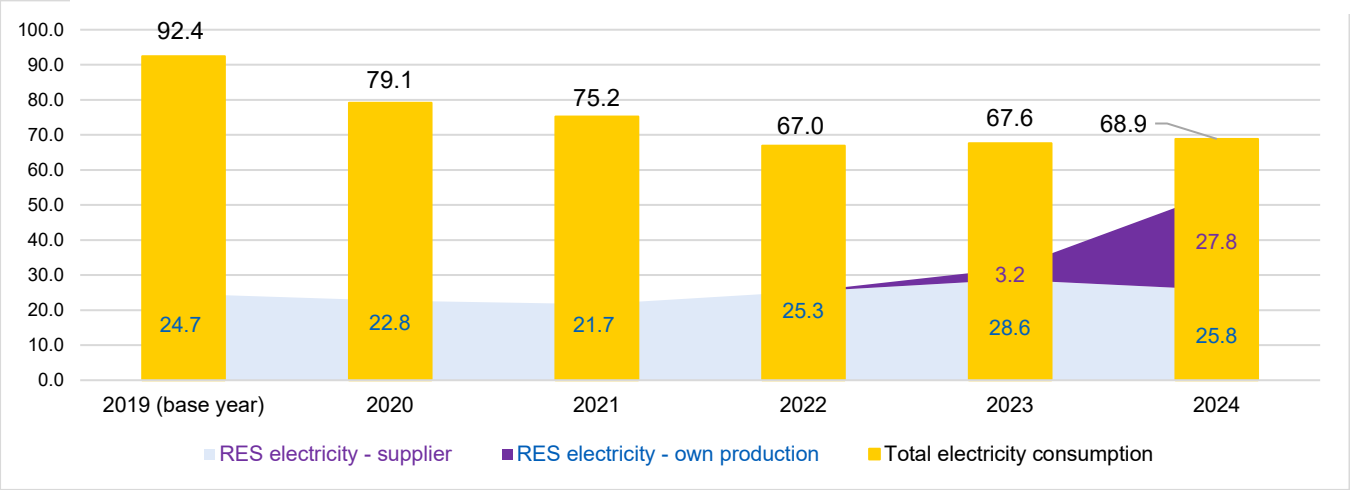


Table 6. **Total energy consumption in breakdown - relative (kWh/m²)**

Category	2019	2020	2021	2022	2023	2024
Electricity consumption - Total	92.4	79.1	75.2	67.0	67.6	68.8
Incl. Electricity consumption from RES	24.7	22.8	21.7	25.3	31.8	53.6
Incl. Produced electricity	0.0	0.0	0.0	0.0	3.2	27.8
Energy from heating oil	26.3	10.1	12.9	14.7	20.6	19.8
Energy from car diesel	0.4	0.0	0.0	0.0	0.2	0.1
Energy from car petrol	0.7	0.1	0.0	0.0	0.0	0.0
Total energy consumption	**119.8**	**89.4**	**88.2**	**81.8**	**88.4**	**88.7**

Table 7. **Additional metrics on the energy consumption**

Category	2019	2020	2021	2022	2023	2024
Total energy consumption – relative (kWh/FTE)	7 903.9	6 110.5	6 491.8	5 585.5	5 910.4	5 936.38

Category	2019	2020	2021	2022	2023	2024
Total energy consumption – only building operations (kWh/m^2)	118.7	89.2	88.2	81.2	88.2	88.7
Ratio of all RES energy consumed to the total energy consumed	20.6%	25.4%	24.6%	31.0%	34.7%	60.36%

Energy consumption reported in MWh was calculated using conversion factors from provided by DEFRA – Department for Environment Food & Rural Affairs that are published yearly and contain emission factors but also conversion values for different units representing energy. The most recent report used for calculation is "Greenhouse Gas Reporting: conversion factors 2024".

Our current situation and progress so far

At Cedefop we are committed to increase our energy performance using a variety of measures – both in terms of energy sources used for heating, and electricity consumption.

First, we aim to reduce electricity consumption in our daily work. We already undertook several measures in this regard, such as informing our staff about energy-saving behaviours, replacing all lights with LED lights, installing energy-efficient window blinds, investing in smart (sensor-activated) lighting systems and in energy-saving IT equipment. All measures we undertook enabled us to reduce our overall electricity consumption by 25.5% between 2019 and 2024.

Our performance against the benchmark of excellence

The Commission's benchmark for total energy use (taking into account space heating, space cooling and electricity) was set for existing buildings at 100 kWh/m^2/year.

In 2023, this indicator for Cedefop was at 88.7 (building).

Currently, the benchmark is **met**.

To reduce our energy consumption during the less busy, summer period, in 2024 we have closed our office for 3 weeks, aiming to repeat this activity in the following years.

Given the hot Greek climate, a significant portion of our electricity consumption can be attributed to cooling (A/C) – the consumption in summer months (June – August) is on average around 30% higher than in other months of the year.

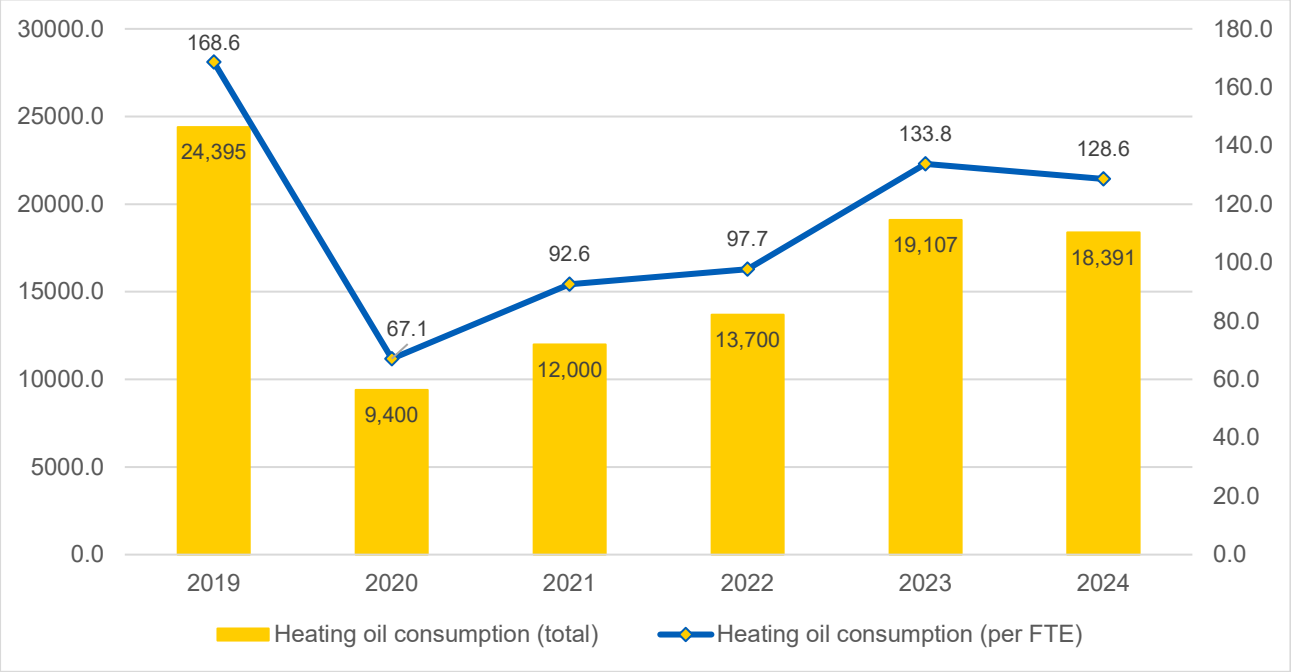
Throughout the year, around 40% of our thermal energy consumption goes to offices, while around a third – to the kitchen and restaurant's operations. The rest of the energy is used at the reception, in the halls, the foyer and other minor facilities. Our HVAC system is centralised for the whole building and mostly automated. The BMS system in places operates on a schedule of business, limiting the energy losses in times of no presence in the office. However, the temperature in each office is manually adjusted by staff. In the future we will analyse if manual adjustments of the temperature do not lead to energy losses and if limiting this

possibility may lead to potential additional energy savings. In addition, we continued to raise awareness among staff on energy saving and efficiency.

In the next years we plan to invest in our facilities to prevent energy losses due to insufficient insulation. Notably, this not only prevents loss of heat in the winter months, but also prevents the outside heat coming into the building in the summer

Limiting the use of energy for heating is priority for us, as our building uses oil for that purpose. Although our long-term plans assume that this will be replaced with a more environmentally friendly alternative, it remains a challenge due to cost and complexity of such investment. Compared to 2019, in 2024 our oil consumption was lower by 24.61%, which shows positive yields of our investments.

Figure 7. **Consumption of heating oil in Cedefop (l)** – left axis **and relative (l/FTE)** – right axis



Finally, our investment in renewable energy sources, our PV installation was in full operation the entire year and covered the 40.33% of our annual consumption. In October 2024, we signed a contract with our electricity provider, DEH, for the purchase of Guarantees of Origin for the total of electricity we receive from the grid. In practical terms, this means that from October 2024 onwards, Cedefop consumes 100% ‘green’ electricity.

Our plan for the next years

Table 8. **Action plan until 2027 – energy consumption**

Measure	Target year	Estimated resources	Responsible	Progress (2024)
Analyse possibilities of further insulation of the building (rear part	2024-2026	**Human:** Medium	Facilities coordinator	Energy audit conducted. The process of

Measure	Target year	Estimated resources	Responsible	Progress (2024)
insulation, feasibility of roof insulation).		**Financial:** High		procurement has started.
Finetune the Building Management System (BMS). Optimise the temperature setpoints.	2025-2027	**Human:** Medium **Financial:** None	Facilities coordinator	Not yet started, planned for 2026
Analyse the possibility of purchasing power with guarantees of origin regarding RES energy supplied (2025) and choose the appropriate supplier (2026) to ensure achieving the target of RES energy share.	2025-2026	**Human:** Low **Financial:** None	EMAS coordinator	Concluded
Sensitise the staff about good practices in energy management.	2024 onwards	**Human:** Medium **Financial:** None	EMAS coordinator	On-going process

6.3. Emissions to air

Our target

To implement the climate neutrality strategy by 2030.

Status: Started

In 2023, we adopted our climate neutrality strategy based on a study analysed our emissions' breakdown and proposed decarbonisation measures with the perspective until 2030. As part of our strategy, we have committed to a roadmap to systematically implement measures to become climate neutral.

6.3.1. Breakdown of Cedefop's overall carbon footprint

Our current situation and progress so far

Table 9. **Cedefop's carbon footprint 2024 and 2019,2023 comparison data (t CO_2e)**

	2019	2023	2024			
Emissions source	**Total**	**Total**	**Scope 1**	**Scope 2**	**Scope 3**	**Total**
Heating	77.57	60.66	58.39			58.39
Company owned vehicles	2.41	0.36	0.16			0.16
Refrigerants	22.59	0.00	0.00			0.00
Electricity (market based)	420.54	204.22		80.98		80.98
Upstream fuel and energy (market based)	125.33	69.69			33.90	33.90
Paper	2.89	0.00			0.00	0.00
External services	0.58	0.27			0.24	0.24
Canteen	103.26	22.38			32.49	32.49
Capital goods	23.37	119.33			75.10	75.10
Buildings	183.83	183.83			183.83	183.83
Waste disposal	7.92	0.95			0.18	0.18
Business travel visitors	288.00	111.61			203.60	203.60
Business travel Cedefop	285.44	92.86			116.92	116.92
Employee commuting	73.26	48.38			40.51	40.51
Total	**1,616.98**	**914.54**	**58.55**	**80.98**	**686.77**	**826.30**
Total emissions / FTE	**11.15**	**6.40**				**5.78**

Methodological notes on the carbon footprint calculations:

- Waste generation: Since June 2024, we have been measuring our waste production daily, by weighing all generated waste (as described in section 6.4). For the period January–May 2024, during which no records were kept, we used the monthly average.
- Business travel visitors: included only trips paid for by Cedefop.
- External services: does not include spend based external services (except water supply).

Data for period 2020-2022 not available as the carbon footprint was not calculated.

Figure 8. **Cedefop's emissions – yearly overview – market based (t CO_2e)**

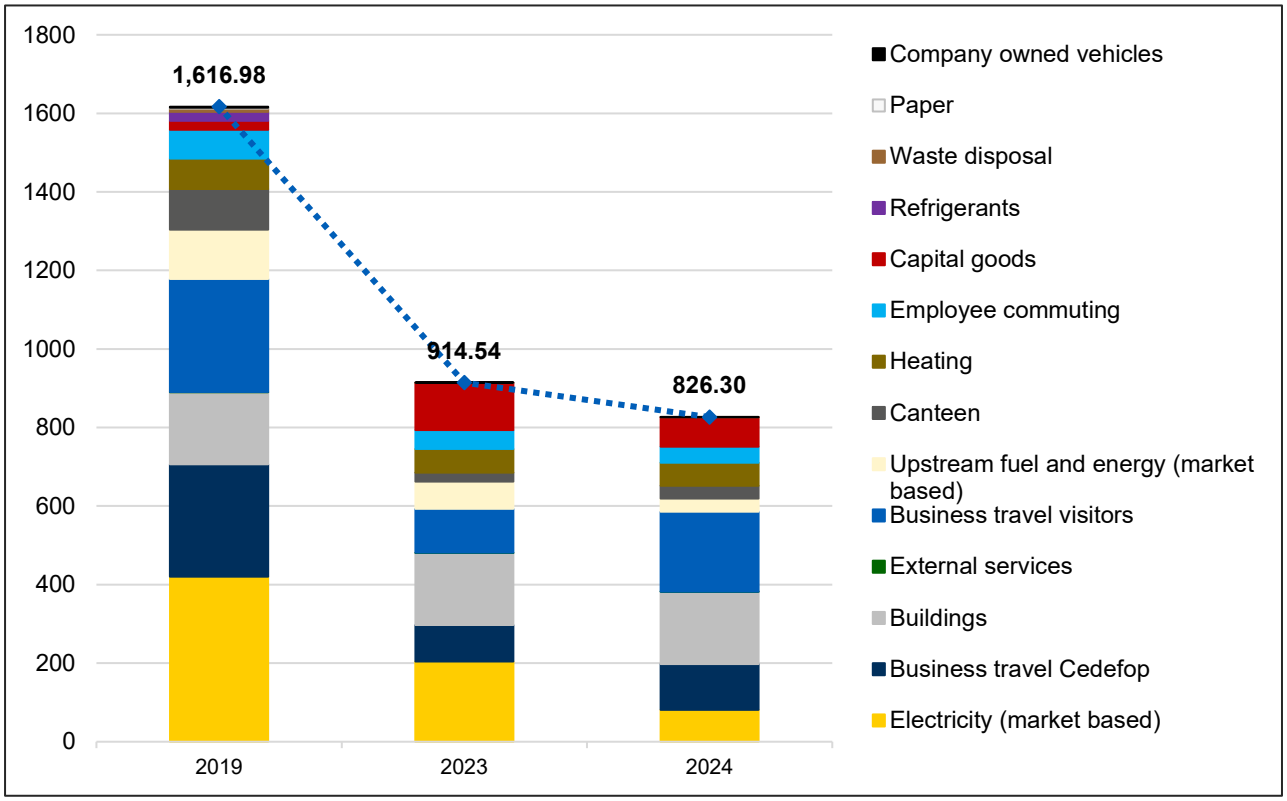


Table 10. **Cedefop's emissions - yearly overview – market based - total**

	2019	2020	2021	2022	2023	2024
t CO_2e	1 616.98	-	-	-	914.54	826.30
t CO_2e per FTE	10.31	-	-	-	6.40	5.78

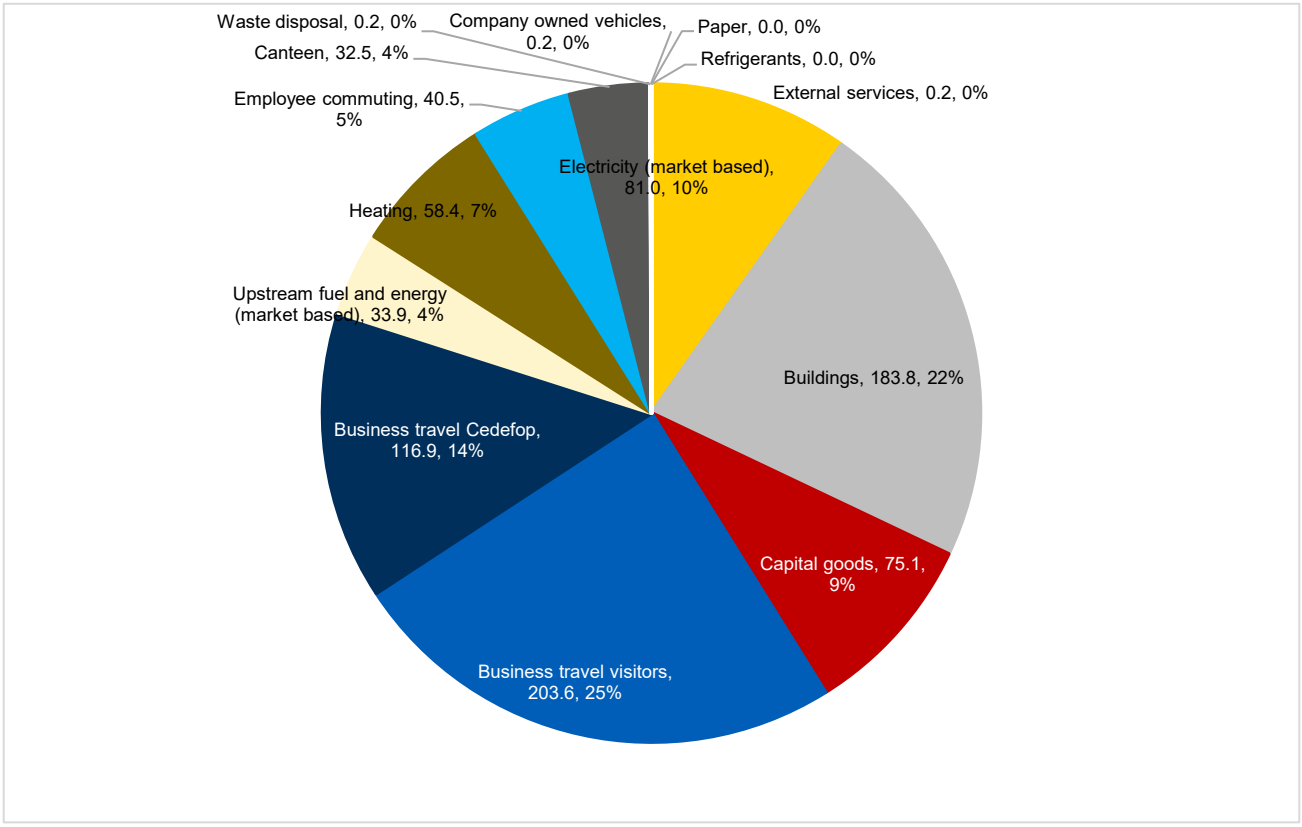
Table 11. **Cedefop's emissions of gases other than GHG**

Type of gas (Kg)	2023	2024
SOx	113.25	109.00
PM (PM2.5 and PM10)	56.53	54.50
NOx	81.78	78.74
Type of gas (Kg/FTE)		
SOx	0.79	0.76
PM (PM2.5 and PM10)	0.40	0.38
NOx	0.57	0.55

Within the climate neutrality study, we conducted our first carbon footprint calculations for year 2019. An update for these calculations was done in 2024 (for year 2023), and we now plan to track our emissions yearly to monitor our progress towards climate neutrality by 2030. **In 2024 we managed to reduce the total CO2 emissions by 48.90% compared to 2019**[7]. This is mostly due to reduction of emissions coming from electricity use (thanks to the installation of PV panels, the purchase of guarantees of origin and the increased share of RES in the purchased electricity mix) and in the significant reduction of business travels of our employees thanks to our updated travel and events policies. More specifically the budget was reduced by 63.40% for staff's business travel and 55.50% for business travel of staff and visitors combined.

However, these categories still remain among top 3 biggest emission sources of Cedefop, as presented on the below chart. Respectively, electricity amounts to 10%, staff's business travel to 10%, visitors travel to 25%, and buildings' to 22% of our total emissions. Other emissions categories represent comparatively low portions of our whole footprint.

Figure 9. **Cedefop's emissions – 2024 – market based (t CO_2e)**



[7] The data presented are using the market-based method. For access to calculations using the location-based method, please consult the Environmental Management Representative.

Our plan for the next years

Table 12. **Action plan until 2027 – CO_2 emissions**

Measure	Target year	Estimated resources	Responsible	Progress (2024)
Perform heat pumps / natural gas / geothermal feasibility study	2024	**Human:** Medium **Financial:** High	Facilities coordinator	Energy audit conducted. The process of installation / procurement not yet started.
Calculate emissions in Scope 1,2 and 3 on a yearly basis	2024 onwards	**Human:** Medium **Financial:** None	EMAS coordinator	2024 emissions calculated, planned updates yearly based on the past methodology and templates

To calculate emissions in all scopes we have used conversion (emission) factors that were published by credible sources such as suppliers or sources mentioned as credible by GHG Protocol, in particular:

- DEFRA conversion factors published yearly in “Greenhouse gas reporting” datasets
- ADEME base empreinte
- ΔΙΑΧΕΙΡΙΣΤΗΣ ΑΠΕ ΚΑΙ ΕΓΓΥΗΣΕΩΝ ΠΡΟΕΛΕΥΣΗΣ Α.Ε.: ΕΝΕΡΓΕΙΑΚΟ ΜΕΙΓΜΑ 2023 – factors for electricity purchased by CEDEFOP (used for market-based Scope 2 emissions calculations)
- Ecoinvent
- Exiobase

6.3.2. Emissions associated with staff business travel

Our current situation and progress so far

Business travel of our staff is a key emission source due to the international character of the work we do and the mission of Cedefop that requires that we share our evidence and promote policy-learning on VET, skills and qualifications among our stakeholders, i.e. the European Commission, Member States and Social Partners. A similar trend can be also observed across the other EU Agencies. Therefore, limiting these impacts is amongst of priorities, as it does not only allow to reduce the environmental impacts, but can also contribute to significantly limiting operational costs. However, such reduction is constrained by the need for the organisational to fulfil its strategic objective. Therefore, reducing emissions associated with business travel requires carefully balancing operational with environmental objectives.

Even though it was time of a great uncertainty, the COVID-19 pandemic provided us also with an opportunity to implement significant changes in our approach to business travel. We

kept the trend of reducing the number of travels after the pandemic, resulting in a total decrease of travel expenditure related to missions of 63.4% in 2024 (compared to 2019), thus slightly below the target set at 65%. For the remaining travel, we track their carbon footprint and use carbon offsets. At the end of 2024, we set up a carbon budget for staff's business travel in order to set targets and monitor business travel based on emissions and not financial spending. It will be operational from 2025 onwards.

Given our geographical location it is unfortunately not possible for our staff to use trains instead of planes for international travel. In fact, currently the only feasible rail connection is a domestic one between Athens and Thessaloniki, the use of which we could further promote among our staff, when travelling to Athens have there not been serious safety concerns. Due to this we also plan to reduce our necessary travels e.g. by organising multiple meetings during one abroad visit, if possible. As with other areas of our operations, we also conduct awareness raising activities among staff, encouraging them to carefully consider their environmental impact when choosing transportation options or to prefer environment-friendly accommodation.

The European Commission has issued an updated guide on missions which includes many environmental criteria. Cedefop will apply it by analogy from 2026.

Our plan for the next years

Table 13. **Action plan until 2027 – business travel**

Measure	Target year	Estimated resources	Responsible	Progress (2024)
Enhance travel guidance and internal policies around business travels, including: • exploring the possibility of implementing a carbon budget, • gathering different meetings in the same mission, • using train alternatives for trips between Athens and Thessaloniki, • promoting the use of train/bus for destinations with a train connection (500 km limit) at the place of mission, • promoting different ways of traveling and sharing good practices among employees • listing environmentally friendly accommodation options to be preferred by the staff.	2024-2025	**Human:** Medium **Financial:** None	EMAS coordinator	On-going process

6.3.3. Emissions associated with staff commuting

Our current situation and progress so far

As we are located in the rural part of Thessaloniki and have very limited public transportation options, most of our staff commutes to work with private cars, unfortunately. Some of the staff use hybrid or electric cars and we have also installed two charging stations in our parking lot. To reduce commuting impacts in 2024 we created a carpooling platform for our staff. In addition, we have promoted, and informed staff about, the Green subsidy programme for purchasing EVs. These impacts have also been greatly reduced when we implemented our hybrid working policy which allows each staff member to work from home up to 3 days per week.

Table 14. **Action plan until 2027 – staff commuting**

Measure	Target year	Estimated resources	Responsible	Progress (2024)
Promote carpooling among staff	2024 onwards	**Human:** Medium **Financial:** None	EMAS coordinator	Completed

6.3.4. Emissions associated with external visitors and organisation of meetings and conferences

Our current situation and progress so far

In recent years, we have significantly improved our ability to offer high-quality on-line or hybrid event and conference options, due to investment in the IT infrastructure for delivering on-line meetings and increased competencies of our employees in this regard. In 2024, the majority of our meetings and conferences were organised in either fully on-line or hybrid format. We aim to offer to all participants the possibility to join our conferences online for all our events where the hybrid option is feasible and practical. We are systematically investing in the new IT equipment that will allow us to deliver even more effective meetings virtually and are planned a significant upgrade of the audio-visual equipment of our conference centre to offer high quality hybrid events.

However, being aware of the contribution to our total environmental impact that the remaining in-person events have, we have already undertaken several initiatives to limit these and are planning further steps in the future. We already have implemented a no-printing policy for all our events. This means that we no longer print nor disseminate hard copy documentation or publications. We do not order new writing materials (such as pens, notebooks) and reuse other materials for which it is possible, such as lanyards, roll-ups and posters. We also plan to further digitalise our events, e.g. by installing digital boards and screens to avoid using printed posters and signage. Our catering services are also obliged to

reduce food waste (such as by cooking based on day occupancy) and do not use single-use plastic (cutlery, plates, cups etc.).

Furthermore, we track carbon footprint of the participants of our events whose travel costs we reimburse and encourage them to use environment-friendly alternatives where possible. We have also updated our list of recommended accommodation options to include green information and a general guidance for our visitors about our environmental practices.

To reduce travel to and from Thessaloniki and thus limit air travel of participants of our events, we plan to move some of our conferences to places with better train connections, i.e. organising them in central Europe (Brussels, etc) instead of Thessaloniki.

Our plan for the next years

Table 15. **Action plan until 2027 – external visitors, meetings, events and conferences**

Measure	Target year	Estimated resources	Responsible	Progress (2024)
Implement guidance and internal policies around external visits, meetings, events and conferences, including: • enabling hybrid option for in-person events, • improving meeting rooms (for teleconferencing and hybrid meeting purposes), • assessing networking of events and combining different events in the same trip, • organising some events in locations reachable by train by participants (e.g. in Brussels), • listing environmentally friendly accommodations to be preferred by visitors.	2024-2026	**Human:** Medium **Financial:** None	EMAS coordinator	On-going process

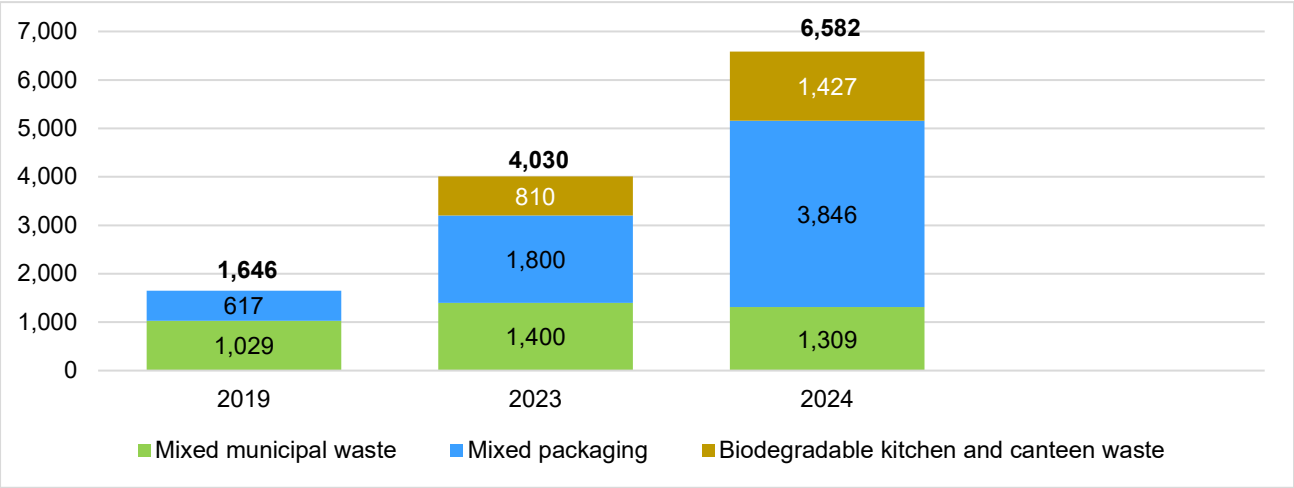
6.4. Waste generation

6.4.1. Overall

In June 2024, we procured a weighing scale and began weighing the amount of waste generated by all our activities. This change will also allow us to set a realistic waste-reduction target for the following year. For the period January–May 2024, during which no records were kept, we used the monthly average. It is worth noting that the systematic weighing on the one hand, and the recording of all waste on the other, led to the significant increase in indicators observed in 2024. Finally, our recording follows the European Waste Classification (EWC)

Figure 10. **Cedefop's waste generation from everyday office use (kg)**

Table 16. **Cedefop's waste generation, total**



	2019	2020	2021	2022	2023	2024
Total waste (kg)	1 646	-	-	-	4 030	10 777
Total waste per FTE (kg/FTE)	11.35	-	-	-	28.18	75.36

Table 17. **Cedefop's waste generation 2024, breakdown**

Type of waste	EWC code	Total (Kg)
Mixed municipal waste	20.03.01	1 309
Mixed packaging	15.01.06	3 846
Biodegradable kitchen and canteen waste	20.01.08	1 427
Mineral-based non-chlorinated engine, gear and lubricating oils	13.02.05*	120
Lead batteries	16.06.01*	1,275
Aluminium	17.04.02	1,920
Iron and steel	17.04.05	340
Discarded electrical and electronic equipment other than those mentioned in 20 01 21 and 20 01 23 containing hazardous components	20.01.35*	540
Total		**10 777**

6.4.2. Non-hazardous waste

Our target

n/a.

Status: n/a

Our current situation and progress so far

In Cedefop, we segregate our waste in line with the local municipality practices, i.e. into general waste and recyclable waste (paper, glass, metal, plastic).

All of contractors operating at our premises (including cleaning and catering services) are informed about and obliged to follow or waste sorting practices and reduce the amount of waste generated, where possible. Around our office spaces we also provide information to our staff about a proper way to handle waste and offer dedicated bins for that purpose.

Our performance against the benchmark of excellence

The Commission's benchmark for total annual office waste generation was set at 200kg/FTE/year.

In 2024, this indicator for Cedefop was estimated at 75.36.

To date, the benchmark is **met**

In December 2023, we implemented changes in the cafeteria that allowed us to reduce the use of single-waste plastic. Currently, such packaging is only used for take away food orders.

Given that in 2024 we plan to start collecting data on the actual waste generated, we also plan to set targets in this regard for the following periods.

Our plan for the next years

Table 18. **Action plan until 2027 – non-hazardous waste**

Measure	Target year	Estimated resources	Responsible	Progress (2024)
Purchase a scale, weigh the waste and collect data with separation of the different waste types and set waste reduction targets.	2024 onwards	**Human:** Medium **Financial:** Low	Facilities coordinator	Reducing the amount of single-use plastic – done in 2023 December, what is left is the food packaging in cafeteria - Scale purchased in 2024
Organise awareness-raising campaign on waste generation	2024-2025	**Human:** Medium	EMAS coordinator	On-going process

Measure	Target year	Estimated resources	Responsible	Progress (2024)
reduction measures and proper recycling to our employees.		**Financial:** None		

6.4.3. Other waste (including hazardous waste)

Our target

n/a.

Status: In planning

Our current situation and progress so far

Other than domestic waste, we produce several categories of other waste, in particular: batteries, light bulbs, IT waste, toners, appliances and furniture. The procedures in place to deal with each of these categories are compliant to legislation.

We collect used batteries and light bulbs in separate containers and dispose of them according to the Greek laws of dealing with such waste. In terms of the used IT equipment, appliances and furniture, we have established a cross-functional committee that decides about the way of disposal of such. In line with the circular approach, if the equipment is broken, we first aim to fix the equipment or scavenge for replacement parts. The equipment that is still operational, but we no longer use (e.g. because it is outdated), we usually donate to a local school or charity, according to our policy. If none of these approaches can be applied, then we scavenge for parts that we can still use in future and dispose of the remaining parts using an authorised waste recipient.

However, we also aim to extend the lifespan of our equipment as long as possible. We place an extended warranty of 5 years for the IT equipment where possible (instead of usual 3 years) and all other assets have a minimum lifetime of 4 years. In our purchases – if not limited by the framework contracts we use – we choose energy-saving and durable equipment. All of the above practices result in a minimal disposal of assets in Cedefop and therefore also limited need to replace these assets through new procurement (you can read more on our green procurement practices in the relevant section). However, starting 2024, we will be systematically collecting data on other waste to fully manage this aspect.

From 2024 onwards we collect data on the actual waste generated, we also plan to set targets in this regard for the following periods.

Our plan for the next years

Table 19. **Action plan until 2027 – other waste (including hazardous waste)**

Measure	Target year	Estimated resources	Responsible	Progress (2024)
Collect data on the disposal of hazardous waste such as	2024 onwards	**Human:** Medium	Facilities coordinator and	On-going process,

Measure	Target year	Estimated resources	Responsible	Progress (2024)
batteries, light bulbs (weight) and ICT equipment and set targets.		**Financial:** None	ICT coordinator (for ICT waste)	started to collect data

6.5. Restaurant operations

Our target

n/a.

Status: n/a

Data on waste generated in the restaurant are included in the total amount of domestically generated data shown under 'non-hazardous waste'.

Our current situation and progress so far

In our building we run a restaurant which is available to all our staff and visitors. Having acknowledged that the restaurant's operations contribute to our environmental impacts, while it also has significant potential for changes, in 2023 we have redesigned the restaurant concept to promote a healthier and more environmentally-friendly diet.

Currently our restaurant operates according to the following model for main dishes:

- 1 day a week we offer a meat option
- 1 day a week we offer a fish option
- 2 days a week we offer vegetarian options
- 1 day a week we only offer cold options (such as sandwiches and salads) that do not require using energy in preparation.

This model has also reduced the number of different food options prepared on a daily basis, resulting in better abilities of our cooks to estimate the amount of food to be consumed, thus limiting food waste. The leftover food can be ordered by staff as takeaway and we rarely have any remaining servings at the end of the day. To limit packaging waste, we aim to ban single-use packaging for takeouts. From 2024 we started to participate to the organic recycling programme, 'Brown Bin' of our host Municiplaity, Pylea-Hortiati([8]). We don't use single-use bottles nor cups for drinking water. We have also provided all staff reusable water bottles.

We buy our produce from local wholesalers, with exception of some products that are not produced locally.

In the kitchen, we use energy-saving equipment and pay attention to follow water- and energy-saving practices. Any organic waste that is generated during the preparation process is disposed of together with the general waste, as per local waste management practices. However, we plan to analyse if we can use the municipality's organic waste collection.

([8]) https://fodsakm.gr/kafekados/

Given that in 2024 we plan to start collecting data on the actual waste generated, we also plan to set targets in this regard for the following periods.

Our plan for the next years

Table 20. **Action plan until 2027 – cafeteria**

Measure	Target year	Estimated resources	Responsible	Progress (2024)
Implement further food waste reduction measures	2024 onwards	No cost – part of daily practices	Facilities coordinator	On-going process
Analyse the feasibility of using the municipality organic waste collection	2024 onwards	**Human:** Medium **Financial:** None	Facilities coordinator	Completed

6.6. Green public procurement

Our target

Implement sustainable procurement policy by 2030

Status: Started

Our current situation and progress so far

As we understand that the least environmental impact is exercised by the goods that are not procured at all, in recent years we have widely adopted practices across the organisation that have greatly reduced the need for new purchases. Practically, today we only procure two

main groups of products: IT equipment and appliances and furniture that serve to help to transform our office spaces to facilitate changes in the working habits of our staff – i.e. to support hybrid work, facilitate collaborative work, teleconferencing etc. Even though IT equipment and furniture need to be replaced from time to time, we aim to extend their life cycle where possible and practical, to avoid unnecessary purchases.

Due to our paperless policy our need for procuring office supplies, including office paper, pens etc., is greatly reduced. We have also established a reuse practise of used office supplies. In case there's any need to purchase new office paper, we will only use certified one, such as EU Ecolabel and observe environmental criteria in any other purchases.

Our performance against the benchmark of excellence

The Commission's benchmark for the public procurement (GPP) is described as 100 % of tenders include environmental criteria that require at least the level of performance set in the EU GPP criteria, for products where EU GPP criteria are available (e.g. office paper, cleaning agents, furniture)

Currently, the benchmark is **met**, as Cedefop follows these criteria.

Since 2021 we also process all our internal documentation electronically, meaning no need for using paper in almost all administrative processes.

When applicable, we also include environmental criteria in our suppliers' contracts, such as the requirement to use certified eco-cleaning products in our cleaning services contract, alongside with the need to report back to use the amounts of products used. In that way we ensure no wastage of products at our premises. We also participate and send relevant requests to the Green Public Procurement Helpdesk of the European Parliament. In 2024, we have included in a call for tender our first sustainable award criterion.

If we use the Commission's framework contracts to purchase new equipment, these include the environmental criteria by default. In the next years we plan an even wider adoption of the Commission's green procurement guidance that will cover also all purchases we make through our means.

Our plan for the next years

Table 21. **Action plan until 2027 – public procurement**

Measure	Target year	Estimated resources	Responsible	Progress (2024)
Defining organisation-wide criteria for sustainable procurement (based on the Commission's guidance).	2025	**Human:** Medium **Financial:** None	Head of Finance and Procurement	Preparatory phase - some criteria are already included in the contracts, further work in progress by Procurement to establish further possibilities in this area
Implement sustainable procurement policy and	2025 onwards	**Human:** Medium	Head of Finance and Procurement	Preparatory phase - some criteria are already included in the contracts, further work

Measure	Target year	Estimated resources	Responsible	Progress (2024)
procedures across Cedefop.		**Financial:** None		in progress by Procurement to establish further possibilities in this area
Conduct feasibility of extension of IT equipment lifespan from 5 to 6 years.	2024	**Human:** Low **Financial:** None	ICT coordinator	Started
Conduct feasibility of extension of IT equipment lifespan from 6 to 7 years.	2026	**Human:** Low **Financial:** None	ICT coordinator	Not started

6.7. Biodiversity

Our target

At least maintain the ratio of green space area in the overall area of the facilities

Status: Achieved

Figure 11. **Cedefop's green area (m^2) – left axis and percentage of green area to total grounds area – right axis**

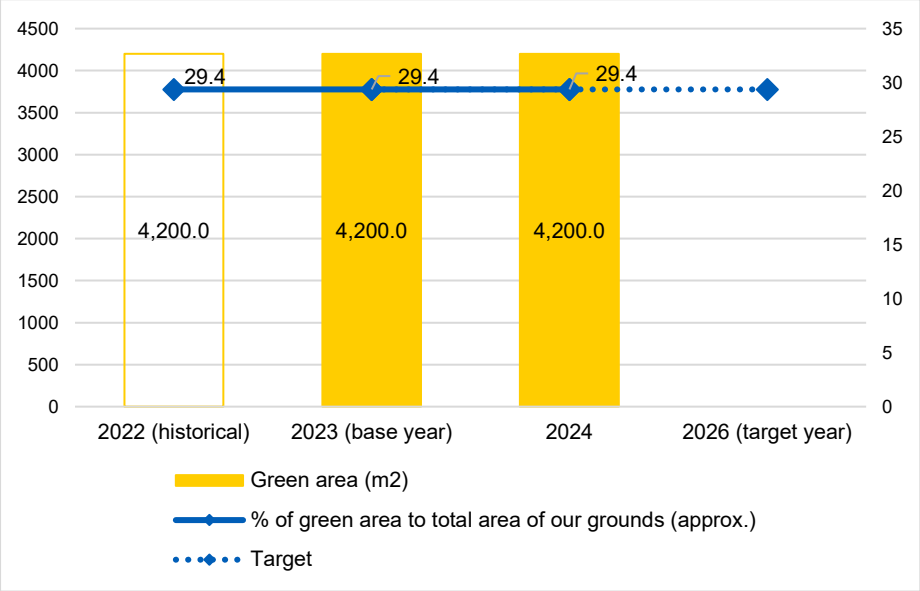


Table 22. **Land-use with regard to biodiversity**

Type	2019	2020	2021	2022	2023	2024
Total use of land (m^2)	14 405	14 405	14 405	14 405	14 405	14 405
Total sealed area (m^2)	10 205	10 205	10 205	10 205	10 205	10 205
Total nature-oriented area on site (m^2)	4 200	4 200	4 200	4 200	4 200	4 200
Total nature-oriented area off site (m^2)	0	0	0	0	0	0
Nature-oriented area per person (m^2/ FTE)	28.97	30.00	32.31	30.00	29.37	29.37

Our current situation and progress so far

Thanks to our location in a rural part of Thessaloniki, we can boast about having a big green area which our employees can use. To facilitate working in the garden, in 2021 we equipped it with a Wi-Fi connection, new tables and plugs. The garden is available to all staff and visitors.

Our garden also currently has 65 olive trees, which we plan to continue to maintain in order we produce our own olive oil. We are also collecting fruit from our garden, pears and berries, which we use for actions with staff. In 2024 a group of volunteers collected the berries from our garden, prepared jam and offered them to all staff as dessert in two occasions.

In 2023, we installed a weather station on our grounds. Currently, it has the following sensors: humidity sensor, rain gauge, anemometer (showing direction and gust of wind), and a temperature sensor. In the future, it could be also equipped with additional sensors such as: solar radiation and UV radiation sensors, barometer. We are currently exploring how can we integrate these data with our watering system, so we can reduce the use of water in the garden, which currently constitutes a significant portion of our overall water consumption (as described in the relevant chapter). We will also explore other watering optimisation options, however, reducing the use of water in our garden will be a challenge, given the dry and hot Greek climate.

Our plan for the next years

Table 23. **Action plan until 2027 – biodiversity**

Measure	Target year	Estimated resources	Responsible	Progress (2024)
Explore possible enhancements to the garden watering system to save water – as described in detail under ”use of water”.	2025-2026	*See information provided under ”use of water”*		
Organise a green terrace *(outside of the current planning horizon)*	2028	*Not yet planned – outside of the current planning horizon*		

CHAPTER 7. Cedefop's core business activities accelerating the green transition

As part of its core business, in 2024 Cedefop continued expanding the work on VET and skills in the context of the green transition. Cedefop released a policy brief that demonstrates the potential of using big data analysis of online job advertisements in the context of green transition. Cedefop enriched its SkillsOVATE big data labour market information webtool with dedicated dashboards that show how greening is progressing in occupations, regions and sectors. In its efforts to develop and promote skills intelligence for the green transition, Cedefop intensified cooperation with EU bodies and with the international energy agency. Cedefop successfully organised the 2024 tripartite exchange seminar with Eurofound, the European Training Foundation, and the European Environment Agency. The seminar, which aimed at improving the capacity of social partners and governments to engage and act effectively in social dialogue, with a specific focus on green and just transition, was highly appreciated by participants and viewed as a powerful mechanism to further effective social dialogue at national level.

As part of its outreach efforts in the second part of the European Year of skills, Cedefop leveraged many opportunities to introduce the skills perspective in fora where the focus often is on green technology and its implementation. Presentations at EU and international high-level events and engaging in conversations with sectors, VET providers, local players and national authorities contributed to strengthening Cedefop's reputation as a green transition knowledge hub. Cedefop also championed the key contribution of apprenticeship to green transition. A policy brief that describes how grassroot green apprenticeship initiatives can be upscaled to comprehensive approaches, makes a case for better skills intelligence, smarter governance, and multi-stakeholder collaboration at all levels.

Working at the interface of VET and the labour market, Cedefop's work as a whole also directly contributes to the UN's Sustainable Developments Goals 4 (quality education) and 8 (decent work and economic growth).

In recent years, Cedefop has undertaken a number of activities aimed at development and promotion of green skills in VET. On our website, we regularly publish briefing notes, policy briefs and reports in section "Skills and jobs for the green transition"([9]). Recent titles from 2023 include:

- Greening apprenticeships. From grassroot initiatives to comprehensive approaches
- Tracking the green transition in labour markets using big data to identify the skills that make jobs greener

([9]) Skills and jobs for the green transition | CEDEFOP (europa.eu)

CHAPTER 8. Conclusion

Being one of EU's decentralised agencies, Cedefop leads by example in the EU-wide implementation of the EU Green Deal. We take pride in our commitment to become carbon neutral by 2030, hoping to inspire our broad community of institutional partners to embark on this journey with us as well as the local institutions.

2024 was the first year in which we had the new EMAS-certified Environmental Management System. Our management and staff welcome the fact that we will join the community of around 20 other EU institutions that have already done the same. We are actively sharing our experiences with all other EU-based organisations.

Our work within the core business contributes to raising awareness on importance of promoting and developing green skills both for youth and adults in order to realise the green transition, which directly contributes to the objectives set by the European Commission under the European Green Deal.

Thanks to the implementation of EMAS we have structured our efforts even further, allowing us to gain an organisation-wide commitment to participation in our green transformation, while setting ambitious, yet achievable and traceable targets and clear measures for their achievement in the coming years. Using the control framework that is an inherent part of EMAS we will ensure that our environmental management system undergoes a continuous improvement and reacts to the changing regulatory and stakeholders' expectations.

Acknowledging the importance of transparency in reporting on both our achievements and challenges, in the coming years we will ensure open communication with all our stakeholders, regular updates of this Environmental Statement being our primary communication tool. We also invite all interested parties to get in contact with us in case any further information on our environmental progress is needed or if they see any potential for improvement of our activities in terms of the environmental progress.

CHAPTER 9. Annexes

9.1. List of abbreviations

Table 24. **List of abbreviations**

Abbreviation	Meaning
CAAR	Consolidated annual Activity Report
Cedefop	European Centre for the Development of Vocational Training
CVET	Continuing vocational education and training
EMAS	Eco-Management and Audit Scheme
EMAS Regulation	Regulation (EC) No 1221/2009 of the European Parliament and of the Council of 25 November 2009 on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS)
EMS	Environmental Management System
EU	European Union
FTE	Full-time employee
FwC	Framework contract
GPP	Green public procurement
HVAC	Heating, ventilation and air conditioning
IVET	Initial vocational education and training
RES	Renewable energy sources
VET	Vocational education and training

9.2. Progress against the applicable benchmarks of excellence (extended)

Table 25. **Cedefop's progress against the benchmarks of excellence**([10])

Category	Indicator	Benchmark of excellence	Cedefop's status (2024)	Additional comments
Sustainable offices	Total annual water use	Water use in office buildings is lower than 6.4 m^3/full time equivalent employee/year	Benchmark met	Current value estimated at 3.71 m^3/FTE/year (excluding gardening)
Sustainable offices	Total annual office waste generation	Total waste generation in office buildings is lower than 200 kg/full time equivalent employee/year	Benchmark met	Current value estimated at 75,36 kg/FTE/year
Sustainable offices	Total annual office waste generation	Zero waste generated in the office buildings is sent to landfill	Best practice not applied yet	Currently not feasible due to the local waste management practices
Sustainable offices	Daily quantity of office paper used per full time equivalent employee	Office paper consumption is lower than 15 A4 sheets/full time equivalent employee/ working day	Benchmark met	Current value estimated at around 3.09 A4/FTE/working day

([10]) Based on: Commission Decision (EU) 2019/61 of 19 December 2018 on the sectoral reference document on best environmental management practices, sector environmental performance indicators and benchmarks of excellence for the public administration sector under Regulation (EC) No 1221/2009 on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS) Text with EEA relevance. (europa.eu)

Category	Indicator	Benchmark of excellence	Cedefop's status (2024)	Additional comments
Sustainable offices	Share of environmentally friendly certified office paper purchased	Office paper used is 100 % recycled or certified according to an ISO Type I ecolabel (e.g. EU Ecolabel).	Benchmark met	
Sustainable offices	Adoption of tools for promoting sustainable commuting for employees	Tools for promoting sustainable commuting for employees are implemented and promoted	In progress	Car-pooling platform developed
Sustainable offices	Implementation of carbon budgeting for business travel	Carbon budgeting is implemented for all business travel	Best practice not applied yet	Carbon budget was assessed and agreed, will come into operation from 2025 onwards
Sustainable offices	Availability and monitoring of video-conferencing facilities	Videoconferencing facilities are available to all staff and their use is monitored and promoted	Benchmark met	Further investments in this regard planned
Sustainable energy and climate change	Total annual energy use in public buildings	For existing buildings undergoing renovation, the building is designed with a total primary energy use (including all uses) lower than 100 kWh/m^2/year	Benchmark met	
Sustainable energy and climate change	Share of the energy use met by renewable energy sources	100 % of the electricity used in a public building is met by on-site generation of renewable electricity	Benchmark not met	2024: 77.80% 2025 onwards: 100%
Sustainable energy and climate change	Share of the energy use met by renewable energy sources	100 % of the hot water demand in a public building/social housing building is met by on-site renewable heat generation	Best practice not applied yet	Feasibility study of replacement of the oil heating conducted
Green public procurement	Share of tenders with environmental criteria	100 % of tenders include environmental criteria that require at least the level of	Benchmark met	Best practice applied in the current practices; further

Category	Indicator	Benchmark of excellence	Cedefop's status (2024)	Additional comments
		performance set in the EU GPP criteria, for products where EU GPP criteria are available (e.g. office paper, cleaning agents, furniture)		enhancement of policies planned

9.3. Green measures implemented

In 2023 we have implemented several green actions, either as new ones or recurring from previous years, as planned in our Climate neutrality strategy (some of them have been described in the previous chapters). These cover a wide range of our environmental aspects and activities. We also gathered proposals from staff which we will implement alongside our formal roadmap. The list below presents an overview of the actions taken.

Table 26. **Green measures implemented in 2024**

2024
Closure of the facilities for 3 weeks in August
Preparation of a carbon emissions budget for staff business travel, to be applied from 2025
Purchase of Guarantees of Origin for 100% of the electricity supplied from the grid
Publication of the Sustainability Report in accordance with GRI standards
Recording, weighing, and EWC-classification of all waste
EMAS certification
Participation in the municipal organic-waste recycling programme
Promotion of sustainable business-travel practices: combining more than one meeting per trip, using direct flights, using trains
Adoption of the EUAN Charter for reducing greenhouse gas emissions and ensuring responsible environmental management
Creation of a carpooling platform for staff and promotion of its use
Promotion to staff of the Greek subsidy scheme for the purchase of electric vehicles (EVs)
Creation of a staff marketplace to support the circular economy
Recurring from previous years
Re-use of office materials: dedicated storage space for reused office supplies
Biodiversity awareness activities carried out with the support of staff volunteers
Sustainable events: raising participants' awareness at conferences about event sustainability, including green information on the event website and invitations
Participation in the European Parliament's Green Public Procurement Helpdesk
Use of the highest energy-efficiency standard when replacing devices
65/35 ratio of online to in-person participation in conferences and meetings (target)
Staff awareness and engagement
50% reduction in air travel by visitors (target)
Support for remote meetings
Hybrid option for in-person meetings
In the restaurant, vegetarian meals are served twice per week, while meat is limited to one day per week
Extension of the lifespan of IT equipment
Recycling of old devices that are defective or damaged
Promotion of cost-effective repair options and salvage of spare parts from non-repairable devices

2024
No-printing policy: publications and conferences
Migration of IT tools to the cloud
Use of the European Commission’s Green Public Procurement Guidelines for cloud-computing services

9.4. List of applicable environmental legislation

#	Environmental aspect	Activity	No	Legal document title	What compliance is needed?	Compliance
1	Waste generation	Sewage generation	221/1965	E1b. On the disposal of sewage and industrial waste	Sewage should be directed to the local sewer system or when other system is in place it should be compliant with the regulation	Compliant - sewage directed to local sewer system
2	Waste generation	Wastewater use	145116/2011	Determination of measures, conditions and procedures for the reuse of treated liquid waste and other provisions	Company should be within limits (pointed in the regulation) for the microbiological, conventional and other chemical parameters and the desired agronomic characteristics, as well as the minimum required treatment, the type and the minimum frequency of sampling and analyses, in the case of reuse of treated liquid waste for limited and unlimited irrigation.	Not applicable, liquid waste is not used
3	Water consumption	Own water supply	3199/2003	Water protection and management - Harmonization with Directive 2000/60/EC of the European Parliament and of the Council of 23 October 2000	If company wants to use well as a water source it must receive appropriate permits	Not applicable, water delivered from public water supply
			4315/2014	Acts of contribution to land and in money - Streamlined expropriations and other provisions		
			110424/11.4.2012	Amendment of Decree No. 150559/10−6−2011: "Procedures, terms and conditions for granting licenses for existing water use rights"		
4	Waste generation	Sewage generation	5673/400/1997	Measures and conditions for the treatment of municipal wastewater	If sewage is discharged to cesspool, the regulation describes relevant obligations that must be met	Compliant - sewage is discharged to city network

#	Environmental aspect	Activity	No	Legal document title	What compliance is needed?	Compliance
5	Waste generation	Waste generation	114218/1997	Preparation of a framework of specifications and general programs for solid waste management. Modified by: Ministerial decision 56366/4351/2014	Waste should be separated by type. The technical specifications for solid waste management provided for in KYA 114218/1997 should be met (Government Gazette 1016B΄/17-11-1997).	Compliant - waste are being separated and safely stored
6	Waste generation	Oil use	4495/2017	Control and protection of the Built Environment and other provisions.	Oil waste should be given to competent waste treatment companies. Oil should be stored properly so that there are no leaks in the environment?	Compliant - oil tanks separated from the environment, no oil waste generated
7	Waste generation	Batteries use	181627/1185/2016	Amendment of Annex II of Section B of Article 60 of Law 4042/2012 (A'24), in compliance with directive 2015/1127/EU "amending Annex II of Directive 2008/98/EC of the European Parliament and of the Council on waste and repealing certain directives" of the European Commission of 10 July 2015 and other related provisions"	Used batteries should be stored in safe, accessible bins and should be collected by competent companies.	Compliant - batteries stored in bins and collected regularly
8	Waste generation	ICT use (WEEE)	23615/651/E.103	Determination of rules, terms and conditions for the alternative management of waste electrical and electronic equipment (WEEE), in compliance with the provisions of Directive 2012/19/EC "regarding with waste electrical and electronic equipment (WEEE)", of the European Parliament and Council of July 4, 2012 and other provisions.	WEEE (waste electrical and electronic equipment (WEEE)) collected and separated from other waste. They should be handed over to collection points provided for by law or directly to companies/facilities preparing for re-use.	Compliant - WEEE waste separated, repaired when possible, donated or treated by competent company
9	Waste generation	hazardous waste generation	No. Prot. 2310/26.04.2013	Waste Management (Non-hazardous, Hazardous and Hazardous Waste Sanitary Units): Institutional Framework – Roles Responsibilities of Involved Bodies	Waste should be separated into hazardous, non-hazardous and, if any, sanitary. Hazardous and sanitary items should	Compliant - waste are being separated and safely stored, collected by

#	Environmental aspect	Activity	No	Legal document title	What compliance is needed?	Compliance
			4819/2021	Integrated framework for waste management - Incorporation of Directives 2018/851 and 2018/852 of the European Parliament and of the Council of 30 May 2018 amending Directive 2008/98/EC on waste and Directive 94/62/EC on packaging and packaging waste, organizational framework of the Hellenic Recycling Organization, provisions for plastic products and the protection of the natural environment, spatial planning - urban planning, energy and related emergency regulations.	be collected (transported by and forwarded to licensed companies) There is a prohibition of mixing between the different categories of hazardous waste and the mixing of hazardous waste with other waste, substances or materials. The mixing ban also includes the dilution of dangerous substances.	competent companies
			187135/2840/ 2008	Clarification of implementation issues of the legislation regarding the management of hazardous waste		
10	Waste generation	Single use packaging in cafeteria	2019/904	Directive (EU) 2019/904 of the European Parliament and of the Council of 5 June 2019 on reducing the impact of certain plastic products on the environment (Text with EEA relevance)	The single use plastic should be limited (no particular regulatory requirement applicable for CEDEFOP)	Compliant - no particular compliance needed, there are plans to limit it
			4736/2020	Incorporation of Directive (EU) 2019/904 regarding the reduction of the impact of certain plastic products on the environment and other provisions.		
			AADE E2236/28-12-21	Provision of instructions for the listing of the imposed, on the disposal of plastic products in accordance with the provisions of Article 4 of Law 4736/2020 (A'200) as applicable, the protection levy of environment on the issued sales documents.		

#	Environmental aspect	Activity	No	Legal document title	What compliance is needed?	Compliance
11	Waste generation	waste generation	YPEN/DDA/90439/1846/2021	Measures and conditions for the sanitary landfill of waste in accordance with the provisions of Council Directive 99/31/EC of 26 April 1999 "on sanitary landfill of waste", as amended by Directive (EU) 2018/850	All waste suitable for recycling or other recovery should be recycled, especially municipal waste.	Compliant - waste are being recycled
12	Waste generation	hazardous waste generation	13588/725/2006	Measures conditions and restrictions for the management of hazardous waste in compliance with the provisions of Directive 91/689/EEC "on hazardous waste" of the Council of 12 December 1991.	Hazardous waste streams must be separated. There should be proper temporary storage of these to avoid leaks and contamination of soil and the environment in general. Do collection companies ask for an identification form? Is a waste register kept?	Compliant - waste are being separated and safely stored, collected by competent companies
			62952/5384/2016	Approval of the National Hazardous Waste Management Plan (HWMP), in accordance with Article 31 of Law 4342/2015		
			4042/2012	Criminal protection of the environment - Harmonization with directive 2008/99/EC - Waste production and management framework - Regulation of Ministry of Environment, Energy and Climate Change issues		
13	Waste generation	hazardous waste generation	24944/1159/2006	Approval of General Technical Specifications for the management of hazardous waste in accordance with article 5 (par. B) of joint ministerial decision no. 13588/725 "Measures conditions and restrictions for the management of hazardous waste etc" (383 B) and in compliance with the provisions of article 7 (par. 1) of Council Directive 91/156/EC of March 18, 1991"	There should be labeling and temporary storage of hazards according to their hazard.	Compliant - hazardous waste are being stored safely
14	Waste generation	hazardous waste generation	62952/5384/2016	Approval of the National Hazardous Waste Management Plan (HWMP), in accordance with Article 31 of Law 4342/2015	There should be identification form provided for each shipment of hazardous waste.	Compliant - hazardous waste are being collected by licensed companies

#	Environmental aspect	Activity	No	Legal document title	What compliance is needed?	Compliance
			187135/2840/2008	Clarification of implementation issues of the legislation regarding the management of hazardous waste		
			No. Prot. 2310/26.04.2013	Waste Management (Non-hazardous, Hazardous and Hazardous Waste Sanitary Units): Institutional Framework – Roles Responsibilities of Involved Bodies		
15	Emissions to air	company car use	28433/2448/1992	Measures to limit gaseous pollutant emissions from motor vehicles in compliance with the provisions of Directives 99/76/EEC, 88/436/EEC, 89/458/EEC, 89/491/EEC and 91/ 441/EEC	Technical Inspections of vehicles must be performed regularly.	Compliant - no particular compliance needed, there are plans to limit it
16	Emissions to air	water heating	11294/1993	Operating conditions and permissible limits of gaseous waste emissions from industrial boilers, steam generators, oil heaters and air heaters operating with fuel oil, diesel or gas	Boilers/combustion facilities must be in good technical conditions with infrastructure allowing control and measurement. Data on use must be collected. There should be a database of measurements and maintenance records.	Compliant - technical infrastructure is in good condition, equipped with appropriate metering systems, data is being collected
			189533/2011	Regulation of issues related to the operation of fixed combustion stoves for heating buildings and water	HVAC system repairs should be performed by certified companies. All technical work on units (installation, regular maintenance, troubleshooting, uninstallation, etc.) should be recorded in detail in a special electronic form, through which the database is fed on an annual basis.	
17	Emissions to air	HVAC - refrigerant leakages	3425/2005	Ratification of the amendments made in Montreal on September 15-17, 1997 and in Beijing on November 29-December 3, 1999, of the Montreal Protocol of 1987, ratified by Law 1818/1988 (253/A), on substances that destroy the ozone layer	There should be a control of substances used for air conditioners so no prohibited substances are used. Regular maintenance and leakage monitoring should be in place.	Compliant - HVAC system uses legal refrigerant
			37411/1829/E103/2007	Determination of competent authorities, measures and procedures for the		

#	Environmental aspect	Activity	No	Legal document title	What compliance is needed?	Compliance
				implementation of Regulation (EC) No. 2037/2000 of the European Parliament and of the Council of 29 June 2000 "on substances that deplete the ozone layer", as amended		
			517/2014	Regulation (eu) no. 517/2014 of the European Parliament and of the Council of 16 April 2014 on fluorinated greenhouse gases and repealing Regulation (EC) no. 842/2006		
			2015/2067	COMMISSION IMPLEMENTING REGULATION (EU) 2015/2067 of November 17, 2015 for the establishment, in accordance with Regulation (EU) no. 517/2014 of the European Parliament and Council, minimum requirements and conditions of mutual recognition for the certification of natural persons in respect of fixed cooling equipment, air conditioning equipment and pumps heat, as well as the cooling units in refrigerated trucks and refrigerated trailers that contain fluorinated greenhouse gases and for the certification of companies regarding the fixed cooling equipment, the air conditioning equipment and heat pumps they contain fluorinated greenhouse gases		
18	Emissions to air	company car use	3710/2008	Regulations on transport matters and other provisions	There should be valid emissions card for company vehicle	Compliant
19	Emissions to air	fire protection	618/43/2005	Conditions for making fire extinguishers available on the market, maintenance, re-checking and retreading procedures (relevant document No. Prot. 9554 F. 702.9/3.3.2006)	Fire extinguishers under proper maintenance (also in the car)	Compliant
			No. Prot. 9554 F.	Maintenance, rechecking and retreading of fire extinguishers		

#	Environmental aspect	Activity	No	Legal document title	What compliance is needed?	Compliance
			702.9/3.3.2006			
			140424/2021	Amendment of no. 618/43/05 of a joint decision of the Ministers of Development and Public Order "conditions for making fire extinguishers available on the market, maintenance, rechecking and retreading procedures (B' 52)		
			17230/671/05	Amendment of no. 618/43/05 (52/B) of a joint decision of the Ministers of Development and Public Order "conditions for making fire extinguishers available on the market, maintenance, rechecking and retreading procedures		
20	Emissions to air	fire protection	12997/145/F.15/2014	Simplification of licensing for the exercise of economic activity - Extension of active fire protection certificate exemption	Obligation to fill in a book of control and maintenance of active fire protection system	Compliant
			Πυρ.Διατ. 12β/2010/2010	Establishing a book of control and maintenance of means of active fire protection of businesses or facilities and repeal of Fire Regulations Nos. 12/2007 and 12a/2008		
			Op. 12/2012	Establishment of a maintenance and proper operation control book of the means of active fire protection of businesses - facilities		
			Fire Regulation 13/2013	Simplification of the procedure for granting (active) fire protection certificates to businesses - facilities and amendment of fire regulation number 12/2012		
			DEPEA/C/172335/16-2-16	Clarifications on the Energy Performance Certificate (EPC) and the entry of its details in the electronic application "Property Lease Information Statement"		

#	Environmental aspect	Activity	No	Legal document title	What compliance is needed?	Compliance
21	Energy consumption	building operation	178581/2017	Approval of the Regulation on Energy Performance of Buildings	The issuance of the PEA is mandatory for the sale and rental (long-term, short-term, sublease) of each building/building unit. In addition, the PEA is required after the completion of the construction work of a new building, addition, radical renovation, for the issuance of the Construction Control Certificate (CCO).	Compliant
22	Energy consumption	building operation	4342/2015	Pension arrangements, incorporation into Greek Law of Directive 2012/27/EU of the European Parliament and of the Council of 25 October 2012 "On energy efficiency, the amendment of the Directives 2009/125/EC and 2010/30/EU and the repeal of Directives 2004/8/EC and 2006/32/EC", as amended by Council Directive 2013/12/EU of 13 May 2013 "For the adaptation of Directive 2012/27/EU of the European Parliament and of the Council on energy efficiency, due to the accession of the Republic of Croatia" and other provisions	Energy audit	Compliant
			DEPEA/C/house 181906/2017	Clarifications on the energy audits of Law 4342/2015 (Clarifications on the energy audits of Law 4342/2015)		
			178679/2017	Qualification recognition and certification systems for Energy Auditors. Register of Energy Auditors and File of Energy Audits		
			175275/2018	Qualification recognition and certification systems for Energy Auditors. Register of Energy Auditors and File of Energy Audits (Systems for recognition of qualifications and certification of Energy Auditors. Register of Energy Auditors and Record of Energy Audits)		

#	Environmental aspect	Activity	No	Legal document title	What compliance is needed?	Compliance
			MFA/D EPEA/49646/560/31-5-2019	Modification of the acc. 175275/22.05.2018 of ministerial decision (B´ 1927) "Systems for recognition of qualifications and certification of Energy Auditors. Register of Energy Auditors and File of Energy Audits"		
23	Energy consumption	building operation	D6/Φ1/8295/1995	A. Procedures and supporting documents required for the issuance of permits for the installation and operation of power plants, the fees payable as well as any other necessary details, B. Definition of general technical and financial terms of contracts between producers and Public of the Electricity Company, details of tariff formation as well as interconnection conditions	The installation and operation of a backup power generating pair is permitted only after a written agreement from DEDDIE.	Compliant
			4549/2018	Provisions for the completion of the Agreement on Fiscal Objectives and Structural Reforms - Medium-term Fiscal Strategy Framework 2019-2022 and other provisions		
			YPEN/DHE/44608/534/20	Procedure and supporting documents for the start of operation of the backup power plants.		
24	Energy consumption	gas leakages	D3/A/oc. 6598/2012	Technical regulation of internal natural gas installations with an operating pressure of up to 500 mbar	Every four (4) years the gas piping network must be tested for tightness	Compliant
			D3/A/11346/2003	Regulation of internal natural gas installations with an operating pressure of up to 1 bar		
			D3/A/5286/1997	Regulation of indoor natural gas installations with an operating pressure of more than 50 mbar and a maximum operating pressure of up to 16 bar		

#	Environmental aspect	Activity	No	Legal document title	What compliance is needed?	Compliance
			D3/A/14413/1998	Completion of the decision with no. Δ3/A/5286/1997 (236/B) "regulation of internal natural gas installations with an operating pressure of more than 50 mbar and a maximum operating pressure of up to 16 mbar", of the Minister of Development		
25	Energy consumption	PV installation	5037	Renaming the Energy Regulatory Authority to the Waste, Energy and Water Regulatory Authority and expanding its scope with responsibilities over water services and urban waste management, strengthening the water policy - Modernizing the legislation on the use and production of electricity from renewable sources through the of the incorporation of EU Directives 2018/2001 and 2019/944 - Special provisions for renewable energies and environmental protection.	The PV installation must be compliant with regulation	Compliant
26	Emissions to air	Electromobility	4710	Promotion of electrification and other provisions. Art 22, 26	In the existing buildings that are not intended for residence and have more than 20 permanent places, it is mandatory to install at least 1 parking space with a recharging point per 20 parking spaces by 1.1.2023.	Compliant