



**Declaration of absence of conflict of interests of the  
members of the Governing Board of Cedefop**

I, the undersigned Juan Carlos Tejada Hisado, in my capacity as representative of Spain in the Employers' Group of Cedefop's Governing Board, having knowledge of the ***Policy on the Prevention and Management of Conflicts of Interests at Cedefop***, hereby declare that I have no actual or potential conflict of interests that may negatively affect the performance of the duties that I have committed to duly and appropriately serve as a member of the Governing Board of Cedefop.

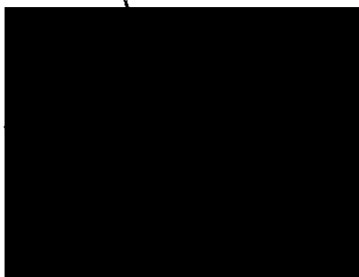
It is hereby proclaimed that "conflict of interests" is a situation in which my private interests and affiliations could actually or potentially be perceived to negatively impact my independence and/or loyalty towards Cedefop and/or its interests.

I hereby further undertake to inform the Chair of the Governing Board in writing as soon as any situation of conflict of interests arises during the performance of my duties, by submitting, without undue delay, a written declaration describing the particular situation of the actual or potential conflict of interests.

On such occasions, I understand that the Governing Board shall assess my perceived situation of conflict of interests and shall take any appropriate measure in order to ensure the independence and impartiality of its deliberations and decisions. The Governing Board shall thus reach a duly reasoned decision with respect to my perceived situation of conflict of interests and the performance of my duties respectively. I undertake to abide by the decision of the Governing Board in this respect.

In signing this declaration I also agree that, as suggested by the European Parliament for transparency reasons, my declaration will be posted on the Cedefop website.

Signed: ..



Date: 6<sup>th</sup> August 2015