EUROPOL

EMAS

2023
Environmental Statement

Update - 2022 Results

Foreword

Catherine De Bolle
Executive Director
of Europol

Much has been achieved since last year's edition of this environmental statement. With the launch of its new strategy, Europol is to be the model EU organisation for law enforcement cooperation. Under this objective we aim to foster our commitment to act on our environmental responsibility to minimise carbon emissions. Europol has taken measures to reduce its emissions by 55% by 2030 compared to the baseline year of 2018.

The Environmental Action Plan 2020-2022 adopted by Europol in 2020 detailed targets and specific actions that were to be performed by 2022, being the last year of the three-year schedule. The plan made part of our Environmental Management System (EMS). The targets and actions set for this particular period (2020-2022) were related to Europol's environmental impact in such areas as carbon footprint, energy, water, waste, paper, biodiversity, and public procurement. 2022 was the year we were due to meet targets and defined actions.

Europol has met or even exceeded the targets in nearly all environmental areas, with the exception of waste separation efficiency, missing 2022 target by a very narrow margin of 0.4 percentage points. Nevertheless, 2018-2022 results show that the efficiency of waste separation in the Agency is gradually increasing. We will strive to continue our mission to minimise our environmental impact and meet all targets of the new Europol Environmental Vision 2030. Our Vision 2030 is a long-term environmental strategy which includes all the necessary initiatives and measures to meet the decarbonisation target by 2030.

At Europol, we wholeheartedly commit ourselves to pursuing our environmental policy and we believe that our environmental efforts will bolster our mission to make Europe a safer place. Europol continues to take an active role in the fight against environmental crime through its core operations. Among others, Europol prepared a report *Environmental Crime in the Age of Climate Change - Threat Assessment 2022*, which discusses current and future challenges in the area of environmental crime in the context of climate change. Moreover, Europol has been involved in various successful operational activities in the area of environmental crime.

Validation

ENVIRONMENTAL VERIFIER'S DECLARATION ON VERIFICATION AND VALIDATION ACTIVITIES

BSI Group Deutschland GmbH, an environmental verification organisation with the registration number DE-V-0228, licensed for the areas of: NACE Code 84.1, 84.21, 84.23, declares to have verified whether the whole organisation as indicated in the updated environmental statement of the organisation

European Union Agency for Law Enforcement Cooperation

located at Eisenhowerlaan 73, 2517KK The Hague, The Netherlands,

meets all requirements of Regulation (EC) No.1221/2009 of the European Parliament and of the Council of 25 November 2009 as amended by Commission Regulations (EU) 2017/1505 of 28 August 2017 and 2018/2026 of 19 December 2018 on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS).

By signing this declaration, I declare that:

- the verification and validation has been carried out in full compliance with the requirements of Regulation (EC) 1221/2009 as amended by Commission Regulations (EU) 2017/1505 of 28 August 2017 and 2018/2026 of 19 December 2018;

- the outcome of the verification and validation confirms that there is no evidence of non-compliance with applicable legal requirements relating to the environment;

- the data and information of the environmental statement of the organisation reflect a reliable, credible and correct image of all the organisation's activities, within the scope mentioned in the environmental statement (The technical and administrative activities and services, supporting Europol's law enforcement cooperation activities, at the location of the headquarters in The Hague).

This document is not equivalent to the EMAS registration. EMAS registration can only be granted by a Competent Body under Regulation (EC) 1221/2009. This document shall not be used as a stand-alone piece of public communication.

The Hague, 25 October, 2023

Dr. Rainer Feld

BSI Group Deutschland GmbH

Environmental Verifier Organisation

DE-V-0228

Executive summary

This is the third Europol's environmental statement that summarises its environmental performance in 2022 and demonstrates the implementation of Europol's Eco-Management and Audit Scheme (EMAS).

EMAS is a premium management instrument developed by the European Commission for companies and other organisations to evaluate, report and improve their environmental performance.

To date, Europol has published two Environmental Statements:

- Environmental Statement 2021 presenting the Agency's environmental performance in 2020,
- Environmental Statement 2022 presenting the Agency's environmental performance in 2021.

The purpose of this document is to provide an overview of the environmental measures that Europol took **in 2022** and, in line with the EMAS Regulation, to present the progress made towards meeting targets pertaining to **emissions** (carbon footprint), **water** (water consumption), **waste** (waste generation), **material** (paper consumption), **green public procurement**, **energy** (energy efficiency) and **land use respecting biodiversity** (biodiversity).

To contribute to this goal, in 2022 Europol conducted a *Feasibility Study* to revise its environmental objectives. The analysis formed the basis for the **Environmental Vision 2030** which has been approved by Europol's Management Board in July 2023. The vision summarises Europol's ambitions and objectives on environmental issues and presents key actions to be implemented by 2030. It sets the Agency's long-term target related to the reduction of its carbon footprint. Europol's climate ambition will contribute to the European Union's ambitions outlined in the European Green Deal. Europol has committed itself to reducing its GHG emissions by 55% until 2030 compared to the baseline year of 2018. Key activities include sustainable business travel, sustainable meetings and events, zero-emission vehicle fleet and efficient use of office premises. In addition, based on the study results the Agency has set targets and measures to keep track of its performance under the new EMAS perspective of 2023-2025.

The implementation of EMAS directly supports Europol's newly adopted strategy – *Europol Strategy. Delivering Security in Partnership*[1], which defines the Agency's mission, vision, and values, as well as areas of primary focus for the coming years. One of Europol's priorities is to "be the model EU organisation for law enforcement cooperation" which entails adopting an environmentally responsible approach and minimising carbon emissions. This priority is strictly linked to Europol's Environmental Vision 2030, through which it aims to contribute to the EU Green Deal's main objective of a climate-neutral Europe by 2050.

Europol has introduced the following objectives and targets within its Environmental Objectives and Action Plan 2020-2022, with a view to improving its environmental performance compared to the baseline year of 2018:

1 / obtain and maintain EMAS registration;
2 / reduce carbon footprint (tonnes/year) by 3.5-5.5%;
3 / reduce potable water consumption (m^3/FTE[2]) by 10%;
4 / improve waste management and separation (% of total waste) by 5%;

[1] https://www.europol.europa.eu/publications-events/publications/europol-strategy-delivering-security-in-partnership
[2] Full-time equivalent

5 / reduce paper use (kg/FTE) by 5%;

6 / implement sustainable procurement.

This document summarises the implementation status of Environmental Objectives and Action Plan 2020-2022 and the achievement of targets set for 2022. **As far as the latter is concerned, Europol succeeded in achieving almost all of its 2022 targets.** In most cases the Agency exceeded the targeted values, with only the waste separation rate slightly below the assumed threshold. The level achieved in 2022 was 48.7%, against the target of 49.1%, which is 0.4 percentage points lower than expected. Still, when compared to 2018, Europol generated growth of 4.6 percentage points.

In the remaining areas, the objectives and targets defined were met, namely:

- Europol successfully completed **EMAS registration** in February 2022.
- In the field of public procurement, **environmental considerations were applied to all contracts** with a value of above EUR 15 000 in which such considerations were applicable, concluded over the period 2018-2022, i.e. to 25 procedures out of 62 in total.
- **Europol's carbon footprint has been reduced by over 10%** compared to 2018, which exceeds the targeted range of 3.5-5.5%.
- **Potable water consumption decreased by 43.4%** from 11.6 m^3/FTE in 2018 to 6.6 m^3/FTE in 2022, which is significantly over the target of 10%.
- **The consumption of paper decreased by 48.5%** from 9.6 kg/FTE in 2018 to 4.9 kg/FTE in 2022, well above the targeted 5% reduction.

Between 2020 and 2022, Europol achieved excellent results in terms of its environmental performance. However, despite a significant uplift in 2022 recorded in nearly all core environmental areas, it should not be forgotten that COVID-19 constraints were still in place at that time. Over the year, on average 50% of employees worked remotely due to a limitation on the number of people allowed in the office building. This resulted in lower occupancy rate compared with previous years. Even though the impact of the COVID-19 pandemic was considerably weaker than between 2020 and 2021, the year 2022 cannot be considered fully representative. Therefore, given the return to the pre-pandemic activity levels, 2023 may bring further increases in the consumption-related core performance indicators.

Year-over-year changes seem to confirm the latest trend. A rebound effect can be observed in almost all areas, i.e. a significant increase in water consumption, the amount of waste produced and the number of business trips or greenhouse gas emissions relative to 2022. The shift results from the Agency's gradual return to standard operations, undisturbed by pandemic-related constraints. More staff returned to the office, more external visitors were received, and travel limitations were lifted. Given the above, the year 2023 can bring further increases, though not as significant as observed in 2022.

Despite the challenges posed by the pandemic-driven constraints and the return to standard operations, Europol's ambition is to reduce its greenhouse gas emissions in the long run and improve environmental performance in other areas under the Environmental Objectives and Action Plan 2023-2025. The year 2023 will be a starting point for this ambitious goal.

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Europol at a glance

About Europol

Europol is the law enforcement agency of the European Union (EU) with a mission to support Member States in preventing and combating all forms of serious international organised crime, cybercrime, and terrorism. By acting as the principal information hub, delivering agile operational support, and providing European policing solutions, Europol aims to ensure an effective EU response to these threats.

Europol responds to the needs of the EU Member States and analyses crime trends in the European Union. The Agency supports investigations initiated by the Member States, however Europol officers neither arrest citizens nor instigate investigations themselves. Their work usually concentrates on crimes that require an international approach and cooperation between several countries, inside and outside the EU.[3] Europol's core business activities also include preventing and combating environmental crime.

As of **28 June 2022**, Europol's role in combating crime and terrorism has been reinforced and expanded to include new areas of activity to enable the Agency to better support EU Member States. With the amendments to the Europol Regulation, the Agency has broadened its remit and is currently responsible for:

- supporting criminal investigations through broader and more efficient access to the processing of personal data (under the conditions laid down in the Amendment);
- operating in the field of research and innovation by using emerging technologies, exploring new approaches, and developing common technological solutions;
- cooperating with private parties for the purpose of, among other things, data collection;
- supporting the EU Member States in processing data transmitted by third countries or international organisations within the Schengen Information System;
- proposing opening a national investigation into a specific crime which concerns only one Member State but affects a common interest covered by a Union policy.

Europol's key activities focus on providing operational support and expertise for the purpose of investigations conducted in the EU Member States. They are either performed at its premises or during domestic and international missions that constitute an inherent part of Europol's operations. The Agency employs more than 1 400 people accountable for Europol's core tasks and missions, including administrative staff ensuring the continuity of its operations (Corporate Security, Institutional & Legal Affairs, ICT, Administration, etc.).

Europol's premises

Europol's headquarters is based in The Hague. The building is located in the International Zone, next to other EU and international institutions. Although entirely used by Europol, the building is formally owned by the host country (the Dutch Central Government Real Estate Agency), which defines the way the building is managed and determines the extent of measures that can be taken by the Agency. The building has

[3] https://www.europol.europa.eu/about-europol

an Energy Label A certificate, in accordance with the Energy Performance of Buildings Directive[4]. It is also equipped with a number of sustainable features that positively contribute to its energy efficiency and reduce its environmental impact.

Due to the Agency's growth and development, and thus the increasing number of staff, in 2016 the Host State and Europol established a **Strategic Housing Roadmap** (SHR) for 2016-2031 to proactively align organisational growth with the housing needs of the Agency.

Moreover, Europol's activities involve the processing of significant amounts of data and information, where secure storage of data and business continuity must be assured at all times, and therefore the Agency has concluded a lease agreement on the usage of a **data centre in Austria**. The data centre is not included in Europol's EMS scope.

Figure 1: *'Europol headquarters, Eisenhowerlaan 73, The Hague'*.

Environmental Vision 2030

In 2022 Europol launched an important initiative related to its sustainability efforts that gave rise to a *Feasibility Study on Europol's Environmental Objectives*. The document is an analysis of Europol's approach to its long-term environmental strategy. The study examined the feasibility of the Agency's **carbon footprint reduction aspirations**, taking into account different ambition levels (low, medium, high). It also reviewed the measures that need to be implemented to achieve the reduction targets. In addition, the document included an analysis of targets and actions under the Environmental Objectives and Action Plan 2023-2025. It is important to note that members of Europol staff were actively involved in the process, shared their ideas and observations on the targets and actions that Europol should implement.

The analysis formed the basis for **Environmental Vision 2030** approved by the Management Board in July 2023. It summarises Europol's ambitions and objectives with respect to environmental issues and presents key actions to be implemented by 2030.

[4] Directive 2010/31/EU of the European Parliament and of the Council of 19 May 2010 on the energy performance of buildings

Environmental Vision 2030 sets out the Agency's long-term goals related to the reduction of its carbon footprint. As per the vision, Europol has made a commitment to reduce its GHG emissions by 55% until 2030 compared to the baseline year of 2018.

In its efforts to reach this target, Europol will mainly focus on decreasing business travel emissions that account for over 95% of the Agency's carbon footprint. Moreover, the Agency aims to limit the number of in-person meetings and events and hold more online or hybrid meetings, thereby reduce the number of business trips external visitors make.

Environmental Vision 2030 is based on the following four pillars of Europol's climate ambition:

- Sustainable business travel
- Sustainable meetings and events
- Zero Co2 emission vehicle fleet
- Efficient use of the building

Under Environmental Vision 2030, starting from 2023 environmental statements will be used as tools to assess and report on progress in implementing the strategy.

Europol against environmental crime

As part of its core business activities, Europol deals with environmental issues on a daily basis, targeting and combating environmental crime and thereby significantly contributing to the protection of the environment in Europe and beyond.

Europol experts share conclusions and observations from their work concerning environmental protection and provide information on key challenges of the fight against environmental crime. In 2022 the Agency published a report ***Environmental Crime in the Age of Climate Change***[5], further described in the section *Communication with external stakeholders*.

Analysis Project EnviCrime

The purpose of Analysis Project (AP) EnviCrime is to support the competent authorities of the Member States, as well as EU bodies, third countries and international organisations associated with the Operational Analysis Project, in preventing and combating the forms of criminality that breach international and European environmental legislation and cause significant harm or risks to the environment and human health.

This broad area of crime includes a diverse range of different offences, such as illicit waste collection, management, trafficking, and disposal; wildlife crimes including poaching, illegal poisoning and trafficking; illegal logging/timber trade, illegal, unregulated and unreported (IUU) fisheries; and illegal trafficking of ozone depleting substances (ODS). Illicit waste trafficking includes the improper collection, transport, recovery or disposal of waste, and the illegal operation of a plant in which a dangerous activity is carried out or in which dangerous substances or preparations are stored. Wildlife crime includes the killing, destruction, possession, or trade of specimens of protected wild fauna or flora species, and the production, importation, exportation and placing on the market of such specimens.

All criminal activities in this area include elements of document fraud, corruption and money laundering as part of the modus operandi, and other elements such as human

[5] https://www.europol.europa.eu/publications-events/publications/environmental-crime-in-age-of-climate-change-2022-threat-assessment

health, food fraud, smuggling, cybercrime, firearms trafficking, labour exploitation or terrorism financing.

Environmental crime is characterized by its impact on the natural environment, manifesting itself in increasing levels of pollution, the degradation of wildlife, a reduction in biodiversity and the disturbance of ecological balance. Environmental crime puts public health at risk and is recognized by the Organisation for Security and Co-operation in Europe (OSCE) as a potential security threat.

A plethora of customs, police and management authorities at national and international level are involved in fighting this phenomenon, alongside practitioner networks and non-governmental organisations (NGOs).

When the JHA Council set the priorities for the European Policy Cycle 2018-2021 on 18 May 2017, in its conclusions it added environmental crime, specifically mentioning illicit waste trafficking and wildlife crime in the European Multidisciplinary Platform Against Criminal Threats (EMPACT).

In the Policy Cycle 2022-2025, environmental crime is again fisted as one of the priorities, particularly 'To combat criminal networks involved in all forms of environmental crime and in particular those with a capability to infiltrate legal business structures or set up own companies to facilitate their crimes'.

The aim of AP EnviCrime is to support law enforcement agencies in their criminal investigations, following a multidisciplinary/multi-agency approach and complementing respective EMPACT activities. It specifically supports Member States in coordinating cross border cooperation, especially by identifying transnational links.

Among the activities carried out by AP EnviCrime, it is worth highlighting the following undertakings:

EnviCrimeNet Secretariat

Council Resolution 10291/11 established the creation of an informal network for countering environmental crime, in which EUROPOL would permanently support its Secretariat. During those years, the network aimed to incentivize strategic and operational activities in the EU and abroad with regard to environmental crime, before this became a dedicated EMPACT priority, and a dedicated team was set up at EUROPOL. Nowadays, the network plays a mainly strategic role within the 4 Networks, which include the other three networks related to environmental crime (IMPEL[6] for administrative bodies, ENPE for prosecutors and EUFJE for judges).

Overall results

Since 2020, AP EnviCrime has received nearly 5 500 SIENA (Europol's Secure Information Exchange Network Application) messages and sent approximately 2 400, among which almost 2 200 contained operational data (see Figure 2 and Figure 3 below). Figure 4 highlights top 10 AP EnviCrime contributors between 2017 and 2022.

[6]IMPEL, European Union Network for the Implementation and Enforcement of Environmental Law

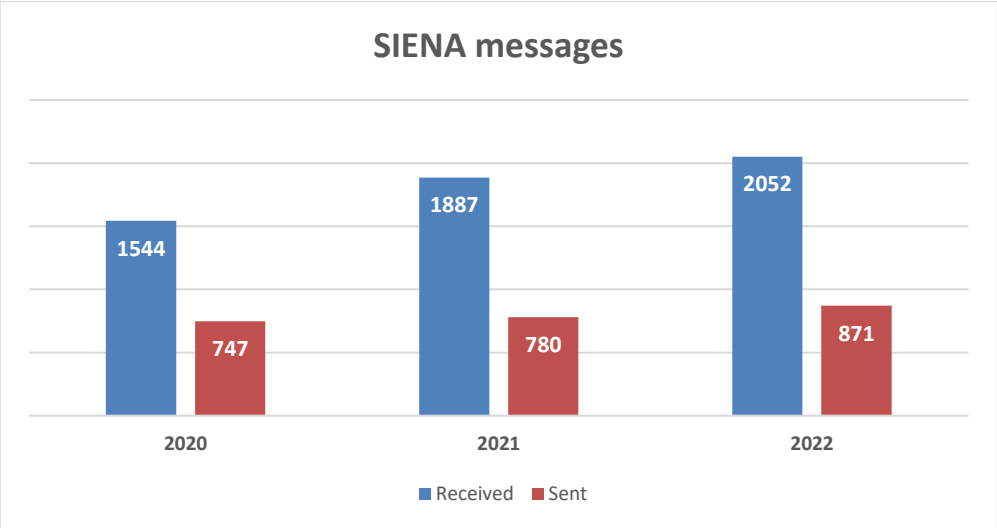


Figure 2: *'SIENA (Europol's Secure Information Exchange Network Application) messages received and sent over the years 2020-2022.'*

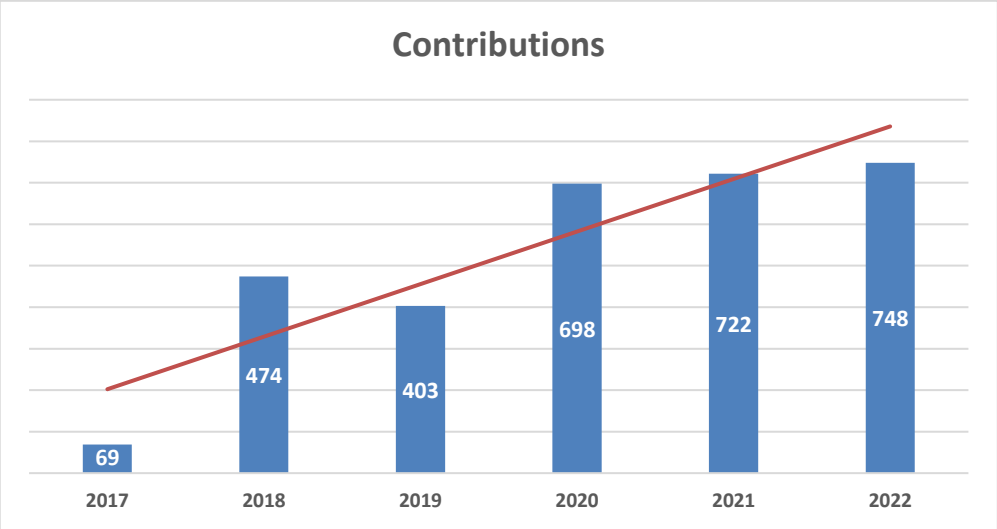
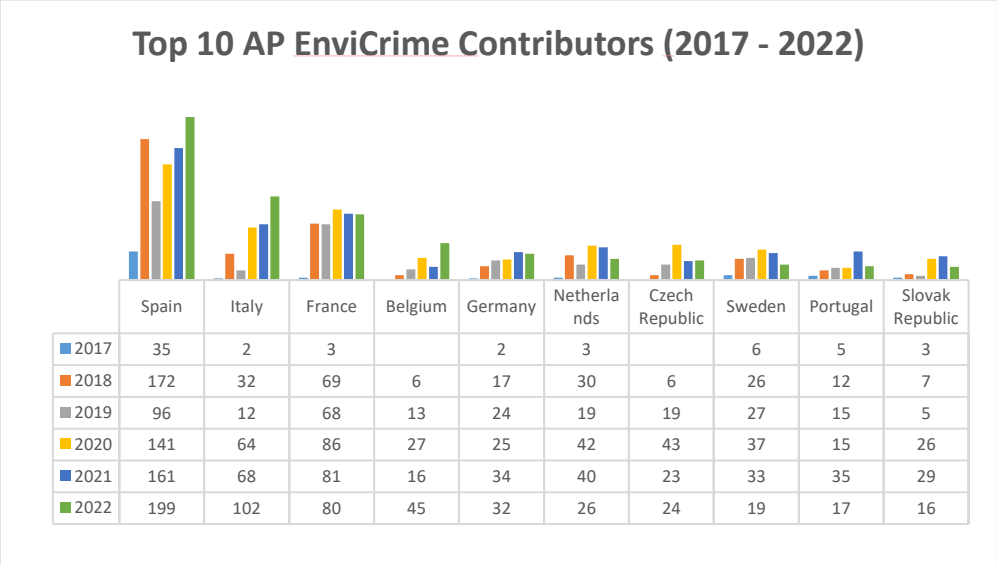


Figure 3: *'Number of contributions per year over the years 2017-2022.'*



	Spain	Italy	France	Belgium	Germany	Netherlands	Czech Republic	Sweden	Portugal	Slovak Republic
2017	35	2	3		2	3		6	5	3
2018	172	32	69	6	17	30	6	26	12	7
2019	96	12	68	13	24	19	19	27	15	5
2020	141	64	86	27	25	42	43	37	15	26
2021	161	68	81	16	34	40	23	33	35	29
2022	199	102	80	45	32	26	24	19	17	16

Figure 4: 'Top 10 AP EnviCrime contributors between 2017 and 2022. For the year 2022 data are arranged in descending order.'

In 2022 AP EnviCrime supported more than 349 criminal cases. Its operational work resulted in 186 analyses of products distributed to the Member States with third party involvement.

Examples of successful operational activities are described below.

Operation LAKE

Operation LAKE is a flagship operation of the team that was released even before the team itself was created. EUROPOL launched this activity in view of the dramatic situation regarding the European eel population (Anguilla anguilla) due to illegal trade beyond the EU to Asia, and it has led to the arrest of more than 756 suspects since 2016, as well as the dismantling of significant criminal networks dealing with wildlife trafficking, food fraud networks, financial crimes, and document fraud.

OTF Closed Doors

An Operational Task Force (OTF) Closed Doors was established in June 2020. It supports investigations and tackles illicit trade of fluorinated gases (F-gases), with a particular focus on the eastern and southeastern EU borders. The EU F-Gas Regulation aims to cut down the use of hydrofluorocarbon (HFC) by 79% by 2030, as the substance is a powerful greenhouse gas that contributes to global warming. As a result of the EU's efforts to phase out these chemicals, HFC smuggling became a low-risk and highly profitable criminal activity attractive to criminal networks. The operations of the OTF Closed Doors resulted in apprehending 5 High Value Targets and 31 other persons and seizing F-gas bottles worth almost 6 million euros.

OTF Naultinus

Europol has been supporting operations involving wildlife trafficking through OTF NAULTINUS since March 2018, as a direct outcome of Operation Jungle V. Through OTF NAULTINUS, Europol has been gathering information to obtain a real picture of reptile trafficking, as well as conducting a series of targeted inspections on reptile holders. As a result, 21 persons were arrested and approximately 12 000 euros were seized.

Operation Tower Trash

The aim of the Operation Tower Trash is to tackle the illicit trafficking of urban waste from Italy to Slovenia. More specifically, nine persons were arrested due to the illegal disposal of plastic and textile residues, and other waste deriving from industrial production. The investigation involved 12 searches of waste storage deposits and the homes of the suspects, leading to 17 persons facing criminal charges. EUROPOL supported the investigators in Italy with the Mobile Office, and information and communications technology services.

Environmental management at Europol

About EMAS

The EU Eco-Management and Audit Scheme (EMAS) is a premium management instrument developed by the European Commission for companies and other organisations to evaluate, report and improve their environmental performance.

The EMAS Regulation incorporates the environmental management system requirements included in the international standard for environmental management, ISO 14001:2015. It also includes requirements for EMAS registered organisations such as employee engagement, assurance of legal compliance or the publication of an environmental statement. ISO 14001:2015 requires an organisation to identify potential environmental impacts and establish controls needed to minimise and monitor respective impacts, communicate environmental performance, and establish a formal process aimed to improve the system.

Europol received ISO 14001:2015 certification for its EMS in November 2021, followed by EMAS registration in February 2022. Back then, Europol published its first Environmental Statement covering its 2020 environmental performance.

Under the EMAS Regulation registered organisations are obliged to either prepare or update their environmental statements on a yearly basis. The core part of the environmental statement is an environmental performance evaluation. This document constitutes the third environmental statement (updated environmental statement) published by Europol.

Scope of the EMS

When determining the scope of the Environmental Management System (EMS), Europol has considered the context of the organisation, i.e. positive and negative factors that may influence the ability to achieve the intended environmental results, the needs and expectations of the interested parties and the Agency's ability to influence and control given areas.

The scope of the EMS has been defined as follows:

The technical and administrative activities and services, supporting Europol's law enforcement cooperation activities, at the location of the headquarters in The Hague.

The temporary satellite building (TSB) in The Hague and the Data Centre in Austria are excluded from the scope of the EMS, due to insufficient control and influence. Both premises are leased, with their management and control being under the responsibility of the property owners. In addition, the TSB is used only as a temporary housing solution.

Europol's Environmental Policy

To integrate environmental challenges and ambitions into its core strategy, and ensure the necessary improvement measures, in 2018 Europol established its *Environmental Policy*. The document has been published in the Organisation's internal Vademecum[7]

[7] The Vademecum is a collection of Europol's most important rules, regulations, procedures and

and communicated to employees, concerned contractors and stakeholders, and is published on the Agency's intranet.

Europol recognises its responsibility for making a positive contribution to sustainable development and commits itself to protect the environment by limiting the environmental impact of its activities and to continuously improve its environmental performance.

The key points of its Policy to achieve this are:

- Complying with applicable environmental legislation and regulations, and striving to exceed relevant environmental standards and requirements;
- Setting up and maintaining an environmental management system complying with ISO 14001 requirements and registered with the EU Eco-Management and Audit Scheme (EMAS);
- Taking measures to prevent pollution and to achieve efficient use of natural resources (typically energy, water, and paper);
- Encouraging waste prevention, maximising waste recycling and reusing and optimising waste disposal;
- Taking measures to reduce CO_2 emissions;
- Integrating environmental criteria into public procurement procedures and into rules regarding the organisation of events;
- Stimulating environmentally conscious behaviour within the organisation through training, information and awareness-raising actions, and by encouraging employees' participation in environment improvement measures;
- Committing to having this environmental policy reviewed regularly and setting objectives, targets, and concrete measures to be undertaken in periodic environmental programmes;
- Producing and making publicly available environmental statements providing the public and other interested parties with information on the organisation's environmental performance.

Through its Environmental Policy, Europol is committed to protecting the environment by reducing the impact of its activities on the environment and to monitor and continuously improve its environmental performance.

Environmental governance

Europol established a dedicated EMAS governance structure to support the EMS, ensure the right leadership, conformity with the EMAS Regulation and integration of environmental aspects into all its business areas. The Governance identifies all relevant stakeholders and defines their roles in the implementation of EMAS at Europol. The structure involves the following roles:

- **EMAS Director** ensures that environmental objectives are established in line with the Europol strategy, communicates with Europol Directorate members to guarantee the integration of the EMS into the business processes within all

other documents of particular importance, digitally stored in a document management system and accessible to employees.

Directorates and takes care of the availability of resources for the EMS implementation;

- **EMAS Steering Committee** as a high-level working group comprising of senior executives ensures the integration of EMS requirements into Europol's business processes within all Europol's Directorates. It provides advice, guidance, and management oversight to ensure the effectiveness of the EMS. Within its role, the EMAS Steering Committee performs the EMS Management Review.
- **EMAS Management Representative** ensures that the EMS complies with the relevant requirements, prepares reports on the environmental performance and the Management Review, acquires the resources necessary for the EMS implementation;
- **EMAS Office and EMAS Coordinator** coordinates, maintains and implements the EMS on a daily basis, cooperates with EMAS Actors on environmental performance and related actions, arranges audits and awareness-raising campaigns and coordinates the preparation of the environmental statement;
- **EMAS Actors** integrate EMAS requirements and environmental objectives within their respective business areas, provide annual performance data, coordinate implementation of specific improvement actions and provide necessary training or communication supporting the EMS;
- **All employees** influence Europol's environmental performance and are invited to contribute to its improvement;
- **Green Ambassadors** voluntarily contribute to the EMS by providing ideas and suggestions for improvements, and by promoting or organising events and initiatives to raise awareness of employees regarding the Agency's environmental challenges.

Compliance obligations

Europol is obliged to comply with a range of environmental requirements at local, national, and European levels applicable to its scope of activities. **To fulfil and monitor its compliance obligations, Europol has set up a compliance register,** which is updated with newly identified applicable regulations on a yearly basis.

The register includes requirements broken by environmental aspects (e.g., soil, water, energy, etc.). Each requirement is accompanied by a relevant reference, e.g., applicable legislation, the scope of activities covered by a given requirement (e.g. types of installation), information on the compliance status, as well as compliance verification method (e.g. report, site visit).

A significant part of Europol's compliance obligations relates to the building maintenance and related services, which is under the responsibility of the Host State, in line with the lease agreement and Service Level Agreement in place between Europol and the Host State.

The register includes the requirements covered by, among others, the following regulations:

- environmental permits;
- environmental management;
- waste management;
- energy efficiency, energy efficiency of buildings;
- water, wastewater, drinking water, management of water systems;
- regulations related to soil protection and ground water;
- hazardous materials and products;

- fluorinated greenhouse gases;
- air emissions.

An overview of key specific compliance obligations applicable to Europol is presented in the table below.

Environmental Category	Compliance Obligation
Soil	– Conditions for storing gas oil and waste oils, used in diesel tanks at the headquarters, in aboveground storage tanks
Air	– Inspection regime, air emissions limits, measurement of air emissions and their demonstrability, maintenance of combustion installations at the headquarters, i.e. gas boilers and emergency generators – Inspections, maintenance, repairs, decommission and leak tightness control and proper documentation of the cooling installation
Energy	– Energy efficiency of the building confirmed with an energy label - at least an energy label C (for office buildings in the Netherlands > 100 m^2) from 2023 – An energy audit conducted every four years – Implementation of energy-saving measures with a payback period of five-years, as indicated in the Activities Regulation[8]
Water	– Requirements for the discharge of water used in the premises – Discharge of wastewater from food preparation and prevent odour nuisance associated with food preparation - requirement to be observed by the restaurant at the headquarters – Conditions for the abstraction of groundwater, installation, and maintenance of an open soil energy system, which applies to the groundwater heat pump used at the headquarters – Requirements regarding rainwater drainage system
Noise	– Noise standards for installations and activities in and around the facility
Hazardous materials	– Requirements for the use of ionising radiation and radioactive substances
Hazardous products	– Conditions in which hazardous substances, such as cleaning products, must be stored; storage of safety data sheets of chemicals
Waste	– Proper separation of waste, including hazardous waste separation, obligation of waste registration

Table 1: *'Overview of key compliance obligations applicable to Europol.'*

Compliance with the above-listed obligations is periodically reviewed during a compliance audit, with the compliance status recorded in the register. The latest compliance audit was conducted in May 2023. The findings of the auditor and proposed actions are also recorded in the EMS to evaluate possible measures, take the necessary corrective actions, and monitor progress. Any building-related actions are discussed with and implemented in cooperation with the Host State.

Europol complies with the requirements of the applicable environmental legislation.

[8] http://wetten.overheid.nl/BWBR0022830/Bijlage10/

Environmental communication, engagements, and awareness-raising activities

Internal communication and training

Under its Environmental Policy, Europol has made a commitment to promoting environmentally conscious behaviour among employees. The Agency uses internal communication activities and training to effectively translate this objective into its daily operations. As Europol's performance in the areas related to significant environmental aspects depends to a large extent on the employee involvement, communication activities are highly important for the intended results of the EMS.

Green Ambassadors

The appointment of so-called Green Ambassadors from its employees is Europol's most important internal communication initiative. Their role is to engage staff in activities supporting the implementation of the Environmental Policy, raise employee awareness of the EMS and the Environmental Policy, and initiatives implemented under the EMS, and promote EMAS among colleagues.

In November the EMAS Office summarised its activities and **announced a relaunch of the Green Ambassadors initiative**. It invited the employees to join in and share their valuable sustainable ideas.

EMAS Webpage

Not only does Europol keep the employees informed about its initiatives, but also encourages them to share their ideas that may contribute to the achievement of the objectives and targets defined within the EMS. Employees can provide their suggestions and ideas, as well as declare willingness to become Green Ambassadors via a dedicated form available on the EMAS intranet page. Other communication channels include an eco-blog (ECOPOL), emails, events, and specific focus groups.

EMAS Stakeholder Communication Plan – internal communication

Europol plans its communication activities a year ahead. Here is a list of some of the successfully implemented actives:

- **Top Management Meetings**

The EMAS Representative and the EMAS office ensure that the top management is kept informed and involved in shaping EMAS initiatives and future EMS-related plans. During dedicated meetings the EMAS Director, the Head of G5 Department and the EMAS Steering Committee are briefed on the key actions undertaken to date.

Europol's senior management was heavily involved in shaping Environmental Vision 2030 – both in terms of decisions on the level of carbon footprint reduction ambition and the actions that should be implemented.

- **EMAS Registration**

In February 2022, Europol completed the registration prosses of its system and became an EMAS-registered organisation. The good news was shared with the employees in April in a form of a video featuring the Executive Director who talked about the measures implemented under the EMS.

- **Sustainable Cups**

In 2022, Europol decided to substitute disposable cups used at its catering outlets with reusable ones, to be returned to designated collection points. To promote the change and draw employees' attention to the problem of solid waste, employees who brought their own mugs were offered the eleventh coffee for free. The communication was conducted via intranet and TV screens.

- **Wear Your Christmas Jumper Day**

In December, Wear your Christmas Jumper event took place to focus attention on the importance of everyone's contribution. Europol used humour to communicate the message that lowering the building temperature by a few degrees can make a difference to the environment.

- **World Cleanup Day**

On 17th September the Agency invited its employees and their families to join the World Cleanup Day to raise awareness of the global waste crisis.

Training

EMAS training is an important part of Europol's communication activities. Training plans and needs are included in an **EMAS Competences & Training Plan**. The purpose of the training is to inform the employees about the EMAS implementation at the Agency and show them opportunities for active involvement.

Besides training sessions for newcomers, the following EMAS courses were delivered in 2022:

- internal training on EMAS for internal stakeholders, including the management,
- external training on the EMAS Regulation and ISO 14001:2015 requirements,
- panel discussions and workshops organised by the European Commission (EC) on climate neutrality strategies and action plans, energy efficiency, mobilizing the EMAS networks and groups of volunteers, gamifications for sustainability, organisation of sustainable conferences and events, and common projects.
- presentation of the EC's sustainability strategy (Greening the Commission),
- training on internal and external EMAS audits (EU Learn platform).

Communication with external stakeholders

In 2022 communication with external stakeholders revolved around successful EMAS registration and promotion of Europol's activities aimed at enhancing its sustainability. **In February 2022, the Agency published its first Environmental Statement** which included the Environmental Policy and demonstrated Europol's commitment to continuously improving its environmental performance. In Aprill 2022 the Agency issued a dedicated external communication informing about the completion of the EMAS registration.[9]

It is also important to note that Europol also includes sustainability information in its Consolidated Annual Activity Reports to reach out to a broader range of recipients and communicate the Agency's environmental commitment. Upon the approval of the Management Board, the report is publicly available on the official website.

Thought leadership

In addition to the activities listed above, the report ***Environmental Crime in the Age of Climate Change***[5] developed and published by Europol in 2022 is worth a mention. The report constitutes Europol's threat assessment of environmental crime and discusses the issues of criminal networks and criminal infrastructure, waste and pollution crimes, wildlife crimes and the impact of other organised environment-related criminal activities. The report is based on the analytical results of 2021 Serious and Organised Crime Threat Assessment (SOCTA) and the operational intelligence gathered by Europol. It is important to note that environmental crime is one of the EU's priorities in the fight against serious and organised crime as part of EMPACT 2022-2025 (the European Multidisciplinary Platform Against Criminal Threats).

[9] https://www.europol.europa.eu/media-press/newsroom/news/europol-awarded-top-european-standard-for-its-environmental-performance

Environmental aspects and impact

Assessing Europol's environmental aspects and impact

For the evaluation purpose Europol assessed the identified environmental aspects with the use of the Environmental Aspects Matrix, against the following criteria:

Environmental impact, including:

- compliance with legislation and legal developments;
- stakeholder concerns and public debates (e.g., complaints or reputational risks);
- performance indicators: quantity of emissions or consumption, costs and trend or quality of data;
- sensitivity of the receiving environment;

Potential to improve, including:

- legal obligation to improve;
- policies supporting or requiring improvement;
- direct control & best practices available not yet applied;
- cost benefit of improvement actions.

The priority order is then determined by considering the impact level and potential for improvement for each environmental aspect, based on the scoring defined within the Environmental Aspects Matrix.

The results of the environmental aspects assessment of 2022 are summarized in Table 2, which provides an overview of the significant environmental aspects, with a high (red), moderate (yellow) or low (green) priority for action. Europol has defined almost 50 relevant environmental aspects.

One aspect was singled out as a high priority – air emissions associated with flights (business travel). Sixteen environmental aspects were marked as a moderate priority (yellow) and one as a low priority (green). Compared to 2021, priority assigned to one of the environmental aspects was changed from very high to moderate following a reassessment of its improvement potential, which was very low vs initial assessment. The change concerned the groundwater use.

Environmental aspect	Activity description	Impact	Potential to improve	Priority
Air emission	Business travel: flights	4	4	16
Energy consumption and direct air emissions: use of gas	Heating of the building: back-up heating installation	3	3	9
Energy consumption and direct air emissions: use of electricity	Heating of the building: HVAC installations	3	3	9
Energy consumption: use of electricity	Building: lighting	3	3	9
Energy consumption: use of electricity	Information systems and support for European police: server rooms (2 data centres inside building): cooling + servers	3	3	9
Energy consumption: use of electricity	Electrical devices: screens, computers, printers, etc.	3	3	9
Air emission	Mobility: commuting	3	3	9

Environmental aspect	Activity description	Impact	Potential to improve	Priority
Air emission	Business travel: car fleet (duty cars)	3	3	9
Air emission	Cooling installations: emission of cooling liquids	3	3	9
Noise / Dust / Waste	Works at the building: renovations and modifications involving building works and evacuation of building materials	3	3	9
Waste generation	Offices generating paper waste, residual waste and, plastics Catering producing food waste, plastics and glass Plants and green zones maintenance generating organic waste	3	3	9
Waste generation	Offices and use of technical equipment generating waste from electrical and electronic equipment (WEEE)	3	3	9
Waste generation	Use of batteries: hazardous waste	3	3	9
Use of resources	Printing: use of ink (toner)	3	3	9
Use of resources & air emissions	Conferencing, trainings: all activities bringing visitors to Europol Elements outside Europol not accounted for in other aspects: modal transportation, hotels & accompanying people	3	3	9
Emissions to air and soil	Emergency situations: gas leaks, fire risk from heating installations or other installations & managing firefighting water	4	2	8
Groundwater use	WKO installation for heat/cold storage	4	2	8
Use of resources	Green Public Procurement: contracts - use of cleaning products (detergents, disinfectants, descaling of coffee machine, bug control, etc.)	3	2	6

Table 2: *'Summary of significant environmental aspects with prioritisation'*

Environmental objectives and actions to achieve them

Europol defined its targets and objectives along with measures supporting their achievement presented in the *Environmental Objectives and Action Plan 2020-2022.* For the evaluation period covered by this document, the Agency has set the following objectives and targets with a target year of **2022**, to improve its environmental performance compared to the 2018 baseline year:

1 / Obtain and maintain EMAS registration
2 / Reduce carbon footprint by 3.5% - 5.5%
3 / Reduce potable water consumption per FTE by 10%
4 / Improve waste management and separation by 5%[10]
5 / Reduction in paper use of 5%
6 / Sustainable procurement

[10] The target refers to the waste separation rate expressed in % and should be understood as an increase by 5 p.p., that is from 44.1% to 49.1%

Verification of the targets' achievement and evaluation of the progress in the implementation of specific actions is analysed within the chapters of this document dedicated to the corresponding environmental areas.

Long-term carbon footprint reduction target

As per the **Environmental Vision 2030** approved by the Europol's Management Board in July 2023, a long-term carbon footprint reduction target has been defined. **The Agency aims to reduce its carbon footprint by 55% until 2030.** Although the target is to be achieved in 2030, a discussion on the current carbon footprint reduction progress with reference to the 2030 target is included in the document.

Status of *Environmental Objectives and Action Plan 2020-2022*

Along with the objectives and targets, Europol established the *Environmental Objectives and Action Plan 2020-2022* defining specific actions contributing to their achievement. Progress on the implementation of the environmental objectives set in the *Plan* are reviewed during the Management Review each year. Table 3 presents information on the environmental objectives, related improvement actions, scheduled completion date and status.

OBJECTIVE	ACTION	SCHEDULED IN YEAR	LEVEL OF COMPLETION *(as of Dec 22')*
Carbon footprint	Establish monitoring procedure for all CO_2-related impact categories and define other opportunities for CO_2-reduction.	2020	Completed
Carbon footprint	Perform an EED compliant energy audit and develop an Energy Action Plan.	2020	Completed
Carbon footprint	Monitor losses in refrigerant use, report CO_2-impact and implement measures to reduce losses.	2020	Completed
Carbon footprint	Finalise video conference (VC) solution in conference centre and establish the system and procedure for recording of statistics on VC use.	2020	Completed
Carbon footprint	Communicate and raise awareness towards less air travel by promoting the use of virtual meetings and VC.	2020	Completed
Carbon footprint	Promote public transport and e-bikes.	2020	Completed/n.a.
Carbon footprint	Develop and implement CO_2 efficiency requirements for replacement or leasing of duty cars.	2020	Completed
Water consumption	Implement water savings initiative (toilet water use); develop communication/ awareness raising on shift in flushing.	2020	Completed
Waste management and separation	Implement waste separation initiative – new centralised separation bins on all office floors.	2020	Completed
Waste management and separation	Ensure correct data delivery into EMAS monitoring sheet.	2020	Completed
Waste management and separation	Further investigate how to reduce the amount of food waste.	2021	Completed
Carbon footprint	Implement a sustainable and environmentally friendly travel policy linked to the Guide to Missions.	2021	In progress

OBJECTIVE	ACTION	SCHEDULED IN YEAR	LEVEL OF COMPLETION *(as of Dec 22')*
Carbon footprint	Evaluate the offsetting of emissions related to business travel or other emission categories.	2021	Completed
Sustainable procurement	Implement integration of GPP criteria into procurement process, inventory of calls for tenders and assessment of GPP criteria	2021	Completed
Carbon footprint	Feasibility study to define a set of carbon reduction targets for 2022-2030	2022	Completed
Carbon footprint	Implement actions defined in the energy action plan.	2022	In progress
Paper use	Develop data registration procedure on printing/paper consumption, by default double side printer settings.	2022	Completed
Paper use	Implementation of feature for paperless conferences as part of new AV conferencing solution.	2022	Completed
Paper use	Awareness raising on paper usage.	2022	Completed
Carbon footprint	Conduct survey on commuting.	2022	In progress
Carbon footprint	Promote sustainable commuting.	2022	In progress
Carbon footprint	Monitor the CO_2-impact of commuting.	2022	In progress
Nature	Implement minimum two initiatives (biodiversity).	2022	Completed
Carbon footprint	Reduce temperature set point for floor/office space.	2022	Decided not to be implemented[11]

Table 3: *'Improvement actions 2020-2022 – Status'.*

Apart from the actions listed in Table 3, covering the year 2022, the next mid-term environmental objectives and Action Plan was prepared for the period 2023-2025.

[11] Following the technical advice provided by an external contractor, it was decided not to implement the measure since it would have a counterproductive effect on the HVAC installation.

Environmental performance 2022

Annual reference values

In line with the EMAS Regulation, the annual reference values representing the activity of the Agency are selected and reported to ensure comparability of the core performance indicators over performance years. The annual reference values that have been used are **heated floor area (m^2)** and **full-time equivalent (FTE)**.

Heated floor area

The scope of the EMS includes **the headquarters in The Hague**, while a Temporary Satellite Building in The Hague and a data centre in Austria are not included. Therefore, the heated floor area, as one of the annual reference values, covers the headquarters only.

The heated floor area of the headquarters, that is the building located at Eisenhowerlaan 73 in The Hague, has remained the same over the years at 32 500 m^2.

Employees

The Europol employment level is expressed as a full-time equivalent (FTE) with an average of 1 463 FTEs in 2022. The number of employees includes temporary agents, contract agents, seconded national experts, liaison officers, interns, and contractors. In comparison to the 2018 baseline year, employment rose by 238 employees, that is by 19.4%. **Compared to 2021, the number of employees increased by 119 and this was the largest year-over-year increase recorded since 2018.**

It is important to note that although the Temporary Satellite Building is not included in the scope of EMS, the entire staff population is included in the annual reference value, regardless of which building the staff member's workplace is located in. Since there is a common use of the headquarters, the utilities, services and products involved, all staff influence the environmental performance and related core indicators, for example in relation to emissions from business travel, energy, water, paper consumption and waste production.

The overview of the annual reference values in the period 2018-2022 is presented in Table 4.

Annual reference value	2018	2019	2020	2021	2022
Population: total staff (FTE)	1 225	1 246	1 247	1 344	1 463
Floor area buildings (m^2)	32 500	32 500	32 500	32 500	32 500

Table 4: *'EMAS annual reference values'.*

Core environmental performance indicators

Europol has implemented a systematic approach to monitor and review its annual performance. The Agency focuses primarily on the following key environmental areas, defined in line with the EMAS Regulation[12] and reflecting the scope of its activities:

- Emissions (carbon footprint);
- Energy (energy efficiency);
- Water (water consumption);
- Waste (waste generation);
- Material (paper consumption);
- Land use respecting biodiversity (*biodiversity*)
- Green public procurement.

Overview of trends

The table below presents the overview of the core performance indicators and their respective values, performance trends and targets for 2022. The values of the core indicators for 2022 are compared and evaluated against the baseline year of 2018 and the target values defined for the year 2022. The performance in each of the presented environmental areas is then analysed and evaluated further within this chapter. The discussion on the impact of the COVID-19 pandemic on Europol's environmental performance in 2022 is included in a separate chapter (*Impact of COVID-19 pandemic on environmental performance***Error! Reference source not found.**).

Core indicator (Description and unit)	**2018**	**2019**	**2020**	**2021**	**2022**	**Δ 2018 (%)**	**Target 2022**	
							Δ %	**value**
Total CO_2eq footprint (tonnes CO_2eq)	**4 128.7**	**3 718.7**	**731.6**	**641.5**	**2 854**	-30.9	**-4.5**	**3 943**
CO_2eq footprint (tonnes CO_2eq/FTE)	3.37	2.98	0.59	0.48	1.95	-42.1		
CO_2eq buildings (kg CO_2eq/FTE)	54.86	16.43	12.39	6.33	0.00	-100.0		
Total energy building (MWh)	**9 147**	**9 053**	**9 293**	**9 825**	**9 406**	2.8		
Energy buildings (kWh/m²)	281	279	286	302	289	2.8		
Energy buildings (MWh/FTE)	7.47	7.26	7.46	7.31	6.43	-13.9		
Non ren. energy use (buildings) %	3.42	0.57	4.92	4.43	4.13	20.7		
Total water consumption (m³)	**14 250**	**12 205**	**7 840**	**6 423**	**9 637**	-32.4		
Water consumption (m³/FTE)	11.63	9.79	6.29	4.78	6.59	-43.4	**-10.0**	**10.47**
Total waste generation (tonnes)	**91.30**	**110.42**	**75.55**	**62.13**	**92.32**	1.1		
Waste generation (kg/FTE)	74.53	88.59	60.61	46.23	63.11	-15.3		
Separated waste (%)	44.1	34.3	43.9	59.2	48.7	4.6 p.p.	**5 p.p.**	**49.1%**
Total paper consumption (tonnes)	**11.70**	**12.29**	**9.15**	**5.74**	**7.19**	-38.5		
Paper consumption (kg/FTE)	9.55	9.86	7.34	4.27	4.91	-48.5	**-5.0**	**9.07**

[12] EMAS Regulation Annex IV, Chapter C. Reporting based on environmental performance indicators and qualitative information, Point 2. Core environmental performance indicators

Core indicator (Description and unit)	2018	2019	2020	2021	2022	Δ 2018 (%)	Target 2022 Δ %	Target 2022 value
Daily paper consumption (sheets/FTE/day)	9.12	9.19	6.84	3.98	4.58	-49.8		
Tenders/contracts >15k with GPP/environmental considerations	implemented	implemented	implemented	implemented	implemented	n.a.	-***	-
Proportion of total land that is nature-oriented (%)	76.4	76.4	76.4	76.4	76.4	n.a.	n.a.	n.a.
Total land	9 970	9 970	9 970	9 970	9 970	n.a.	n.a.	n.a.
Total land per FTE (m^2/FTE)	8.1	8.0	8.0	7.4	6.8	n.a.	n.a.	n.a.

Table 5: *'Targets and performance by core indicators for Europol'.*

Europol's performance against the specific targets for 2022 is summarised in the table below. **Information on whether or not the target has been met is transparently indicated**.

Target (*compared to 2018*)	Target value for 2022	Value achieved in 2022	Target achieved
Obtain and maintain EMAS registration	-	Successful EMAS registration in 02/2022	YES
Reduce carbon footprint by 3,5% - 5,5%	3 984-3 902 tCO_2eq	2 854 tCO_2eq *(-30.9%)*	YES
Reduce potable water consumption per FTE by 10%	10.47 m^3/FTE	6.59 m^3/FTE *(-43.4%)*	YES
Improve waste management and separation by 5%	49.1%	48.7% *(4.6 p.p.)*	*Slightly below the target*
Reduction in paper use of 5%	9.07 kg/FTE	4.91 kg/FTE *(-48.5%)*	YES
Sustainable procurement	n.a.	n.a.	YES

Table 6: *'Summary of the achievement of the targets set by Europol under the Environmental Management System for 2022.'*

Europol has succeeded in achieving almost all targets set for 2022. In most cases, the performance exceeds the targeted values. The waste separation rate was slightly below the assumed level. The rate achieved in 2022 was 48.7%, against the target of 49.1%, which accounts for a 0.4 percentage points difference. Still, when compared to 2018, a growth of 4.6 percentage points was achieved. Europol will make continuous efforts in this area, including measures to raise staff awareness, to ensure that the effectiveness of waste segregation is improved. Important steps in this regard were already taken in 2022, as described in the paragraph related to waste performance.

In other areas, the objectives and targets defined were met, namely:

- Europol successfully completed EMAS registration in February 2022.
- In the field of public procurement, **environmental considerations were introduced in all contracts where applicable**, i.e., in 25 procedures out of a total of 62 procedures with a value of above EUR 15 000 conducted over the period 2018-2022.
- **Europol's carbon footprint has been reduced by over 30.9%**, significantly exceeding the targeted reduction range of 3.5% to 5.5%.
- **Potable water consumption decreased by 43.4%** from 11.6 m^3/FTE in 2018 to 6.6 m^3/FTE in 2022, and significantly exceeded the 10% reduction target.

- **The consumption of paper decreased by 48.5%** from 9.6 kg/FTE to 4.9 kg/FTE, also well above the targeted 5% reduction.

While the environmental performance in 2022 demonstrated a considerable uplift, it should be noted that the year 2022 was still affected by the constraints related to the COVID-19 pandemic. Their impact was significantly weaker than in previous years (2020-2021), but 2022 cannot be considered as a fully representative year. Although a rebound effect was evident in almost all areas in 2022, 2023 may bring further increases due to a return to the pre-pandemic activity. **The discussion about the influence of the pandemic on Europol's environmental performance is included in the chapter** *Impact of COVID-19 pandemic on environmental performance***.**

Carbon footprint

One of the main environmental objectives defined for the period 2020-2022 was the reduction of the total carbon footprint (Scope 1, 2, 3) by 3.5 – 5.5% by 2022 compared to the baseline year of 2018. The total GHG emissions in 2022 were equal to **2 854.16 tonnes CO_2eq**. Compared to 2018, the carbon footprint was reduced by 30.9% and thus exceeded the objective set. An overview of the carbon footprint for the period 2018-2022 is presented below in Figure 5.

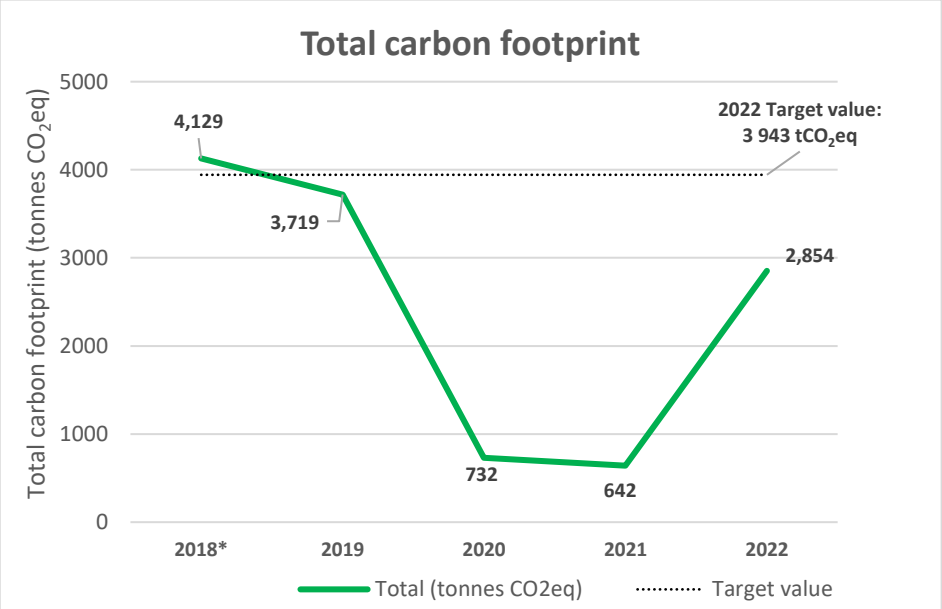


Figure 5: *'Total carbon footprint in the period 2018-2022'.*

Compared to 2021, a significant increase in emissions of greenhouse gases was observed. It indicates a rebound after the years affected by the COVID-19 pandemic. **The total carbon footprint rose almost 4.5 times year-over-year.** The increase is almost fully associated with a rise in the number of flights (*Scope 3 emissions-related performance, which includes emissions from air business travel, is described further in this chapter*). Over the year, the restrictions related to business travel, including an extended approval process, were lifted. In addition, it is important to note that emissions from business travel reported by Europol include emission from business travel of the visitors that the Agency invites to meetings and events or of visitors representing Europol at external meetings. The costs of their travel are covered by the Agency. Since the number of physical meetings has increased over the year, the number of external visitors has increased as well. In the first quarter of 2022, Europol returned to its standard operations. Should the whole year had been free of pandemic limitations, emissions from business travel would have been even higher.

Environmental Vision 2030

In July 2023 Europol approved its Environmental Vision 2030 which sets the Agency's long-term target related to the reduction of its carbon footprint. Europol commits to reduce its GHG emissions by 55% until 2030 compared to 2018.

Below, the Agency's progress in 2022 is analysed against the decarbonisation pathway.

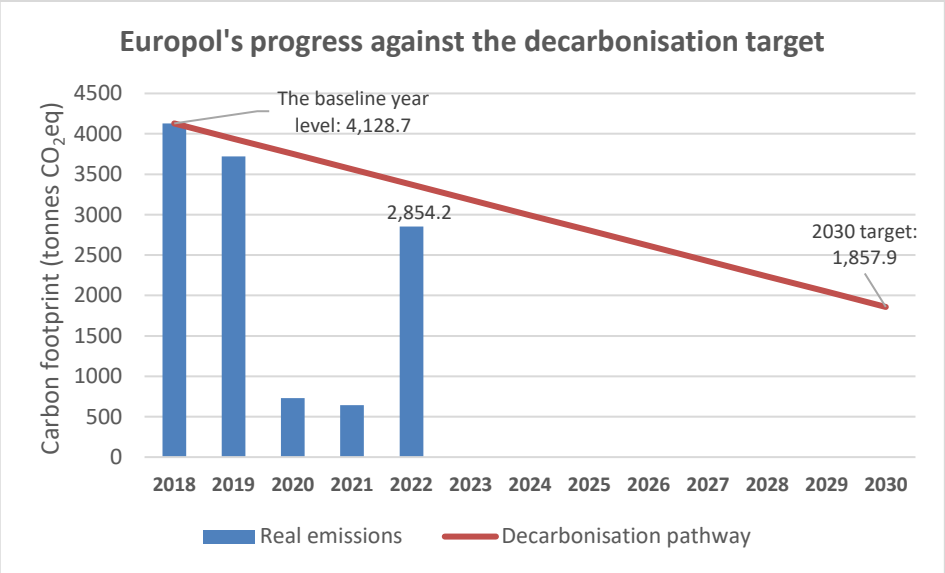


Figure 6: *'Europol's progress in the achievement of the long-term decarbonisation target.'*

Figure 6 presents a comparison of Europol's decarbonisation pathway, i.e., the pace of the reduction of GHG emissions until the 2030 target and real GHG emissions recorded. Europol's target is to reduce its carbon footprint by 55% until 2030, compared to 2018. That means that in 2030 its carbon footprint should equal around 1 857 tonnes CO_2eq and therefore the total required reduction is 2 271 tonnes CO_2eq. The decarbonisation pace assumes that Europol will gradually cut down on its emissions, that is 4.58%[13] of GHG emissions reduction on average per year (or an average of 189 tonnes CO_2eq per year).

In line with the described decarbonisation pathway, the emissions level in 2022 should be equal to 3 371.8 tonnes CO_2eq. The actual emissions recorded in 2022 was 2 854.2 tonnes CO_2eq, which is 517.6 tonnes CO_2eq less than the level of emissions resulting from the decarbonisation pathway. It means that the actual level of GHG emissions in 2022 was around 15.3% lower than the intended level. It is though important to note that the pathway shows an indicative pace of the reduction of emissions. It is crucial that Europol gradually reduces its emissions until 2030, but the level of reduction may vary from year to year. The most important thing for the Agency is to reach its emissions target by 2030.

Carbon footprint breakdown

The Europol's carbon footprint, that is emissions of greenhouse gases resulting from its operations, are calculated in accordance with the *Greenhouse Gas Protocol* framework. In line with the framework the emissions are categorised into the following scopes:

- **Scope 1 –** direct GHG emissions, i.e., emissions from sources which are owned or controlled by an organisation,

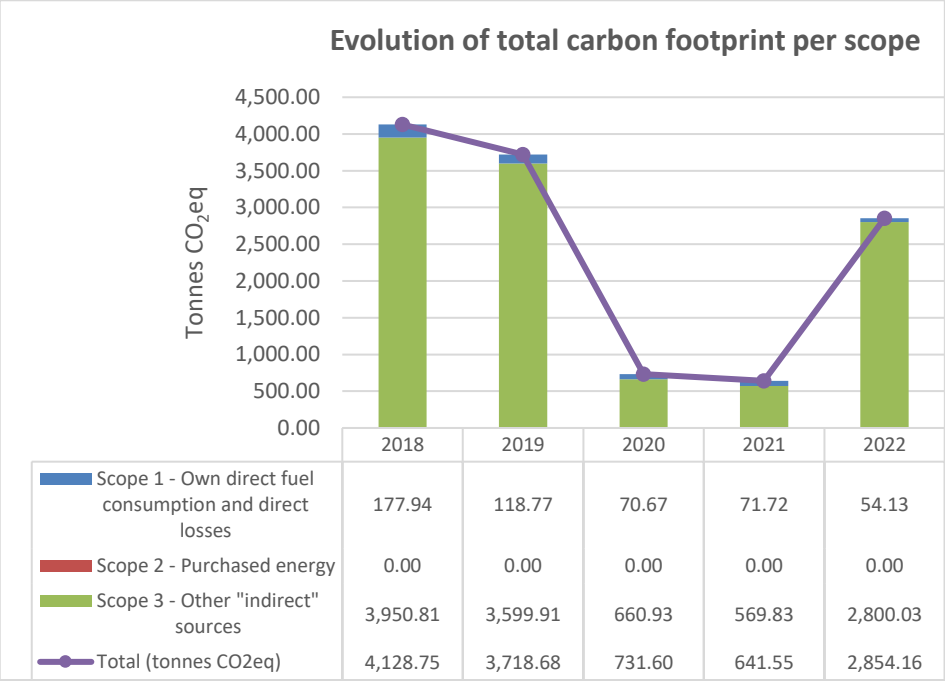
[13] The emission reduction target – 55% - is equally distributed over 12 years between 2018-2030

- **Scope 2 –** indirect GHG emissions which are associated with the generation of electricity, heating/cooling, or steam purchased for own consumption,
- **Scope 3 –** indirect GHG emissions other than those covered in Scope 2.[14]

Europol includes the following emission sources in the above listed Scopes:

- **Scope 1:** natural gas consumption for the heating purpose, diesel consumption in the uninterruptible power supply (UPS) units, refrigerant losses linked to cooling and fire extinguishing systems in the building, fuels consumption by the vehicle fleet;
- **Scope 2:** purchased electricity;
- **Scope 3:** air business travel, rail business travel.

Figure 7 provides an overview of changes in GHG emissions over the period 2018-2022 with a breakdown by scopes.

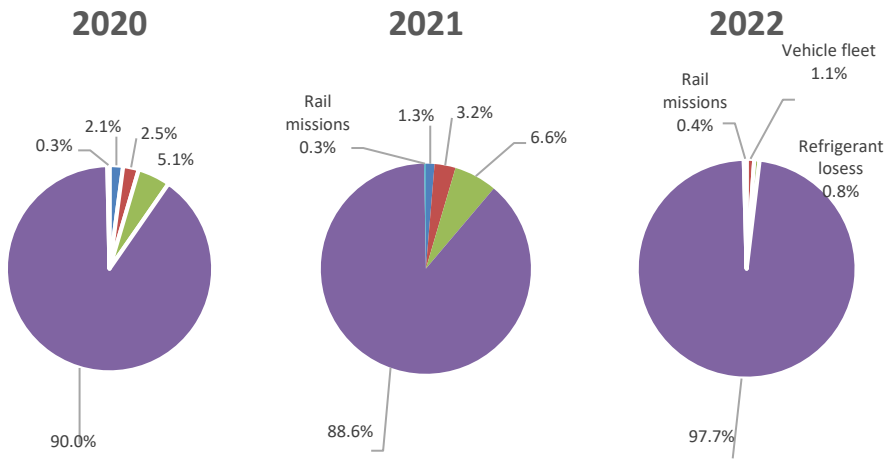


	2018	2019	2020	2021	2022
Scope 1 - Own direct fuel consumption and direct losses	177.94	118.77	70.67	71.72	54.13
Scope 2 - Purchased energy	0.00	0.00	0.00	0.00	0.00
Scope 3 - Other "indirect" sources	3,950.81	3,599.91	660.93	569.83	2,800.03
Total (tonnes CO2eq)	4,128.75	3,718.68	731.60	641.55	2,854.16

Figure 7: *'Trend of carbon footprint per scope'.*

Figure 8 below presents an overview of the emission sources contributing to Europol's carbon footprint in the years 2020-2022, categorised by the scopes defined in line with the Greenhouse Gas Protocol. The exact figures for each scope and its breakdowns are contained in Table 7.

[14] *The Greenhouse Gas Protocol. A Corporate Accounting and Reporting Standard. Revised Edition.* World Business Council for Sustainable Development, World Resources Institute. The GHG Protocol represents a comprehensive global standardised framework for measuring and managing greenhouse gas (GHG) emissions. The EMAS Directive suggests that organisations implementing the EMS should consider reporting GHG emission according to an established methodology such as the GHG Protocol.



- Scope 1 - Buildings diesel consumption (emergency generator UPS)
- Scope 1 – Vehicle fleet
- Scope 1 – Refrigerant losses
- Scope 3 - Business travel (air)
- Scope 3 - Business travel (rail missions)

Figure 8: *'Total carbon footprint breakdown for the period 2020-2022'.*

Source of GHG emissions	2018	2019	2020	2021	2022	Δ %	Part of total (%)
Scope 1 - Own direct fuel consumption and direct losses	**177.94**	**118.77**	**70.67**	**71.72**	**54.13**	-69.6%	**1.9**
Buildings gas consumption*	67.21	10.98	86.57 (0)*	96.29 (0)*	92.02 (0)*	-100.0%	0.0
Buildings diesel consumption**	0.00	9.50	15.44	8.51	0.00	/	0.0
Vehicle fleet	57.13	51.16	18.01	20.72	31.76	-44.4	1.1
Refrigerant losses (CO_2eq)	53.61	47.14	37.22	42.49	22.37	-58.3	0.8
Scope 2 - Purchased energy	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**/**	**0.0**
Electricity***	0.00	0.00	0.00	0.00	0.00	/	0.0
Scope 3 - Other "indirect" sources	**3 950.81**	**3 599.91**	**660.93**	**569.83**	**2 800.03**	**-29.1**	**98.1**
Business travel (air)	3 950.81	3 578.88	658.49	**568.10**	**2 788.23**	-29.4	97.7
Business (rail)	0.00	21.03	2.44	1.73	11.76	/	0.4
Total (tonnes CO_2eq)	**4 128.75**	**3 718.68**	**731.60**	641.55	2 854.16	**-30.9**	**100.0**

** Offset natural gas supply contract since 2020 – emissions counted as zero in total carbon footprint.*
*** Diesel used for building's emergency uninterrupted power supply units (UPS).*
**** Green electricity contract – no related emissions*
- : Data not available.
/: Calculation issue due to division by 0.

Table 7: *'Total carbon footprint summary per scope (tonnes CO_2eq)'.*

Table 8 presents information on the emissions per FTE (kg CO_2eq/FTE) over the years 2018-2022.

Source of GHG emissions	2018	2019	2020	2021	2022	Δ %
Scope 1 - Direct fuel consumption and direct losses	**145.26**	**95.29**	**56.69**	**53.36**	**37.00**	-74.53
Buildings gas consumption*	54.86	8.81	69.45 (0)*	71.64 (0)*	62.90 (0)*	-100.00
Buildings diesel consumption**	0.00	7.62	12.39	6.33	0.00	/
Vehicle fleet	46.63	41.04	14.45	15.42	21.71	-53.45%
Refrigerant losses	43.76	37.82	29.86	31.62	15.29	-65.06%
Scope 2 - Purchased energy	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	0.00
Electricity***	0.00	0.00	0.00	0.00	0.00	0.00
Scope 3 - Other "indirect" sources	**3 225.15**	**2 888.21**	**530.23**	**423.98**	**1914.12**	-40.65%
Business travel (air)	3 225.15	2 871.34	528.27	422.69	1906.05	-40.90%
Business (rail missions)	-	16.87	1.96	1.29	8.07	/
Total (kg CO_2eq/FTE)	**3 370.41**	**2 983.50**	**586.92**	**477.34**	**1951.12**	-42.11%

** Offset natural gas supply contract since 2020 – emissions counted as zero from 2020 onwards.*
*** Diesel used for building's emergency uninterrupted power supply units (UPS).*
**** Green electricity contract – no related emissions*
- : Data not available.
/: Calculation issue due to division by 0.

Table 8: *'Total carbon footprint summary per scope per FTE (kg CO_2eq/FTE)'.*

Greenhouse gas emissions from electricity consumption are covered within Scope 2 according to GHG Protocol methodology. Since the emissions resulting from 100% green electricity are zero, they do not contribute to the total carbon footprint of Europol. Nevertheless, in accordance with the GHG Protocol methodology, the following table shows the emissions associated with the electricity used as calculated by the following methods:

- **market-based method** reflects emissions from electricity that companies have purposefully chosen (using emission factors e.g., from contractual instruments, such as energy attribute certificates);
- **location-based** method reflects the average emissions intensity of grids on which energy consumption occurs (using for the calculation grid-average emission factor, such as the average emission intensity of the Dutch grid).[15]

CO_2eq emissions – Scope 1 and 2

Scope 1 GHG emissions from diesel and gas consumption

Scope 1 emissions of Europol's carbon footprint include emissions from the combustion of fuels in its headquarters, that is natural gas for the purpose of the back-up heating of the building and diesel consumption related to the powering of UPS (uninterruptible power supply) units. Europol's headquarters are equipped with 2 UPS units which ensure continuous operation in case of any interruption of power supply. These are the only fossil fuels consumed in the building.

In 2022 the emissions related to the consumption of natural gas and diesel were equal to 0. From 2020 onwards, Europol has been offsetting emissions from consumed natural gas via the gas supply contract, which are therefore counted as zero. In case of diesel, no refill of the diesel tanks was necessary in 2022, hence no consumption was recorded.

[15] *GHG Protocol Scope 2 Guidance. An amendment to the GHG Protocol Corporate Standard*. World Resources Institute

When compared to the previous year, gas consumption decreased by 4.4%. It may be related to the measures implemented in 2022 to optimise the use of gas boilers and address the issues with the HVAC installation experienced in 2021 due to the lower occupancy of the office. The measures are described in the chapter *Energy efficiency.*

Gas consumption during the years 2018-2022 is presented in Figure 9.

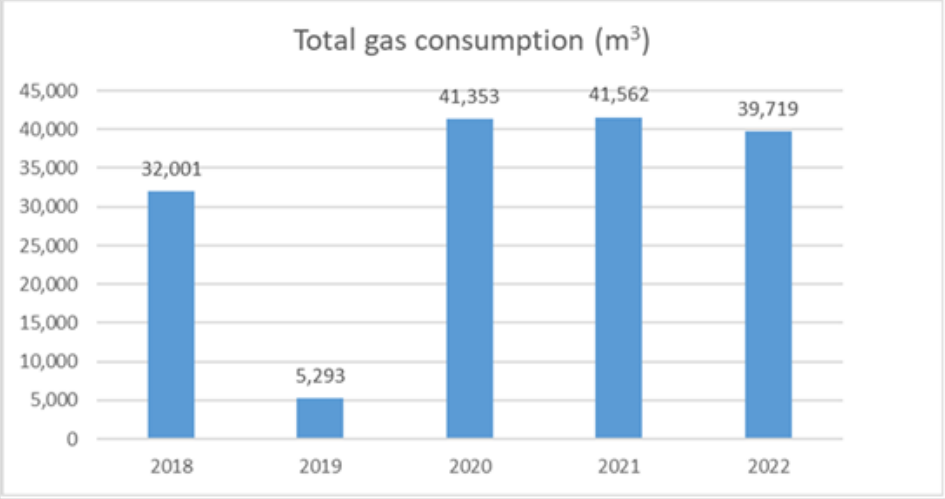


Figure 9: *'Gas consumption (Nm³)'.*

Table 9 provides an overview of the GHG emissions from non-renewable sources in relation to the annual reference values, namely the number of staff members (FTE) and the heated floor area (m²).

Performance indicator	2018	2019	2020	2021	2022	Δ %
Total CO_2 emissions buildings (tonnes CO_2eq)	**67.21**	**20.47**	**15.44**	**8.51**	**0.00**	-100.0
Buildings gas consumption* (Tonnes CO2) **Market based**	**67.21**	**10.98**	**0.00**	**0.00**	**0.00**	**-100.0**
Buildings gas consumption* (Tonnes CO2) **Location based**	67.21	10.98	86.57	96.29	92.02	36.9
Buildings diesel consumption** (tonnes CO_2eq)	0.00	9.50	15.44	8.51	0.00	0.0

** GHG offset of emissions from natural gas by contract since 2020.*
*** Diesel used for building's uninterrupted power supply units (UPS).*

Table 9: *'Building emissions of non-renewable energy use (diesel and gas)'.*

Despite the fact that since 2020 Europol has been offsetting the emissions from natural gas, the emissions from the consumed natural gas have been calculated to demonstrate their scale and to analyse them against the total carbon footprint of Europol. The CO_2eq emissions have been mapped against gas consumption in the table below.

	2018	2019	2020	2021	2022	Δ %
Gas consumption (Nm³)	32 001	5 293	41 353	41 562	39 719	24.1
Gas consumption (kWh)	312 618	51 061	403 977	406 019	388 015	24.1
Total emission (tonnes CO_2eq)	67.21	10.98	86.57	96.29	92.02	36.9

Table 10: *'Gas consumption and CO_2eq emissions related to the consumption'.*

Similarly to gas consumption, the related GHG emissions decreased slightly compared to 2021. Including those emissions in Europol's carbon footprint would result in a 3.2% increase in the total GHG emissions generated in 2022, that is, from 2 854.16 to 2 946.18 tonnes CO_2eq.

Scope 1 GHG emissions of refrigerants

Emissions covered within Scope 1 related to the building, include emissions associated with the losses of refrigerants[16] in cooling installations and fire extinguishers. Europol conducts an ongoing monitoring of refrigerant losses with a use of logbook registrations. The recording of refrigerant losses is based on monitoring of amounts of refrigerants with which the installation is refilled.

In 2022, refrigerant-related emissions resulted from the replacement of one refrigerant, R507a, with R449a – a refrigerant with almost twice as low Global Warming Potential as R507a. This was the refrigerant that had been refilled in the greatest quantity in previous years. No leakages of other refrigerants were recorded that would necessitate the refrigerants to be refilled. The total emissions amounted to 22.4 tonnes CO_2eq which is the lowest value recorded over the years 2018-2022. They accounted for 0.8% of Europol's carbon footprint in 2022.

Performance indicator	2018	2019	2020	2021	2022	Δ %
R134a (GWP: 1.300) (tonnes CO_2eq)*	0.0	0.0	0.0	0.0	0.0	0.0%
R227a (GWP: 2.640) (tonnes CO_2eq)*	0.0	0.0	0.0	0.0	0.0	0.0%
R410a (GWP: 1.924) (tonnes CO_2eq)	4.8	9.5	3.8	0.0	0.0	-100.0%
R407c (GWP: 1.624) (tonnes CO_2eq)	11.2	0.0	0.0	0.0	0.0	-100.0%
R507a (GWP: 2.240) (tonnes CO_2eq)**	37.6	37.6	33.4	42.5	-	-100.0%
R449a (GWP: 1 282) (tonnes CO_2eq)***	-	-	-	-	22.4	0.0%
Total (tonnes CO_2eq)	53.6	47.1	37.2	42.5	22.4	-58.3%
Emissions cooling installations (kg CO_2eq/FTE)	43.8	37.8	29.9	31.6	15.3	-65.1%
Emissions cooling installations (kg CO_2eq/m²)	1.650	1.450	1.145	1.307	0.688	-58.3%

**No losses.*
***Used in fire extinguishers in data centres and technical areas.*
**** New refrigerant which replaced refrigerant R507.*

Table 11: *'CO_2eq emissions from cooling installations'.*

Scope 1 GHG emissions from the vehicle fleet

Apart from emissions related to the building use, Scope 1 emissions include the emissions generated through the combustion of fuels in Europol's vehicle fleet.

At the end of December 2022, the fleet consisted of 16 cars: 10 diesel cars, 5 plug in hybrid petrol cars and 1 fully electric car. Compared to the previous year, Europol stopped using 3 diesel cars in favour of more environmentally friendly vehicles. Two new hybrid petrol cars and one electric car were leased. Over the years, the Agency has been gradually replacing its diesel car fleet with more sustainable solutions.

After the period affected by the COVID-19 pandemic, there has been an increase in business travels with the use of duty cars. The kilometres travelled by cars did not return to the baseline year level (2018), but a rebound effect is certainly visible. Compared to 2021, the number of kilometres travelled by cars increased by more than 75%.

It is however important to note that thanks to the gradual replacement of cars with more environmentally friendly vehicles, the emissions intensity of the fleet is decreasing. In comparison to 2018, the average fleet emissions intensity expressed in gCO_2eq/km has dropped by more than 30%.

Besides, Europol maintains measures introduced in the past. Europol has implemented a *Policy on the use of Europol duty cars.* It establishes rules that prioritise the use of public transport. Any use of duty car requires a relevant justification for not choosing

[16] A refrigerant is a substance in a fluid or gaseous state used in refrigeration cycles. Calculation of emissions is based on emissions' factors corresponding to each type of refrigerant, namely the global warming potential (GWP) expressed as CO_2 equivalent.

public transport. Such reasons may include cost-effectiveness, carpooling, personal disability, heavy transport, unavailability, or unsuitability of public transport connections.

Performance indicator	2018	2019	2020	2021	2022	Δ %
Cars in fleet	16	16	12	13	15*	-6.8
Total travelled distance (km)	267 991	240 167	102 348	123 264	216 292**	-19.3
Travelled distance (km/duty car)	16 749	15 010	8 470	9 482	14 500	-13.4
Vehicles g CO_2eq/km	**213.2**	**213.0**	**176.0**	**168.1**	**146.8**	**-31.1**
Vehicle fleet (tonnes CO_2eq)	**57.1**	**51.2**	**18.0**	**20.7**	**31.8**	**-44.4**
Vehicle fleet (kg CO_2eq/FTE)	**46.6**	**41.0**	**14.5**	**15.4**	**21.7**	**-53.4**

*Average number of cars in the vehicle fleet over 2022.
**112 533 km travelled by plug-in hybrid cars (petrol); 96 395 km travelled by diesel cars; 7 364 km travelled by electric car

Table 12: *'CO_2eq emissions of duty cars'.*

Scope 2 GHG emissions from electricity consumption

The electricity consumption of the headquarters is covered by a 'Green Electricity' contract for a supply of 100% green electricity. The supplier provides a Guarantee of Origin (GoO) certificate for the electricity supplied to prove that it was generated from renewable sources. The Guarantee of Origin which Europol is provided with by the electricity supplier confirms that the electricity comes from a European wind farm.

Performance indicator	2018	2019	2020	2021	2022	Δ %
Electricity consumption (MWh)	8 834.4	8 969.5	8 836.3	9 390.0	9 018.1	2.08
GHG emissions (tonnes CO_2eq) – **Market based**	0.00	0.00	0.00	0.00	0.00	NA
GHG emissions (tonnes CO_2eq) – **Location based**	4 682.3	4 054.2	3 304.8	3 474.3	2 669.4	-42.99

Table 13: *'GHG emissions associated with electricity consumption at Europol, calculated in line with market-based and location-based method according to the GHG Protocol.'*

When analysing the emissions related to the electricity consumption, it may be observed that although the electricity consumption increased slightly compared to 2018, the associated emissions decreased significantly. This is the result of the decreasing emissions intensity of the Dutch electricity grid, which in turn results from the increasing shares of renewable energy sources in the Dutch energy mix. By purchasing green energy, Europol abates a significant amount of greenhouse gas emissions.

CO_2eq emissions – Scope 3

Scope 3 GHG emissions from air travel

Carbon emissions from air travel have a significant impact on Europol's carbon footprint. In 2018, 95.7 % of emissions were related to air travel. In 2022, air travel still accounted for almost all emissions, in particular 97.7%. This percentage is relatively high primarily due to the reduction in Scope 1 emissions compared to previous years.

When looking at the absolute values of air travel emissions in 2022, a decrease of almost 30% is observed compared to the baseline year of 2018 (see Table *14*). Nevertheless, as expected due to the lifting of COVID pandemic-related measures in 2022, the emissions significantly increased year-over-year (compared to 2021). They did not return to the level recorded in the year before the pandemic (i.e. 2019), but the increase was substantial; that is 390.8%, indicating a strong rebound effect after the pandemic.

Compared to 2018, the number of flights increased by almost 30% - from 9 359 in 2018 to 12 111 in 2022. However, at the same time the total number of kilometres flown decreased by 30%. It indicates that more travels included short- (<700 km) and mid-haul (700-2 500 km) flights rather than long-haul flights with a distance above 2 500 km, what is confirmed by the number of kilometres flown per category of flight. Mid-haul flights contributed the largest share of all kilometres flown, accounting for around 70%. In terms of the number of kilometres flown, a significant increase is also evident for short-haul flights - by more than 220% compared to both 2018 and 2021. The share of long-haul flights has not reached pre-pandemic levels - the number of kilometres flown has fallen by more than 70% compared to 2018.

As stated above, all business flights in 2022 led to 2 788 tonnes of CO_2eq emissions. These emissions translate into a relative emission value equal to 1 906.0 kg CO_2eq /FTE which means that compared to 2018 they decreased by around 40%. Obviously, with the overall increase in the number of travels in 2022 compared to 2021, the indicator has increased by almost 400% compared to 2021.

Europol is aware of the significant contribution of emissions from air business travel to its carbon footprint. Therefore, having performed a feasibility study on Europol's environmental objectives and having shaped its Environmental Vision the Agency has initiated work on a *Business travel policy*. The main objective of the policy is to reduce air travel and the associated emissions.

Performance indicator	2018	2019	2020	2021	2022	Δ %
Air travel (number of flight tickets)	9 359	8 037	2 501	2 411	12 111	29.4
Air Travel (number of km flown) - flights <700 km	413 253	399 730	457 348	405 719	1 337 936	223.8
Air Travel (number of km flown) - flights 700-2500 km	9 872 081	8 436 973	2 023 790	2 197 786	11 199 762	13.4
Air Travel (number of km flown) - flights >2500 km	12 609 898	12 059 648	802 070	605 974	3 495 522	-72.3
Air travel (number of km flown)	**22 895 233**	**20 896 351**	**3 283 208**	**3 209 479**	**16 033 220**	-30.0
Air travel (tonnes CO_2eq)	**3 951**	**3 579**	**658**	**568**	**2 788**	-29.4
Air travel (kg CO_2eq/FTE)	3 225.1	2 871.3	528.3	422.7	1 906.0	-40.9

Table 14: *'Air travel CO_2eq emissions 2018-2022'.*

Scope 3 GHG emission from rail travel

Europol has been monitoring the rail travel of its employees since 2019. In 2022 the total distance travelled amounted to over 450 000 km with international travel accounting for 99.6% of all kilometres travelled. For national (domestic) travel, the total number of kilometres travelled was over 1 800 km.

Compared to 2019, when the monitoring started, there is a noticeable decline in international travel, i.e. by 44.1%. Domestic travel, on the other hand, shows a very large increase, with the number of kilometres travelled in 2022 being almost 40 times higher than in 2020.

The trend over the period 2018-2022 shows an expected rebound in 2022 after a period of pandemic restrictions also linked to travel. The travel restrictions were in place only for a small period in 2022, hence the increase in travel was expected.

All rail travel in 2022 (both national and international) generated 11.8 tonnes CO_{2eq}. This represents 0.4% of Europol's carbon footprint.

Table 15 provides an overview of rail missions in the period of 2019-2022.

Performance indicator	2018	2019	2020	2021	2022	Δ % 2019
Missions by train (km national)	-	-	48.3	77.2	1 836.3	/
Missions by train (km international)	-	808 886.4	93 725.0	75 256.1	452 144.1	-44.1
Missions by train (tonnes CO_2eq)	-	**21.0**	**2.4**	**1.7**	**11.8**	-44.1
Missions by train (kg CO_2eq/FTE)	-	16.9	2.0	1.3	8.0	-52.4

- : data not available.
/: Calculation issue due to division by 0.

Table 15: 'Scope 3 CO_2eq emissions from business-related travel by train'.

The rules related to business travel applied by Europol are based on the '*Guide to missions and Authorised Travel*' adopted by the European Commission. The guidelines have been used since 2018 and are applicable for all staff missions, authorised travel and travel covered for external parties funded by Europol. To ensure that train, as a sustainable mode of transport, is chosen whenever possible, Europol prioritises the train travel for **missions of less than 400 km one way.** The travel agency used by Europol applies this policy when it arranges Europol missions and travel for external parties funded by Europol.

Scope 3 GHG emission from commuting

Though emissions related to commuting should be included within Scope 3 emissions, Europol has so far not accounted for them. It was not possible to calculate the GHG emissions due to the unavailability of the necessary data. Nevertheless, a survey on the commuting patterns among Europol employees and analysis of measures encouraging the use of sustainable modes of transport to commute are planned to be completed in 2023. It is the first year not affected by the COVID-19 pandemic and therefore the survey results should be more representative for Europol's standard operations.

Energy efficiency

Europol's core activities and tasks are carried out in its headquarters located in The Hague. Therefore, the energy efficiency area relates to the use of the following energy sources in the building:

- electricity for running the building's technical infrastructure (including operation of the heat pump) and for Europol's core processes;
- gas for the HVAC (heating, ventilation and air-conditioning) systems;
- diesel fuel for the uninterrupted power supply (UPS) units.

The building is equipped with a geothermal heat pump system, which uses two heat exchange pumps and two wells as thermal energy stores in the ground. This stored energy is used to heat and cool the building depending on the season or when required. Because of its efficiency, it serves as **the building's primary heating/cooling system** throughout the year. The HVAC system also has dry coolers installed on the roofs of the towers, which utilise outside air for free cooling. The combination of thermal storage and free cooling enables a significant reduction in the building's energy consumption. The air handling units are equipped with heat wheels for heat recovery and are divided into sections.

As **a secondary system** to support peaks when there is a higher cooling or heating demand, caused by an increase in internal consumption or a change in the outside temperatures, a separate cooling system (chillers) and gas boilers for a central heating system are in place.

The building guarantees the energy supply through two dynamic UPS systems which in the case of an energy blackout are powered by diesel-engines. The consumption data relates to Diesel used for the refill of 2 tanks with a total volume of 30 000 litres (15 000 litres each).

Energy consumption in the building

The energy consumption in the building in the years 2018-2022 is presented in the table below.

Performance indicator	2018	2019	2020	2021	2022	Δ %
Electricity (MWh)	8 834.4	8 969.5	8 836.3	9 390.0	9 018.1	2.1
Mains supplied gas (MWh)	312.6	51.1	404.0	406.0	388.0	24.1
Diesel (MWh)	0.0	32.5	52.8	29.1	0.0	/
Total (MWh)	**9 147.1**	**9 053.1**	**9 293.1**	**9 825.1**	**9 406.1**	2.8
Total (kWh/m²)	281.45	278.56	285.94	302.31	289.4	2.8
Total (kWh/FTE)	7 466.0	7 263.3	7 455.3	7 310.3	6 430.1	-13.9
Total non-renewable energy use (MWh/yr)	**312.6**	**83.5**	**456.8**	**435.1**	**388.0**	24.1
Non-renewable energy as part of total (%)	**3.4%**	**0.9%**	**4.9%**	**4.4%**	**4.1%**	20.7

/: Calculation issue due to division by 0.

Table 16: *'Annual building energy consumption'.*

Over the years 2018-2022, total energy consumption, consisting of electricity, natural gas and diesel consumption, was maintained between around 9,000 and 9,500 MWh with a one-off peak in 2021 (Figure 10). On the other hand, when analysing the consumption relative to the number of employees, a decrease of around 14% between 2018 and 2022 is observed.

In 2022 total energy consumption was equal to 9 406.1 MWh, including 95.8% in the form of electricity and remaining 4.2% in the form of natural gas. No diesel was consumed in 2022 as there was no necessity for the diesel tanks to be refilled.

Despite the constraints of the COVID-19 pandemic, which resulted in lower office occupancy not only in 2022, but also in 2020 and 2021, there was no significant decline in energy consumption in the building. This is because technical equipment and processes such as ventilation and heating in the building had to be maintained. Furthermore, due to sanitary requirements, the building had to be even more intensively ventilated. In turn, the lower presence of the building's staff interfered with the normal operation of the HVAC system, due to the disturbed heat balance in the building.

When comparing the performance to the year 2021, a decrease of around 4% is observed for both electricity and natural gas consumption, and hence for the total energy consumption in the building.

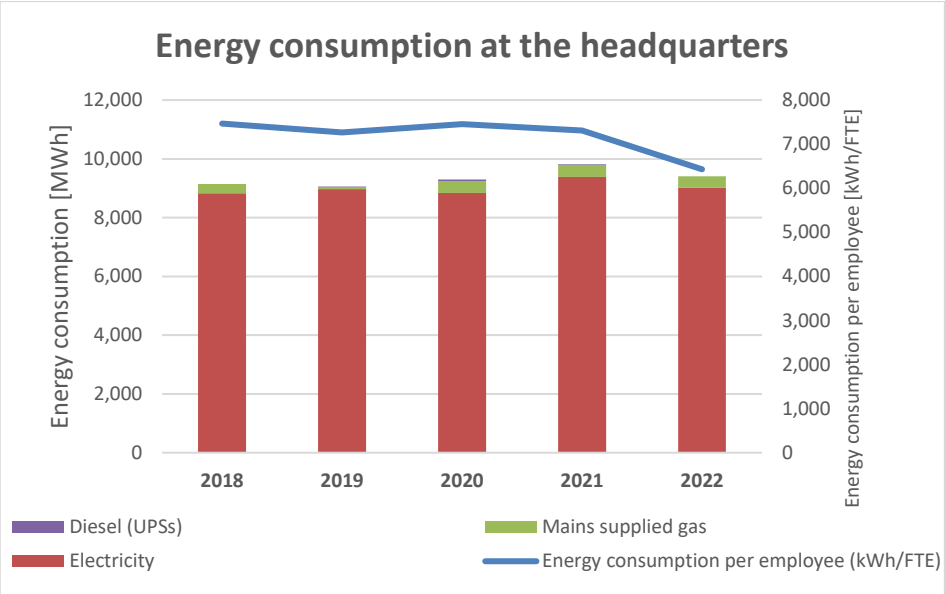


Figure 10: *'Energy consumption structure at the Europol's headquarters'.*

In 2021 and 2022 Europol experienced issues related to electricity and gas consumption resulting from disrupted operation of the HVAC installation due to reduced office occupancy. In the third quarter of 2022 Europol implemented measures aimed to optimise energy use. Setpoints related to the operation of gas boilers and heat pumps were adjusted so that the boilers could be used less frequently, and hence gas consumption could be lowered. The results were visible immediately in the monthly consumption recorded in November and December (over 60% decrease compared to October) and will most probably influence the consumption in 2023.

Regardless of the above, Europol has introduced measures recommended under the Energy Audit (*according to the European Energy Directive*[17]) conducted in 2020. In July the replacement of dry coolers, which reached the end of their technical lifetime, was finalised. As their efficiency had been lower, more energy had been consumed for the purpose of cooling. In addition, specialised filters on 7 air handling units were implemented leading to further energy reduction.

Furthermore, in 2022 the Local Operational Network (LON) which was part of the Building Automation System (BAS) controlling all building related systems (e.g. lights, climate, blinds and sunscreens) was successfully replaced with a Local Area Network (LAN) in the entire office environment. The new system translates into increased energy efficiency in the headquarters in a few ways, such as for example:

- the lighting and air conditioning switch to standby mode, when there is no occupancy in rooms,
- the blinds go down automatically in summertime to prevent extra heat from the sun and stay up in the wintertime to get the heat from the sun.

Another measure leading to the energy savings is the isolation of central heating fittings, which started in 2022 when part of the cool water system and heating appendages were isolated. The process is still ongoing.

Data Centre in Austria

Europol has a lease agreement for the usage of a data centre with a provider in Austria. Though it is not a part of the EMS scope, Europol has committed to monitor and

[17] Directive 2012/27/EU of the European Parliament and of the Council of 25 October 2012 on energy efficiency, amending Directives 2009/125/EC and 2010/30/EU and repealing Directives 2004/8/EC and 2006/32/EC

recognise the electricity consumption of this data centre and its performance. A reporting mechanism has been established with the provider of the data centre to receive data on Europol's energy consumption. From 2021 onwards, data on the electricity consumption is available. The main source of electricity consumption is the powering of servers and racks.

In 2022 the total electricity consumption of the data centre was 137 363 kWh (- : Data not available.

Table *17*). Similarly as in 2021, the consumption of electricity remained at the same level over the months (Figure 11). The yearly consumption compared to 2021 rose by around 15%. When comparing the data centre consumption with the total electricity consumption at Europol covered by the EMAS scope (Europol's headquarters), it appears to be a relatively small amount. If the data centre was included in the scope of EMAS in 2022, it would represent only 1.5% of total electricity consumption at Europol (sum of consumption at the headquarters and the data centre).

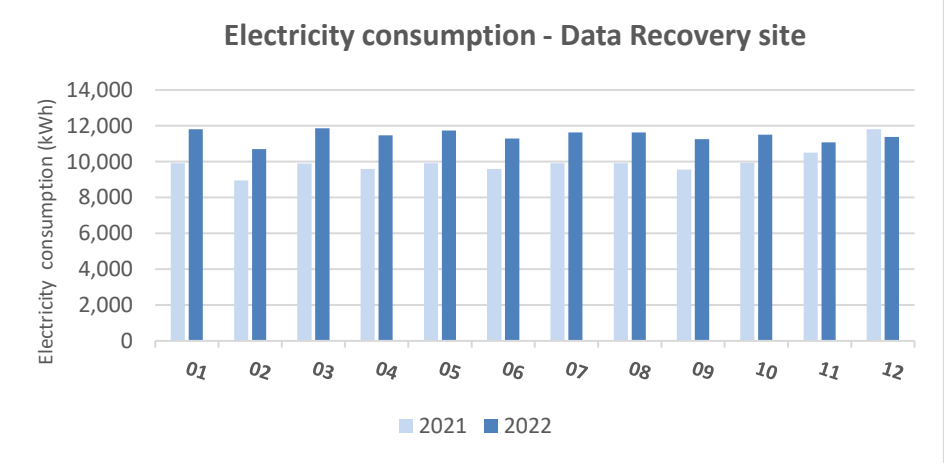


Figure 11: *'Electricity consumption in Data Recovery site in Austria (kWh)'.*

Data centre in Austria	2018	2019	2020	2021	2022
Electricity consumption (MWh)	**-**	**-**	**-**	**119.532**	**137.363**
Part of total electricity consumption (Headquarters+Data Centre) %	-	-	-	1.3	1.5

- : Data not available.

Table 17: *'Electricity consumption – Data Recovery site'.*

Water consumption

Europol monitors its impact related to the use of water by monitoring two core environmental performance indicators:

- total water consumption (m^3),
- water consumption per employee (m^3/FTE),

and an additional indicator – water consumption per m^2 of the surface of the building.

The Agency's objective was to reduce the consumption per FTE by 10% by 2022 compared to 2018. The average water consumption per FTE was 6.6 m^3/FTE, which means that the achieved decrease accounted for 43.4% compared to 2018. **Therefore, the performance in 2022 (the target year) significantly exceeded the assumed target**.

When analysing the long-term trend (2018-2022), a rebound effect is observed in 2022, for the first time after the years 2020-2021 – affected to a large extent by organisational

restrictions resulting from the COVID-19 pandemic. Compared to 2021, the total water consumption rose by 50% - from 6 423 m^3 in 2021 to 9 637 m^3 in 2022. The consumption per employee increased by 37.9%.

Although limitations were still in place in 2022, Europol's operations were being gradually restored to the state from before the pandemic and hence such an effect was expected. Over the year an average number of people allowed in the office increased from 500 to 700 (against an average of 1 463 employees). In November, the restrictions on the number of people allowed in the building were lifted and a new hybrid working model was introduced allowing an average of 1 day per week of remote working, with exceptions of up to 3 days per week. Increased office occupancy entailed more intensive use of the building and consumption of utilities.

The performance was assessed also against the benchmark of excellence value indicated in the *Best Environmental Management Practice for the Public Administration Sector*. With regards to the water consumption the benchmark of excellence is set as 6.4 m^3/FTE. It means that the water consumption recorded at Europol in 2022 was slightly above the benchmark level (0.2 m^3/FTE higher).

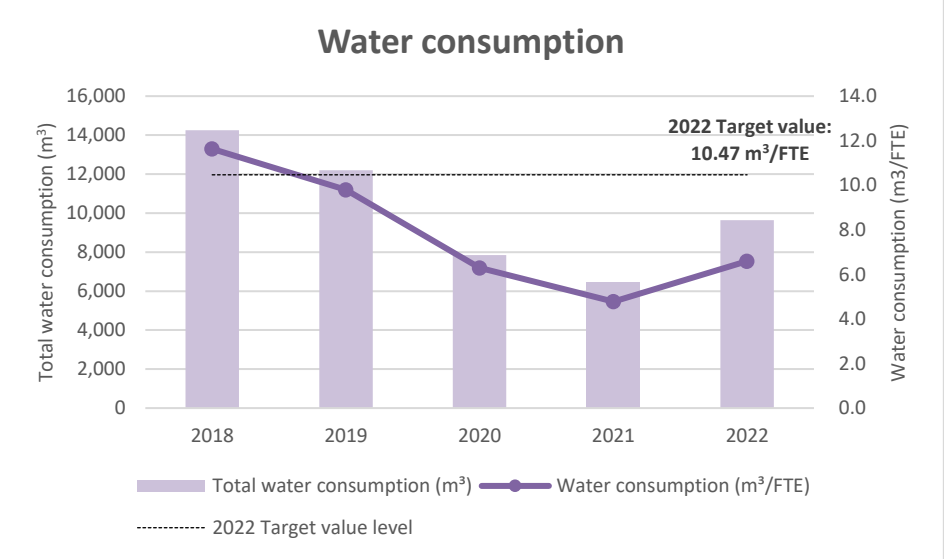


Figure 12: *'Water consumption (m^3/FTE)'.*

Water consumption	2018	2019	2020	2021	2022	Δ %
Total water consumption (m^3)	**14 250**	**12 205**	**7 840**	**6 423**	**9 637**	**-32.4%**
Water consumption (m^3/FTE)	11.6	9.8	6.3	4.8	6.6	-43.4%
Water consumption (L/m^2)	438	376	241	198	297	-32.4%

Table 18: *'Water consumption'.*

Paper consumption

Since Europol's operations to a large extent entail office activities, the most frequent material used is office paper. Within its core environmental indicators, the Agency monitors both its total consumption and the consumption per employee.

The target related to the use of paper was to reduce its consumption expressed per employee by 5% by 2022 compared to 2018. The total consumption in 2022 was 7.2 tonnes. In total 1.44 million A4-sheet equivalents were printed, which translates into an average of 4.58 sheets/FTE/day or 4.9 kg/FTE/year. Compared to 2018, the yearly paper consumption (kg/FTE) decreased by 48.5%. **This indicates that the reduction target for 2022 has been exceeded.**

However, year-over-year the consumption increased, as expected, influenced by the presence of employees in the office. It is worth noting however that the rebound effect is not as strong as in other areas, potentially indicating a change in employees' printing habits as a result of the experience of the pandemic limitations. To be able to assess the trend further monitoring of paper consumption is clearly needed.

The 2022 performance is satisfactory also when compared to the benchmark of excellence value indicated in the *Best Environmental Management Practice for the Public Administration Sector*. An average use of A4 sheets per FTE per day is 4.58 against the benchmark of excellence value of 15 A4 sheets/FTE/day. In order to reduce the environmental impact of paper, the paper that meets the requirements of the EU Ecolabel is purchased.

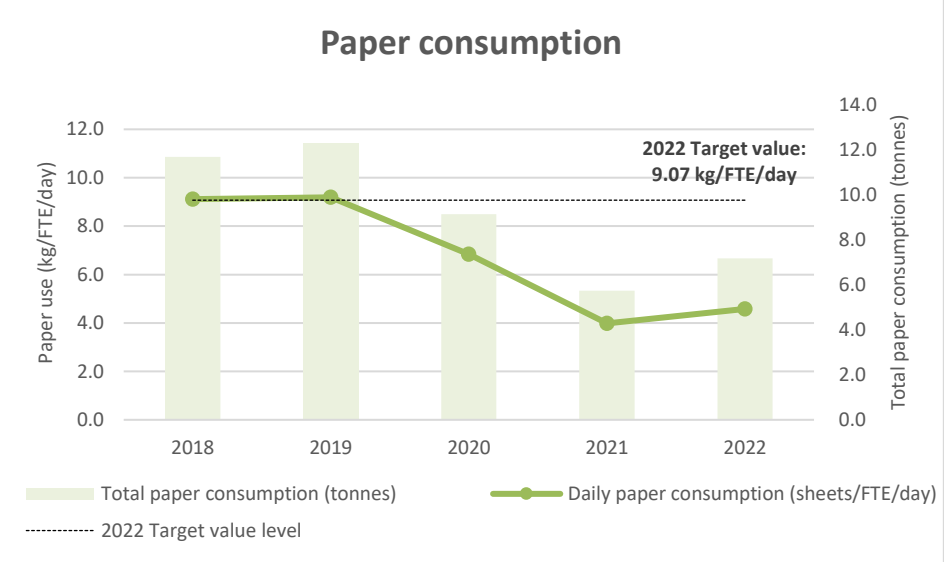


Figure 13: *'Paper consumption (kg/FTE)'.*

Paper consumption	2018	2019	2020	2021	2022	Δ %
A4 sheet equivalent (# x1 Million)	2.36	2.46	1.83	1.15	1.44	-38.9%
Daily paper consumption (sheets/FTE/day)	9.12	9.19	6.84	3.91	4.58	-49.8%
Total paper consumption (tonnes)	**11.7**	**12.3**	**9.1**	**5.7**	**7.2**	-38.5%
Paper consumption kg/FTE	9.6	9.9	7.3	4.3	4.9	-48.5%

Table 19: *'Paper consumption'.*

Europol maintains the measures implemented in previous years to reduce the consumption and environmental impact of paper, i.e.:

- reduction of printed materials for meetings' participants due to the increase in virtual meetings,
- use of tablets in combination with software solutions by senior management during the meetings,
- implementation of an e-signature,
- implementation of a solution facilitating digital workflow, including digital documentation management,
- providing centralised and multifunctional printers with energy saving modes,
- implementation of default double-sided and black and white printing,
- a change in grammage of purchased paper from 80 g/m^2 to 75 g/m^2.

Waste generation

To monitor the performance related to waste management, Europol defined three core environmental performance indicators in this area, namely:

- waste separation rate (%) understood as the ratio of the mass of waste collected separately to be reused or recycled to the total mass of waste generated,
- total waste generation expressed in tonnes,
- waste generation per employee expressed in kilograms per FTE.

Waste separation

Europol's objective was to achieve the waste separation rate equal to 49.1% in 2022, that is 5 percentage points higher than in the baseline year of 2018. The objective has not been met. The rate achieved in 2022 was 48.7%, against the target of 49.1%, which is only a small difference of 0.4 percentage points. However, a growth of 4.6 percentage points has been achieved.

When compared to 2021, the value of the rate in 2022 is considerably lower. Nevertheless, as indicated in the *Environmental Statement 2022*, in 2021 Europol collected an additional waste fraction separately, namely 15.67 tonnes of car tires, which brought the rate up to 59.2%. Waste separation rate excluding car tires fraction in 2021 was equal to 45.4%. Therefore, such a significant increase in the rate for 2021 should be regarded as a one-off.

The 2018-2022 results show that the efficiency of waste separation in the Agency is gradually increasing.

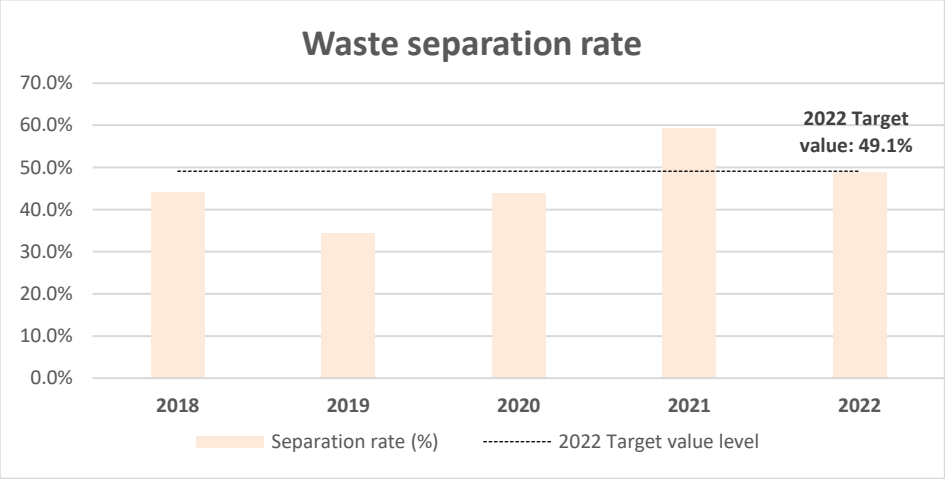


Figure 14: *'Waste separation rate (%)'.*

Waste generation

In 2022, 92.32 tonnes of waste were generated in Europol, almost equal to the amount generated in 2018 (Figure 15). Since the number of employees has increased over the years, the amount generated per employee obviously decreased, from 74.53 kg/FTE in 2018 to 63.11 kg/FTE in 2022, i.e. by 15.3%.

Compared to the previous year, which marked the lowest amount of waste generated over the years (*due to the pandemic limitations*), the total amount of waste has grown by 48.6%. **As in other areas related to building use and staff presence in the office, a rebound effect related to the gradual return of staff to stationary work is visible in 2022.**

The amount of waste generated per employee (63.11 kg/FTE) meets the benchmark of excellence level presented in the *Best Environmental Management Practice for the Public Administration Sector*, which indicates waste generation of less than 200 kg/FTE/year as a benchmark for office buildings.

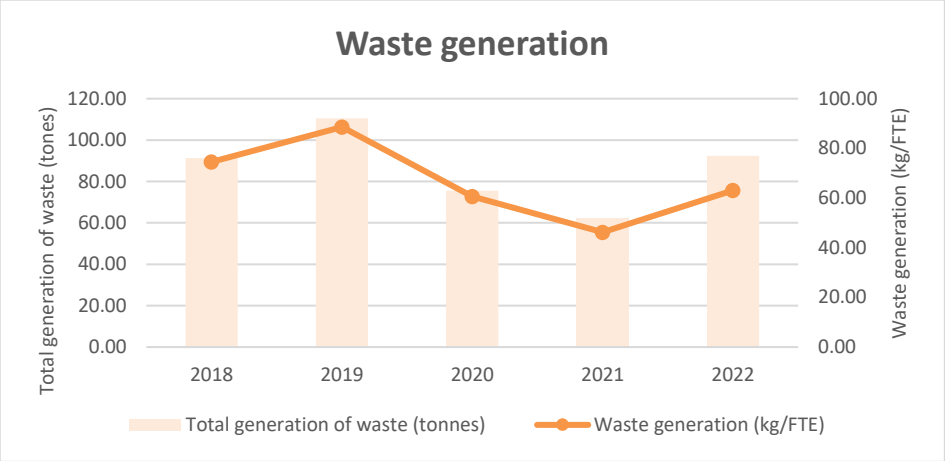


Figure 15: *'Waste generation'.*

Waste structure

With regard to the structure of the waste generated, i.e. the breakdown into individual fractions (Figure 16), corporate waste accounts for the largest share, i.e. 51.3% of all waste generated. Followed by paper (14%), ICT waste diverted for reuse (14%), food waste (12.7%), ICT waste recycled (3.9%), glass (3.1%) and PMD (1%). The mass of hazardous waste is less than a tonne and constitutes 0.1% of all waste generated.

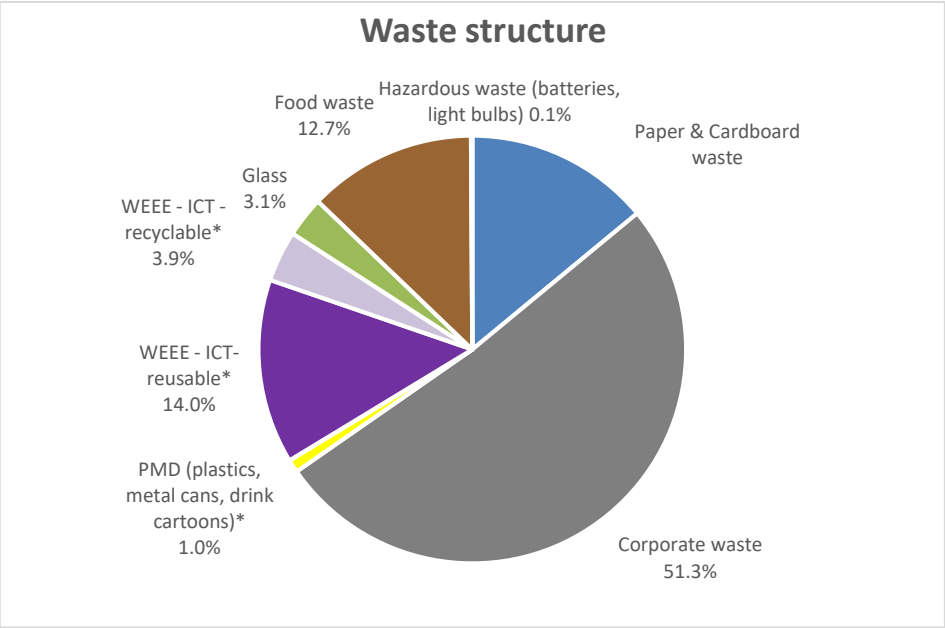


Figure 16: *'Waste structure'.*

Compared to 2021 a significant increase has been observed with regard to the fractions the generation of which is closely linked to the use of office space, namely paper, food waste, corporate waste and PMD (Table 20)**.** In all the cases a year-over-year increase amounts to around 100% compared to 2021. This stems from the return of employees and visitors to the office and, in the case of food waste, the operation of a restaurant located in the headquarters and intensified catering activities. The amount of glass waste got back to the level from 2018 which is directly connected with the return

to internal events. For most of the year, the obligation to wear face masks was no longer observed and the distribution of hygiene products used during the COVID-19 pandemic (wipes, cleaning products) was not maintained. Therefore, the pandemic-related restrictions should not have had a significant impact on the amount of **corporate waste** generated in 2022.

	2018	2019	2020	2021	2022	Δ
Paper & Cardboard waste	18.40	19.23	10.12	6.35	12.94	-29.7%
Corporate waste	51.02	72.55	42.42	25.36	47.38	-7.1%
PMD (plastics, metal cans, drink cartons)*	0.00	0.00	0.00	0.45	0.91	-
XPS*	0.00	0.00	0.07	0.00	0.00	-
Electronic and kitchen appliances*	0.00	0.00	0.02	1.48	0.00	-
Construction waste	0.00	0.00	0.00	0.00	0.00	-
Scrap metal	0.00	0.00	0.30	1.48	0.00	-
WEEE - ICT- reusable*	0.00	0.00	0.04	1.34	12.88	-
WEEE - ICT - recyclable*	0.00	0.00	7.86	3.70	3.56	-
Glass	2.90	2.42	0.24	0.00	2.82	-2.8%
Food waste	18.80	16.05	14.35	6.30	11.75	-37.5%
Hazardous waste (batteries, light bulbs)	0.18	0.18	0.14	0.00	0.09	-50.0%
Car tires**	0.00	0.00	0.00	15.67	0.00	-
Total generation of waste (tonnes)	**91.30**	**110.42**	**75.55**	**62.13**	**92.32**	1.1%
Waste generation (kg/FTE)	**74.53**	**88.59**	**60.61**	**46.23**	**63.11**	-15.3%
Recycling rate (%)	43.9%	34.1%	43.7%	59.2%	48.6%	4.7 p.p.
Separation rate (%)	**44.1%**	**34.3%**	**43.9%**	**59.2%**	**48.7%**	4.6 p.p

** Not separately collected before 2020;*
***New fraction – collected in 2021 for the first time;*

WEEE: waste from electrical and electronic equipment;

XPS: Styrofoam (polystyrene foam);

Table 20: *'Waste generation (tonnes)'*

In 2022 **waste scan** examination was conducted by an external company to analyse which fractions the residual waste (*corporate waste*) consists of and therefore to understand how many recyclable streams are still in the residual waste. The residual waste of the departments and the catering was sorted out. This provided insight into the possible waste streams that can be separated from the source to reduce the corporate waste. The analysis showed that the residual waste in 51.1% consisted of actual residual waste which means that there were 48.9% of recyclable streams in it and the residual waste could be reduced. According to the analysis results, proper waste separation could lead to the reduction of corporate waste at the level of 38% of total waste generated. **The optimum waste separation rate would then be 62%.** The report also contains very valuable tips on reducing waste and improving the efficiency of waste separation.

In 2022 the Agency implemented one of the measures aimed at reducing the corporate waste stream. In July, Europol shifted away from single use to reusable cups at the catering outlets. Since then, coffee and tea has been served in porcelain cups which may be returned at the dedicated stations after the use. No single use cups are available at the coffee shops. It is an important step supporting the circular economy principles.

Biodiversity

Europol not only cares about reducing the environmental impact of the building's use, but also is mindful of its surrounding. Aspects of green infrastructure and biodiversity

were taken into account during the design phase of the headquarters and surrounding in order to make a positive contribution to the Europol premises and the World Forum area, as well as to The Hague's biodiversity.

Europol's garden was designed to be integrated into the overall urban landscape design of the World Forum area. A planting plan for the garden that surrounds the building included many pollinator-friendly plants which encourage insects such as bumblebees, bees and butterflies. In front of the building, there is a pond between the premises and the World Forum area, populated with carps.

The Agency maintains the green sedum roofs of the buildings consisting of sedum plants, which create an ecosystem hosting specific plant and insect life and manages several green areas (e.g. winter garden) in the public spaces of the building. Europol regularly conducts awareness raising campaigns promoting biodiversity among its employees.

Performance indicator	2018	2019	2020	2021	2022
Total land (m^2)	9 970.00	9 970.00	9 970.00	9 970.00	9 970.00
Total sealed area (m^2)	9 225.00	9 225.00	9 225.00	9 225.00	9 225.00
Total nature-oriented area on site (m^2)	7 040.00	7 040.00	7 040.00	7 040.00	7 040.00
Total nature-oriented area off site (m^2)	574.00	574.00	574.00	574.00	574.00
Proportion of total land that is nature-oriented (%)	**76.4%**	**76.4%**	**76.4%**	**76.4%**	**76.4%**
Total land per FTE (m^2/FTE)	8.1	8.0	8.0	7.4	6.8

Table 21: '*Biodiversity*'.

The total area used for Europol's operations is 9 970 m^2, mainly occupied by the office building. However, a significant part of the available space has been adapted to take biodiversity into account. As much as 76.4 % of the land is nature oriented. An area of 7 614 m^2 includes a pond, gardens, winter garden, and sedum roof on all the towers of the building.

Green Public Procurement

Europol monitors its impact on the environment resulting from the purchase of goods and services purchased through tendering procedures in which requirements can be placed on suppliers or products/services.

The Agency's objective related to the procurement procedures was to introduce environmental considerations (e.g., Green Public Procurement (GPP) criteria[18]) in all tenders/contracts with a value of EUR 15 000 or above, where applicable.

The threshold is related to the *Regulation on the financial rules applicable to the general budget of the Union*[19] which as a general rule involves a competitive process.

Table 22**Error! Reference source not found.** provides information on the performance related to the introduction of environmental considerations within the procurement procedures for the period 2018-2022. In all calls for tenders and contracts with a value of EUR 15 000 and above, GPP criteria and/or environmental considerations were applied. **Each year Europol managed to achieve the objectives set for procurement processes.**

[18] EU GPP criteria can be introduced into public procurement procedures in order to reduce the environmental impact of the purchased goods, services and works

[19] Regulation (EU, Euratom) 2018/1046 OF the European Parliament and of the Council of 18 July 2018 on the financial rules applicable to the general budget of the Union, amending Regulations (EU) No 1296/2013, (EU) No 1301/2013, (EU) No 1303/2013, (EU) No 1304/2013, (EU) No 1309/2013, (EU) No 1316/2013, (EU) No 223/2014, (EU) No 283/2014, and Decision No 541/2014/EU and repealing Regulation (EU, Euratom) No 966/2012

That also means meeting the benchmark of excellence indicated in the *Best Environmental Management Practice for the Public Administration Sector*, i.e. applying environmental criteria for products/services where EU GPP criteria are available.

Over the period 2018-2022, environmental considerations were introduced in 25 procedures out of 62 in total with a value of above EUR 15 000 (Table 22).

	2018	2019	2020	2021	2022
Tenders/contracts > EUR 15 000 with GPP not applicable	12	7	7	7	4
Tenders/contracts > EUR 15 000 with GPP/environmental considerations	6	3	6	6	4
Total =	**18**	**10**	**13**	**13**	**8**

Table 22: *'Green public procurement in the period 2018-2022'.*

The following contracts signed in 2022, included environmental considerations or specific GPP criteria:

- catering and banqueting services,
- move, logistics and storage services,
- cleaning services,
- packages delivery[20].

The environmental considerations applied in the tenders included, inter alia:

- criteria related to having an environmental management system (in line with ISO 14001 or equivalent),
- environmental procedures implemented as well as provision of monthly and yearly environmental performance data related to the services provided (e.g., energy, transportation, waste),
- KPIs related to improvement of environmental performance (i.e., at least three environmental performance improvement proposals per year),
- requirements related to vehicles and carbon footprint.

In 2022 Europol fully integrated GPP criteria and/or environmental considerations in the procurement process, where this was applicable.

[20] Contract organised by Dutch Host State on behalf of Europol by Housing agreement

Impact of COVID-19 pandemic on environmental performance

As in 2020 and 2021, in 2022, the COVID-19 pandemic undoubtedly influenced the operations of Europol as a result of organisational measures taken aimed at preventing the spread of the virus. The measures were planned and adopted in accordance with the decisions of Europol's Crisis Management Team and initiated depending on the different pandemic escalation and de-escalation phases.

In February 2022 the Dutch government announced a significant relaxation of the coronavirus restrictions and therefore Europol adjusted its internal restrictions to the governmental guidelines and obligations.

The measures and changes to the measures listed below were the most significant ones in terms of their impact on Europol's environmental performance:

- The maximum occupancy of the buildings was increased from 500 to 700 staff. In November the limit was fully lifted. Hybrid working model was approved (80% of stationary work and 20% of teleworking (up to 60%, exceptionally).
- The level of approval for missions and business trips was reverted to normal (the approval from Crisis Management Team was no longer required).
- Small-scale visits, meetings and social events could be held within the normal approval framework.
- Restaurant and sandwich shops were reopened.
- Ventilation of the buildings were kept enhanced (continuous ventilation 24/7).

The most impactful pandemic-related measure still in place in 2022 included the limit of the number of people allowed in the building and resulting teleworking at a large scale. It impacted the use of materials, water, energy, and generation of waste in the headquarters. It had a positive effect on most of the core performance indicators, taking into account absolute values of paper and water consumption or waste generation.

Considering the number of people that were allowed in the building during the specific phases of the pandemic in 2022, it may be estimated that over the year an average of 49% of employees were teleworking, while 51% were working stationary in the building. These constraints did not leave the environmental performance in 2022 unaffected. What is more, even though a rebound effect could already be observed in 2022, a further increase in certain areas should most probably be expected in 2023, namely: water consumption, paper consumption, waste generation. When analysing available monthly data, such as water consumption, a visible increase was observed already in November and December when no limits were in place regarding the number of people allowed in the building.

During the pandemic, a decrease was not observed in energy consumption, what was discussed in the chapter Energy efficiency. The measures taken during the COVID-19 pandemic required the introduction of 24/7 ventilation in the building. In addition, a disrupted operation of the HVAC installation was observed, which led to an increase in the energy consumption in the previous years. In 2022, the Agency successfully introduced measures to fix the problems disrupting the functioning of the HVAC installation.

A further increase may also be observed in terms of the number of business travel and hence, related GHG emissions, if specific measures aimed at limiting the number of business trips do not start in 2023. It is, however, important to note that since March no additional business travel approval was needed. Therefore, the rebound effect mentioned before, was probably stronger than in other areas (water, paper, waste). The further increase may not be as strong as for other areas. On the other hand, Europol's mandate was broadened in 2021, putting emphasis on further collaboration with third parties. Its impact on the business travel demand is not fully known yet. The year 2023,

not affected by the pandemic, will show Europol's standard activities and hence their environmental impact.

	Number of FTE	The maximum number of people allowed in the building	The estimated number of people teleworking
January	1411	500	911
February	1420	500	920
March	1433	700	733
April	1436	700	736
May	1435	700	735
June	1447	700	747
July	1455	700	755
August	1458	700	758
September	1490	700	790
October	1522	700	822
November	1532	-	306,4*
December	1515	-	303*

**Number of people teleworking in November and December was estimated based on the hybrid working model allowing 20% of time teleworking (exceptionally up to 60%)*

Table 23: *'Overview of the working model during the year 2022'.*

Emissions resulting from teleworking

Although the lower occupancy of buildings has led to a reduction in the impact on some areas of the environment, teleworking is associated with the environmental impact caused by employees working from their homes.

In line with the GHG Protocol methodology, carbon emissions generated during teleworking should be included in Scope 3 emissions. The most common approach to their calculation is to consider emissions associated with the energy consumption from the use of devices (laptop, monitor).

In 2020, in the context of the COVID-19 pandemic, Europol has defined a CO_2eq emission factor which reflects the impact of emissions from teleworking. It is equal to 0.44215 (kg CO_{2eq}/teleworking day/$FTE_{teleworking}$). The number of working days remained the same, i.e. 215 days. Based on the maximum number of people allowed in the building, it was estimated that an average of 49% of staff was teleworking throughout the year, (an average of 710 people throughout the year). As a result, the estimated total amount of CO_2eq emissions generated by teleworking in 2022 is approximately 67 tonnes CO_2eq. If this number is attached to the calculated carbon footprint for 2022, the carbon footprint of the Agency becomes 2 921.6 tonnes CO_2eq in total. The estimated teleworking emissions would therefore represent 2.3% of the total carbon footprint and 2.4% of Scope 3 emissions.

Summary

To conclude, although the number of COVID-19 infections dropped significantly in 2022, there were still a number of restrictions at Europol directed at staff safety. The most important of these, and with the greatest impact on the Agency's environmental performance, was the restriction limiting the number of staff allowed in the building and the associated teleworking. They resulted in a lower occupancy of the building (an average of 50% over the year) and hence the consumption of utilities most probably still did not return to the levels characteristic for a standard operation of the Agency. On the other hand, the number of business travel significantly increased what was related to the lifting of additional approval requirements. Therefore, a further rebound effect related to the business travel may not be as significant as with regard to other environmental areas which are related closely to the occupancy of the building. Taking into account the pandemic-induced changes, with high probability the year 2023 should be the first year of standard operations and the resulting environmental performance.

Conclusion

Europol is one of the EU institutions willing to lead by example, and therefore takes bold measures to minimise its environmental impact. The Agency successfully introduced and maintains the Environmental Management System complying with the EMAS Regulation which supports continuous monitoring and improvement of the environmental performance. Europol keeps making efforts to contribute to the European Union's environmental and climate strategy included in the European Green Deal.

The Agency successfully completed the implementation of the *Environmental Objectives and Action Plan 2020-2022*. This included measures and objectives targeted at reducing the Agency's carbon footprint, energy consumption, the amount of waste produced, improving the efficiency of waste separation, reducing water consumption, protecting biodiversity, greening the public procurement, and reducing the use of office paper. Almost all the targets set for 2022 have been achieved with only one indicator slightly below the target. This is the result of the improvement actions implemented, but also of the change in the way of working due to the pandemic. The monitoring of the progress and the implementation of measures proved that the mechanisms put in place as part of the Environmental Management System are effective in supporting Europol to achieve its environmental ambitions.

In 2022, the Agency also accomplished important strategic actions. The *Feasibility Study on Europol's environmental measures* was prepared, which formed the basis of the long-term strategy ***Environmental Vision 2030***, adopted in 2023. The Agency has committed to reducing its carbon footprint by 55% compared to 2018 until 2030. Key measures that were established focus on sustainable business travel, sustainable meetings and events, zero-emission vehicle fleet and efficient use of the building. The objective for the reduction of the emissions is also included in Europol's new overall strategy also approved in 2023. One of the objectives under the strategic priority to *'be the model EU organisation for law enforcement cooperation'* is to minimise Europol's carbon emissions. The Environmental Management System will be an important tool to support the monitoring of progress in implementing the emission reduction target.

Recognising the successes achieved so far and learning from the challenges faced, Europol is committed to enhancing its Environmental Management System in order to further integrate environmental objectives into its business operations and goals. The tools and processes used are continuously adapted and optimised to accurately support Europol's efforts. The Agency is willing to implement new environmentally friendly and sustainable solutions, ideas and opportunities to streamline current processes and further improve its environmental performance. Already in 2022 targets and specific measures were planned. They form *Environmental Objectives and Action Plan 2023-2025* and will pave the way for Europol's activities in the coming years aiming at the achievement of new environmental goals.

Annexes

Abbreviations

CO_2	Carbon dioxide
CO_2eq	Carbon dioxide equivalent
EC	European Commission
EED	Energy Efficiency Directive
EMAS	Eco-Management and Audit Scheme
EMS	Environmental Management System
EU	European Union
FTE	Full-Time Equivalent
GHG	Greenhouse gas
GPP	Green Public Procurement
GWP	Global Warming Potential
HVAC	Heating, ventilation, and air conditioning
ICT	Information and communication technology
ISO	International Organisation for Standardization
PMC	Plastic, metal and cartons (for drinks)
UPS	Uninterruptible power supply
WEEE	Waste electrical and electronic equipment
XPS (EPS)	Styrofoam (polystyrene foam)

Comparison with benchmark of excellence

Benchmark of excellence	Europol (2018)	Europol (2022)	Δ Europol 2018 with benchmark (in %)	Δ Europol 2022 with benchmark (in %)
(b1) Total water use in office buildings is lower than 6.4 m³ / FTE /year	11.6	6.6	Benchmark not met 81.3	Benchmark not met 3.1
(b2) Zero waste generated in the office buildings is sent to landfill	Corporate waste is incinerated with energy recuperation. Residual heat is used for heating greenhouses in the region	The residual waste is incinerated in special waste-to-energy plants. This process generates (sustainable) energy, such as electricity, steam, and heat. After processing, valuable materials such as metals are extracted from the bottom ash	Benchmark met	Benchmark met
(b3) Total waste generation in office buildings is lower than 200 kg/FTE /year	74.53	63.11	Benchmark met -62.7	Benchmark met -68.4
(b4) Office paper consumption is lower than 15 A4 sheets/ FTE / working day	9.12	4.58	Benchmark met -39.2	Benchmark met -69.5
(b5) Office paper used is 100% recycled or certified according to an ISO Type I ecolabel (2) (e.g. EU Ecolabel)	EU Ecolabel office paper has been used	EU Ecolabel office paper has been used	Benchmark met	Benchmark met
(b6) Tools for promoting sustainable commuting for employees are implemented and promoted	So far Europol has not implemented any measures promoting sustainable commuting among employees. Nevertheless, in 2022 the *Feasibility Study on Europol's environmental objectives* was conducted which initiated further works on the commuting topic, including analysis of possible measures promoting sustainable commuting and survey among employees to get information on their commuting patterns. The measures are planned to be completed in 2023.		In progress	In progress
(b7) Carbon budgeting is implemented for all business travel	There is no carbon budgeting in place for business travel, meaning Europol does not decide about a maximum carbon budget per year. However, in 2022 the *Feasibility Study on Europol's environmental objectives* was conducted which initiated the works on the approach towards reducing the GHG emissions from business travel. Carbon budgeting will be one of the solutions to be analysed (to be completed by 2023).		Best practice not applied yet	In progress

Benchmark of excellence	Europol (2018)	Europol (2022)	Δ Europol 2018 with benchmark (in %)	Δ Europol 2022 with benchmark (in %)
(b8) Videoconferencing facilities are available to all staff and their use is monitored and promoted	Videoconferencing solutions facilitating the online and hybrid meetings is available and promoted. The number of online/hybrid meetings is monitored.		In progress	Benchmark met
(b9) An energy and climate action plan, including targets and actions and based on the inventory of energy use and emissions, is in place	In 2022 *Feasibility Study on Europol's environmental objectives* was conducted in order to develop Europol's *Environmental Vision 2030* setting the Agency's emission reduction target and measures supporting its achievement.		In progress	In progress
(b12) For new builds, the building is designed with a total primary energy use (including all uses) lower than 60 kWh/m²/year	This benchmark could be a reference for the construction of the second Headquarters Building.		n.a.	n.a.
(b13) For existing buildings undergoing renovation, the building is designed with a total primary energy use (including all uses) lower than 100 kWh/m²/year	n.a.	n.a.	n.a.	n.a.
(b14) 100 % of the electricity used in a public building is met by on-site generation of renewable electricity	100% of all electricity used is renewable	100% of all electricity used is renewable	All electricity purchased is 100% renewable, however not generated on site	All electricity purchased is 100% renewable, however not generated on site
(b15) 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)	Tenders/ Contracts >15k with GPP/ environmental considerations	Tenders/ Contracts >15k with GPP/ environmental considerations	In all calls for tenders/contracts with the value of EUR 15 000 and more, GPP criteria/ environmental considerations were applied, where applicable	In all calls for tenders/contracts with the value of EUR 15 000 and more, GPP criteria/ environmental considerations were applied, where applicable
(b16) 100 % of the hot water demand in a public building/social housing building is met by on-site renewable heat generation	Hot water is supplied primarily with the use of geothermal heat pump.	Hot water is supplied primarily with the use of geothermal heat pump.	A geothermal heat pump serves as a primary source for hot water preparation. Besides, a secondary system (gas boilers) is used for a very low demand. Furthermore a few local electric water boilers are installed.	A geothermal heat pump serves as a primary source for hot water preparation. Besides, a secondary system (gas boilers) is used for a very low demand. Furthermore a few local electric water boilers are installed.

n.a.: not applicable.

Table 24: *'Comparison of Europol's performance with the benchmark of excellence'.*

Constants and conversion factors

ENERGY - BUILDINGS

	2018	2019	2020	2021	2022
kgs CO_2eq from 1 kWh of electricity (Green - GoO)	0.000	0.000	0.000	0.000	0.000
kgs CO2 from 1 kWh of electricity (location-based)	0.530	0.452	0.374	0.370	0.296
kgs CO_2eq from 1 kWh natural gas	0.215	0.215	0.214	0.237	0.237
kgs CO_2eq from 1 kWh natural gas compensated	-	-	0.00	0.00	0.000
kgs CO_2eq from 1 kWh fuel oil	0.292	0.292	0.292	0.292	0.300

Source: www.CO2emissiefactoren.nl;
European Residual Mix, Association of Issuing Bodies

	2018	2019	2020	2021	2022
kgs CO_2eq from 1 litre fuel oil	3.185	3.185	3.185	3.185	3.262
kWh from 1 Nm^3 natural gas	8.79	8.79	8.79	8.79	8.79
kgs CO_2eq from 1 Nm^3 natural gas	1.89	1.89	1.884	2.085	2.085
kgs CO_2eq from 1 Nm^3 natural gas compensated	-	-	0.00	0.00	0.00

Source: www.RVO.nl and www.CO2emissiefactoren.nl

BUILDINGS

	2018	2019	2020	2021	2022
Useful surface area buildings (m^2) - headquarters	32.500	32.500	32.500	32.500	32.500
Headquarters - use of land	9.970	9.970	9.970	9.970	9.970

	2018	2019	2020	2021	2022
Paper density (g/m^2) A3	80.0	80.0	80.0	80.0	80.0
Paper density (g/m^2) A4	75.0	75.0	75.0	75.0	75.0

	2018	2019	2020	2021	2022
Working days in the year	211	215	215	215	215
Working from home (kg CO_2eq / teleworking day)	-	-	0.44215	0.44215	0.44215

REFRIGERANTS – GWP

	2018	2019	2020	2021	2022
GWP of R410A	1920	1920	1920	1920	1924
GWP of R134A	1300	1300	1300	1300	1300
GWP of R407C	1620	1620	1620	1620	1624
GWP of R507A	2240	2240	2240	2240	-
GWP of R227A	2640	2640	2640	2640	2640
GWP of R449A	-	-	-	-	1282

Source: IPCC 5th Assessment Report (2014, please see from p. 731 on) https://www.ipcc.ch/site/assets/uploads/2018/02/WG1AR5_Chapter08_FINAL.pdf and summarised in Base Carbone, ADEME, 2017; www.CO2emissiefactoren.nl

TRAVEL

	2018	2019	2020	2021	2022
kWh from one litre diesel	10.89	10.89	10.89	10.89	10.89
kWh from one litre petrol	9.42	9.42	9.42	9.42	9.42

	2018	2019	2020	2021	2022
kgs CO_2 from one km car (diesel)	0.213	0.213	0.176	0.180	0.180
kgs CO_2 from one km car (petrol)	0.224	0.224	0.202	0.204	0.204
kgs CO_2 from one km plug in hybrid car (petrol)	0.146	0.146	0.125	0.128	0.128
Kgs CO_2 from one km electric car	-	-	-	-	0.085
kgs CO_2 from one km train (national) / person	0.006	0.006	0.006	0.006	0.002
kgs CO_2 from one km train (international) / person	0.026	0.026	0.026	0.023	0.026
kgs CO_2 from one km air travel < 700 km	0.297	0.297	0.297	0.234	0.234
kgs CO_2 from one km air travel 700 km - 2,500 km / person	0.200	0.200	0.200	0.172	0.172
kgs CO_2 from one km air travel > 2,500 km / person	0.147	0.147	0.147	0.157	0.157

Source: www.CO2emissiefactoren.nl

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