

EMAS

ENVIRONMENTAL STATEMENT

2025

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Foreword

I am pleased to present the first Environmental Statement of the European Labour Authority (ELA).

Work does not happen in isolation from the world around it. Every report we write, every mission we carry out, every meeting we hold has a footprint, and we are actively working to measure ours.

Since its establishment, ELA has built its institutional identity around the values of transparency, accountability, and responsible governance. Extending these values to our environmental performance is a natural continuation of that mission. Our decision to pursue EMAS registration reflects our conviction that public institutions have a particular responsibility to lead by example, showing that sound environmental management can be integrated into daily operations without compromising the quality or efficiency of our work.

This first Environmental Statement sets out the baseline against which our future progress will be measured. It presents an honest assessment of our environmental impact, from energy consumption and waste management to stakeholder engagement, and it identifies the concrete objectives that will guide our efforts in the years ahead. I want to acknowledge that this is only a beginning. The figures presented here are a starting point, not a destination, and I am confident that through continued staff engagement and the diligence of our green team, ELA will steadily improve its performance.

I invite our staff, our stakeholders, and the citizens we serve to view this Environmental Statement as an expression of the ELA's broader commitment to good governance, one that extends naturally from the fairness we seek to bring to the labour market to the stewardship we owe to the environment we all share.

Cosmin Boianjiu
Executive Director



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1.0 Introduction

1.1 Purpose of the statement

This document is produced in accordance with the requirements of Regulation (EC) No 1221/2009 of the European Parliament and of the Council of 25 November 2009 on the voluntary participation by organizations in a Community eco-management and audit scheme (EMAS).

It is published for the purpose of providing information to the general public and other interested parties about the environmental activities and performance of the European Labour Authority (hereinafter “ELA”) under the EMAS.

The environmental statement is intended for the general public and any interested stakeholder, and is freely available on the website of ELA [Homepage | European Labour Authority](#)

1.2 Description of EMAS registration

ELA has established and implemented an Environmental Management System (EMS), in line with ISO 14001:2015 standards and the EMAS Regulation (EC) No 1221/2009, amended by Regulations 1505/2017 and 2026/2018. This system aims to enhance ELA's environmental performance and meet its intended outcomes. The EMS encompasses all necessary processes and their interactions.

The basic processes of an Environmental Management System (EMS) in compliance with EMAS (Eco-Management and Audit Scheme) follow a structured, cyclical approach that supports environmental performance, legal compliance, and continuous improvement. These processes align with the Plan-Do-Check-Act (PDCA) model and integrate specific EMAS requirements, including verified reporting and employee involvement.

ELA implemented the following steps leading to successful EMAS registration:

1. Implemented the Environmental Management System
2. Conducted Internal Environmental Audit
3. Prepared the Environmental Statement
4. EMAS External verifier was contracted

The following activities leading to EMAS registration will be:

5. External Verification and Validation
6. Application for EMAS Registration
7. EMAS Registration

2.0 Organization profile

2.1 General information

The European Labour Authority (ELA)¹ is an organization that ensures the enforcement of EU rules on labour mobility and social security coordination in a fair and effective manner. It aims to make it easier for citizens and businesses to benefit from the internal market.

ELA was established to help Member States and the European Commission ensure that EU rules on labour mobility and social security coordination are enforced fairly, simply, and effectively. It plays a crucial role in facilitating and ensuring effective labour mobility in Europe, particularly through the activities of European Employment Services (EURES).

Millions of EU citizens live or work in another Member State, and labour mobility within the EU continues to grow. The free movement of workers and services is a pillar of the European Union and one of its main achievements. It provides workers and companies with the opportunity to seek work and provide services across the EU.

To ensure that the fundamental freedom of free movement works in practice and brings fair mobility to individuals and companies, EU labour mobility legislation is necessary, and the agreed rules must be properly enforced. Effective enforcement in the Member States requires structured cooperation and information exchange between competent national authorities, and the execution of common activities such as joint labour inspections or training national staff on cross-border mobility rules.

ELA was established on 31 July 2019 and, since September 2021, has had its permanent seat in Bratislava, Slovakia.

Main tasks of ELA:

In order to achieve its objectives, the Authority shall carry out the following tasks:

- Facilitate access to information and coordinate EURES (European network of employment services);
- Facilitate cooperation and the exchange of information between Member States with a view to the consistent, efficient, and effective application and enforcement of relevant Union law;
- Coordinate and support concerted and joint inspections;
- Carry out analyses and risk assessment on issues of cross-border labour mobility;
- Support Member States with capacity building regarding the effective application and enforcement of relevant Union law;
- Support Member States in tackling undeclared work;
- Mediate disputes between Member States on the application of relevant Union law.

¹ Established according to the Regulation (EU) 2019/1149 of the European Parliament and of the Council of 20 June 2019 establishing a European Labour Authority, amending Regulations (EC) No 883/2004, (EU) No 492/2011, and (EU) 2016/589 and repealing Decision (EU) 2016/344

2.2 Management structure

The organisational structure of ELA consists of the Executive Director, one department, 4 units, 12 sectors and 3 individual contributors reporting directly to the Executive Director.

Entities:

(1) Department: One Operations Department

A Department is an organisational structure responsible for overseeing and coordinating the work of several Units. It is led by a Head of Department (HoD), a middle-management post, minimum grade AD 12. The Department ensures that the objectives, resource allocations and activities of its Units are aligned with the organisation's overall strategic goals, and that the work carried out across Units is coherent, collaborative, and mutually reinforcing. The Department's added value lies in integrating delivery across multiple Units and providing a high-level, wide perspective that cannot be achieved at the Unit level alone. The role ensures that the collective work of all operational units is cohesive and contributes effectively to achieving ELA's mandate.

(2) Unit: Four Units

A Unit is an organisational structure that oversees multiple Sectors. It is led by a Head of Unit (HoU), a middle management post, min. grade AD9. The Unit remains responsible for the day-to-day management and implementation of activities under the strategic and operational framework. The Unit is responsible for managing its work plan and ensuring that the objectives of its Sectors are aligned with the organisation's overall goals. It fosters collaboration among the Sectors while maintaining autonomy in achieving sectoral objectives. Under the renewed organisational structure, the HoU (CTO * Corporate Services) will report directly to the Executive Director, whereas the HoUs of the three operational units will report to their respective HoD.

(3) Sector: 12 Sectors

A Sector is a specialised division that focuses on a specific capability or area of expertise. Each Sector is led by a Head of Sector (HoS), min. grade AD8, and is composed of a team of experts and staff members who possess in-depth knowledge and skills relevant to their field. HoS is an Administrator-type post. The Sector is responsible for its day-to-day management, managing its work plan, executing activities and initiatives within its remit, driving innovation, and achieving performance targets within its area of specialisation. General principle: there is no "one-size-fits-all" description, as it depends on factors such as the complexity of work, efficiency, and the autonomy and seniority of staff.

(4) Individual Contributor: 3 Individual Contributors reporting directly to the Executive Director

An Individual Contributor is a single employee who plays a specific role within the organisation, such as a Spokesperson, an Executive Assistant, or a Data Protection Officer. They reflect cases of independence for specific roles that require "neutrality", autonomy or specialised individual support to the ED from an organisational standpoint. Accounting Officer will remain independent in line with Article 18(1)(o) of Regulation (EU) 2019/1149.

The structure is designed to meet the needs related to ELA's mandate and activities, promoting a culture of efficiency, collaboration, and sound budgetary management.



The circular shape of the organisation chart highlights the cooperation and interconnectivity of ELA's activities. Ensuring fair labour and effective mobility is a multi-faceted endeavour that requires pooling expertise (labour and social security law), coordination and complementarity

between enforcement, information and service provision, and the close involvement and support of EU, national and social partners. No part is sufficient on its own. Pooling all pieces into one permanent structure provides a stronger forum for cooperation and joint activities, and creates the synergies needed to ensure and enable fair and effective labour mobility.

ELA is an action- and impact-oriented Authority. The operational units are designed to put ELA's workforce to best use by acting on the three fundamental pillars of fair and effective labour mobility: enhancing and supporting the enforcement of Union legislation; strengthening and ensuring cooperation; and facilitating access to information and services.

2.3 Environmental Policy

ELA's top management has established the environmental policy appropriate for the ELA organization. The environmental policy is a foundation for setting measurable goals and integrating environmental considerations into operations, procurement, product design, and services.

It supports:

- Efficient use of resources,
- Waste reduction,
- Lower emissions and environmental impact.

Environmental policy – full text

The top management of the European Labour Authority (ELA) established this environmental policy to manage and minimize its environmental impacts.

Introduction

The European Labour Authority is dedicated to promoting sustainable and responsible labour practices across Europe. Our environmental policy reflects our commitment to minimizing our environmental footprint and enhancing our environmental performance.

Principles

Compliance and Beyond: We commit to meeting all applicable environmental laws and regulations and strive to exceed these requirements wherever possible.

Continuous Improvement: We aim at ongoing enhancement of our environmental performance by regularly setting, reviewing and updating our environmental objectives and targets.

Pollution Prevention: We prioritize pollution prevention through efficient resource management and waste-reduction strategies.

Sustainable Resource Use: We are committed to using resources sustainably, including energy, water, and raw materials, and aim to reduce consumption through innovative practices and technologies.

Climate Action: We actively work to reduce our carbon footprint by implementing energy-efficient practices and supporting renewable energy initiatives.

Biodiversity and Ecosystems: We recognize the importance of biodiversity and are committed to preserving and enhancing ecosystems affected by our operations.

Objectives

Reduction of Environmental Impact: Set and achieve targets for reducing waste generation, emission releases, and energy consumption within our offices and activities.

Employee Engagement and Training: Foster a culture of environmental responsibility among our staff through regular training and awareness programs.

Stakeholder Collaboration: Engage with partners, suppliers, and stakeholders to promote environmental responsibility and sustainability across the labor sector.

Transparent Communication: Maintain open and transparent communication with all stakeholders regarding our environmental performance and initiatives.

Implementation and Monitoring

Establish an Environmental Management System (EMS) according to the EMAS Regulation² to systematically manage and improve our environmental performance.

Conduct regular environmental audits and assessments to ensure compliance with EMAS and identify areas for improvement.

Report annually on our environmental performance, objectives, and progress to our stakeholders.

Responsibility

The ELA's leadership team is responsible for implementing and maintaining this policy. All employees are expected to adhere to and support the policy in their daily activities.

Review

This policy will be reviewed annually to ensure its relevance and effectiveness in achieving our environmental goals.

Conclusion

By integrating environmental considerations into our operations and decision-making processes, the European Labour Authority aims to lead by example in promoting sustainability in labour-related activities across Europe. Through our commitment to the EMAS framework, we are dedicated to making a positive environmental impact and contributing to a sustainable future.

² Regulation (EC) No 1221/2009 of the European Parliament and of the Council of 25 November 2009 on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS), repealing Regulation (EC) No 761/2001 and Commission Decisions 2001/681/EC and 2006/193/EC

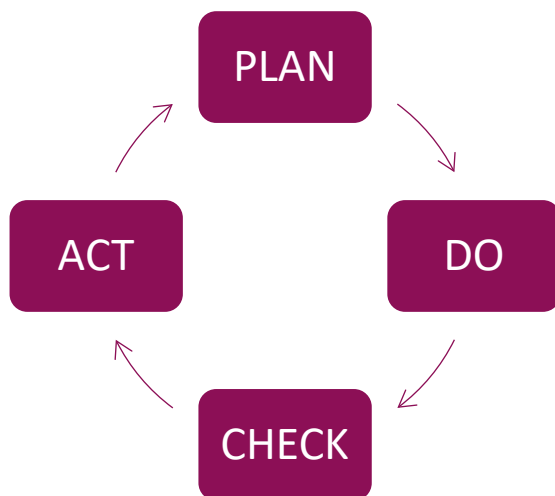
3.0 Environmental Management System (EMS)

3.1 Overview of EMS structure

The Environmental Management System (EMS) of the European Labour Authority (ELA) is designed in accordance with the Eco-Management and Audit Scheme (EMAS) Regulation (EC) No. 1221/2009, as amended, and fully integrates the requirements of ISO 14001:2015. The EMS provides a structured and systematic framework for managing environmental responsibilities in a manner that contributes to sustainable development, ensures compliance with environmental legislation, and promotes continuous improvement of environmental performance.

3.1.1 Environmental System Components

The EMS is based on the Plan–Do–Check–Act (PDCA) model, ensuring continuous improvement across all environmental areas. It defines clear responsibilities, authorities, and interactions within the organisation, supported by documented processes and regular evaluation. ELA's top management oversees the system, provides strategic direction, approves environmental objectives, and ensures the availability of necessary resources.



PLAN

ELA establishes the foundations of its Environmental Management System (EMS) by identifying all environmental aspects and impacts related to its operations at the Landererova 12 site. This includes assessing legal and regulatory requirements, determining compliance obligations, and conducting an environmental review. Based on these findings, ELA defines environmental objectives and targets aligned with its Environmental Policy. ELA assigns responsibilities (including to the environmental team), develops procedures, and plans necessary resources to ensure effective environmental performance.

DO

ELA implements the EMS according to the defined procedures. This includes executing operational controls, managing waste and resource use, engaging external service providers, and ensuring compliance with legal requirements. Employees and contractors receive appropriate training and information to perform their tasks in accordance with environmental standards. The organisation establishes communication channels to facilitate

internal and external environmental information flow. Emergency preparedness measures are put in place and regularly practiced.

CHECK

The company continuously monitors and measures environmental performance against objectives, legal requirements, and EMAS standards. Internal audits are conducted at planned intervals to verify that processes are effective and compliant. The organisation identifies deviations, non-conformities, and opportunities for improvement. The company records findings and systematically evaluates compliance with environmental legislation. The organisation analyses environmental indicators and data trends to assess the effectiveness of the EMS.

ACT

Based on audit results, performance data, and environmental evaluations, the organisation takes corrective and preventive actions to address non-conformities and improve processes. Management formally reviews the EMS, considering performance results, audit conclusions, risks, opportunities, and stakeholder feedback. The review outcomes guide adjustments to the Environmental Policy, objectives, procedures, and resource allocation, ensuring continuous improvement and strengthening ELA's environmental performance within EMAS.

The EMS is supported by an internal documentation system, which includes policies, procedures, templates, and records, ensuring full traceability and control of information.

3.2 Key processes and responsibilities

The Environmental Management System is structured around clearly defined processes that ensure systematic environmental performance management, continuous improvement, and compliance with the EMAS Regulation (EC) No. 1221/2009 and ISO 14001:2015. These processes are integrated into ELA's broader management system and are aligned with the principles of transparency, accountability, and sustainability.

3.1 Scope of EMS

ELA rents 4 floors in the L12 office building on Landererova 12 street in Bratislava. The building was built in 2018. The Landererova 12 multipurpose complex/administrative building (14 floors) is built on land with plot number 9134/87, type: built-up premises and courtyards, registered in the Land Register kept by the Land Registry Office in Bratislava, Land Register Administration for the Capital City of the Slovak Republic – Bratislava, Bratislava Staré Mesto Office, Certificate of Title No. 7784, for the Staré Mesto cadastral area. The building is LEED Gold certified.

ELA has permanent staff (144) and trainees (approx. 25), interimaire (approx. 20, maximum for a 2-year contract).

The scope of the environmental management system covers all relevant dimensions of ELA's operations, including the ELA operational site located at Landererova 12, Bratislava, as well as all ELA organizational units and departments situated at the site, all activities and services carried out there, related business missions and travel, external services performed on the premises, and all outputs generated from operations such as products and waste. It further includes all employees across all positions and levels working at the site and their respective activities, as well as on-site visitors and personnel of external service providers operating on the premises.

The system also reflects the national and EU legislation—such as contracts, laws, regulations, and instructions—relevant to ELA's activities, buildings, services, and products. Additionally, it includes all environmental aspects and impacts associated with ELA's operations, as well as any potential emergency situations that may arise.

The following picture shows the activities covered by the EMS scope.



ELA's activities in different contexts (environmental, economic, human resources and organisational structure, policy, legal and regulatory, social, technical) were analysed, categorised and assessed as strengths, weaknesses, threats and opportunities (SWOT analysis) externally and internally in order to determine whether adjustments are needed for EMAS implementation.

3.1.1 Overview of Key EMS Processes

ELA's EMS operates on the Plan–Do–Check–Act (PDCA) cycle, which ensures a continuous loop of planning, implementation, monitoring, and improvement. The main EMS processes are as follows:

Process Area	Main Activities	Output / Deliverable
Environmental Review	Identification and evaluation of environmental aspects, impacts, and risks; determining legal and other compliance obligations.	Initial and periodic Environmental Review; updated register of aspects and legal requirements.
Environmental Policy and Objectives	Definition of environmental policy, objectives, and targets consistent with ELA's mission and strategy.	ELA Environmental Policy; annual environmental objectives and action plans.

Process Area	Main Activities	Output / Deliverable
Action Planning and Implementation	Develop action plans to achieve objectives; assign responsibilities and resources; implement operational controls.	Annual EMS Action Plan; implemented improvement measures.
Monitoring and Measurement	Collection and analysis of data on key performance indicators (energy, water, waste, emissions, materials); regular performance reporting.	Environmental KPIs; environmental performance reports.
Compliance Evaluation	Identify, monitor, and verify compliance with EU and national environmental legislation.	Compliance register and evaluation reports.
Internal Audit	Periodic audits of EMS implementation, documentation, and performance to verify conformity with EMAS requirements.	Audit reports and corrective action plans.
Management Review	Top management evaluates EMS performance, policy adequacy, objectives, and compliance.	Annual Management Review report and improvement decisions.
Communication and Awareness	Internal communication, staff training, and stakeholder engagement on environmental issues.	Awareness sessions, intranet updates, and stakeholder feedback summaries.
Documentation and Record Control	Maintenance of EMS documentation, version control, and archiving.	EMS document register.
Continuous Improvement	Identify and implement corrective and preventive actions; update processes and objectives.	Updated EMS procedures and improved performance results.

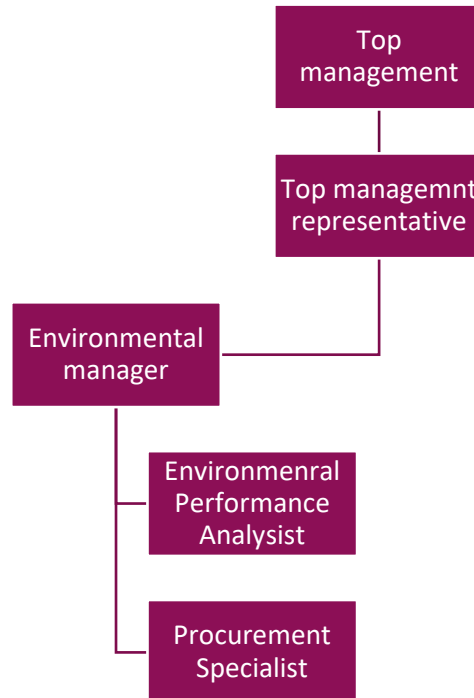
These processes are interlinked and documented in ELA's EMS Manual and procedural documents, ensuring traceability, consistency, and accountability across the organisation.

EMS performance is monitored continuously by collecting environmental KPIs. The Environmental Manager reviews results and reports them annually to top management as part of the Management Review. Internal audits verify the effectiveness and compliance of the EMS. The Corrective Action Procedure manages any nonconformities or opportunities for improvement identified during audits. ELA incorporates the outcomes of these processes into the annual Environmental Statement, ensuring full transparency and compliance with EMAS requirements. Through this structured process, clear allocation of responsibilities, and strong management oversight, ELA ensures its Environmental Management System remains efficient, compliant, and focused on achieving tangible environmental results.

3.1.2 Roles and Responsibilities

The EMS defines a clear distribution of responsibilities to guarantee effective implementation and oversight of environmental management within ELA.

To ensure that EMS is actively managed, continuously improved, and fully integrated into the organization's daily functioning, the environmental team was assigned with clearly defined roles and responsibilities.



Role	Key Responsibilities
Top management	Responsible for establishing environmental policy and objectives in alignment with ELA's strategy and context, integrating EMS requirements into business processes, providing necessary resources, assigning the EMAS team, directing and supporting staff for EMS effectiveness, and ensuring accountability for EMS performance.
Top Management Representative	Communicates EMS/EMAS activities with top management and the EMAS team, ensuring effective environmental management and compliance with EMS requirements, promoting continuous improvement, and ensuring that EMS achieves its intended outcomes.
Environmental Manager (EM)	Coordinates EMAS activities, reports environmental performance to top management, ensures environmental review performance, maintains competency in the EMAS task force, processes environmental reviews, collects environmental indicators, leads EMS/EMAS communication, prepares environmental statements, and collaborates with internal auditors.
Environmental Performance Analyst / Data Coordinator	Collects, analyses, and verifies environmental data for KPI reporting; supports internal audits and environmental performance evaluations.

Role	Key Responsibilities
Procurement Specialist	Coordinates the activities related to green procurement
All Employees	Follow environmental procedures and best practices; participate in awareness activities; contribute to achieving environmental objectives through responsible resource use; participate in trainings

This structured allocation of roles ensures that environmental management is embedded at every organisational level, from strategic decision-making to day-to-day operations. The EMS processes are fully integrated into ELA's organisational planning, operations, and governance.

4.0 Significant Environmental Aspects

4.1 Methodology for identification

In the EMAS Regulation, an environmental aspect is defined as *“an element of an organisation's activities, products or services that has or can have an impact on the environment.”* Direct environmental aspects are those over which an organisation has direct management control, while indirect environmental aspects are those over which an organisation does not have direct control but may be able to influence indirectly.

Environmental aspects *“result from the interaction of an organisation with third parties and can, to a reasonable degree, be influenced by an organisation.”* Each environmental aspect has, or may have, an environmental impact, defined as *“any change to the environment, whether adverse or beneficial, wholly or partially resulting from an organisation's activities, products or services”*.

ELA identifies and evaluates all environmental aspects related to its activities to determine their significance and potential impact. ELA assesses each aspect using defined criteria. For standard (non-emergency) aspects, the evaluation considers:

- the frequency or amount of the aspect,
- the severity of the environmental impact, and
- the trend development compared with the previous year.

The total importance is calculated as *(frequency × severity) + trend*.

For emergency aspects, such as accidental pollution or fire, the evaluation is based on the probability of occurrence and the severity of consequences, using the formula *(probability × severity)*.

Aspects reaching the defined threshold values (≥ 6 for standard aspects and ≥ 4 for emergency aspects) are classified **as significant**. These are subject to management procedures and preventive actions and serve as a basis for setting environmental objectives and targets.

The evaluation is reviewed annually and updated as necessary to ensure that ELA's Environmental Management System remains accurate, relevant, and focused on continuous improvement.

4.1.1 Significant direct environmental aspects

Electricity consumption - Operation of ICT, lighting and appliances

- Impact: Resource consumption, Air pollution

Heat consumption - Heating of the premises

- Impact: Resource consumption, Air pollution

Greenhouse gas emissions (from building operation) - Activities in the building

- Impact: Climate change

Material consumption – assets (ICT, furniture) - Office operations, operation of ICT

- Impact: Resource consumption

Waste generation - Office operations, canteens, meeting rooms

- Impact: Air emission (from incineration)

4.1.2 Significant indirect environmental aspects

Greenhouse gas emissions (from travelling) - Missions and business trips

- Impact: Climate change

Environmental profile of purchased products - Purchase of materials and equipment

- Impact: Resource consumption, Air/water/soil pollution, Climate change

Environmental performance of service providers - Procurement of external services

- Impact: Resource consumption, Air/water/soil pollution, Climate change

4.1.3 Emergency aspects

A specific category is formed by emergency aspects, which refer to situations or conditions arising from an accident, incident, or emergency that have the potential to cause significant environmental impacts.

Risk of fire - Activities in the building

- Impact: air pollution

5.0 Environmental objectives and targets

The process of setting environmental goals follows the principles established in the Environmental Management and Audit Scheme and ISO 14001:2015. Environmental objectives are derived from ELA's environmental policy, the results of the environmental review, and the identification of significant environmental aspects, compliance obligations, and relevant risks and opportunities.

The formulation of objectives is a structured and participatory process coordinated by the Environmental Manager and the EMAS team, in close cooperation with top management and relevant departments. Proposed objectives are reviewed and approved by ELA's management to ensure that they are aligned with the organization's strategic priorities and available resources.

This process ensures that environmental goals are realistic, transparent, and contribute to continuous improvement of ELA's environmental performance, as required under the EMAS Regulation.

5.1 Current environmental objectives

Current environmental objectives are derived from the analysis of significant environmental aspects, the outcomes of the environmental review, and ELA's commitment to continuous improvement of environmental performance.

The objectives aim to reduce the organization's environmental footprint, enhance efficiency, and foster sustainable practices among employees and service providers. The organisation monitors progress toward these objectives annually through environmental indicators (KPIs) and reviews them during the management review process.

Environmental objectives area	Objectives and actions
Energy and climate	• Decrease of electricity and heat consumption • Decrease of GHG emissions from building operation
Materials and waste	• Introduce waste generation monitoring • Define "green criteria" for the procurement of office supplies, ICT equipment and furniture • Paperless office, cloud-based approach
Travelling	• Decrease of GHG emissions from travelling • Prefer online meetings to travelling, where possible • Continue with the Green Transport Social Measure programme

Environmental objectives area	Objectives and actions
Procurement	Develop official internal document for Green Public Procurement of goods and services

The Environmental Manager coordinates implementation of these objectives, and the annual management review reviews progress. Progress is measured through key indicators, and corrective or preventive actions are taken where performance targets are not achieved. The Environmental Statement provides verified data on the level of achievement of these objectives and informs both internal and external stakeholders.

6.0 Environmental Performance Indicators

ELA monitors and evaluates its environmental performance through a set of Environmental Key Performance Indicators (KPIs) defined in accordance with the EMAS Regulation and ISO 14001:2015. These indicators provide a quantitative basis for assessing progress towards environmental objectives, identifying trends, and ensuring transparency and accountability in environmental management.

The Environmental Manager compiles the KPIs annually and reviews them as part of the Management Review and Environmental Statement verification process. Data collection covers all operations within the ELA headquarters at Landererova 12, Bratislava, and reflects both direct and indirect environmental aspects.

Indicator Area	Measured Parameter	Unit of Measurement	Purpose / Description
Energy	Total electricity and heat consumption	kWh / MWh / GJ per year and per employee	Measures efficiency of energy use and supports emission reduction goals
Materials	Total material consumption (office supplies, ICT, furniture)	tonnes per year	Tracks resource efficiency and consumption patterns
Water	Total annual water consumption	m ³ per year and per employee	Evaluates efficiency of water use and conservation measures
Waste	Total waste generation (including hazardous waste)	tonnes per year; recycling rate (%)	Monitors waste minimization and recycling performance
Emissions	Total greenhouse gas emissions (scope 1 and 2; partially scope 3)	tonnes CO ₂ e per year	Assesses carbon footprint and contribution to climate change
Land Use / Facilities	Office area occupied, use of common spaces	m ² per employee	Supports benchmarking and contextualizes other KPIs

6.1 Energy efficiency

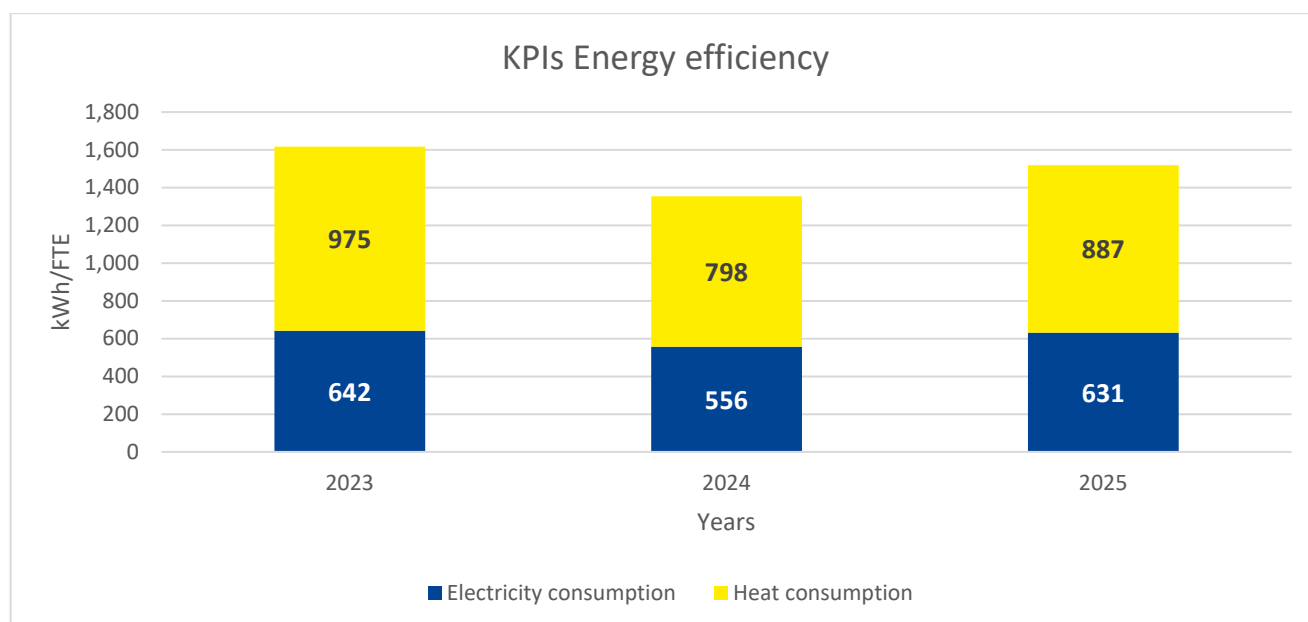
The offices use electricity supplied by ZSE Energia, a.s. (ZSE) electrical company, heat by the city heating company MH Teplárnský holding, a.s. (MHTH), and water by Bratislavská vodárenská spoločnosť, a.s. (BVS)

water company. The electricity and heat consumption in the headquarters office are both monitored annually based on invoicing.

Electricity and heat consumption are summed up in the table below and indicated collectively as total energy consumption.

CORE INDICATOR	Absolute values		
	2023	2024	2025
Energy Efficiency - Total direct energy use [kWh]	299 248	249 117	282 452
Energy Efficiency - Total renewable energy use [kWh]	8 000	0	0
CORE INDICATOR	Relative values (per FTE)		
	2023	2024	2025
Energy Efficiency - Total direct energy use [kWh]	1618	1354	1519
Energy Efficiency - Total renewable energy use [kWh]	43	0	0

ELA owns IT technology, including servers and audio and video devices, which are significant electricity users. Part of the IT infrastructure is operated in the cloud, which reduces on-site electricity consumption. The lighting is designed on the premises to match the parameters defined in the contract (in line with LEED requirements). Within the building system, the maximum and minimum temperature for heating and cooling is set automatically. The settings can be controlled in individual rooms.



6.2 Material efficiency

Most material consumption is associated with purchasing office paper and other stationery and office supplies, including toners.

Nevertheless, ELA aims to minimize paper use and become a “paperless office”. ELA is working to digitise operations as much as possible; for example, there is no physical mail. The document management system ARES is used.

Additional procurement categories, including ICT equipment and office furniture, have been incorporated into the carbon footprint assessment and will be progressively integrated into EMAS material consumption reporting. Comprehensive monitoring of material consumption was introduced as part of the EMAS implementation. As a result, 2025 serves as the baseline year for future trend evaluation. Historical data are available only for selected material categories and are not directly comparable with the 2025 results.

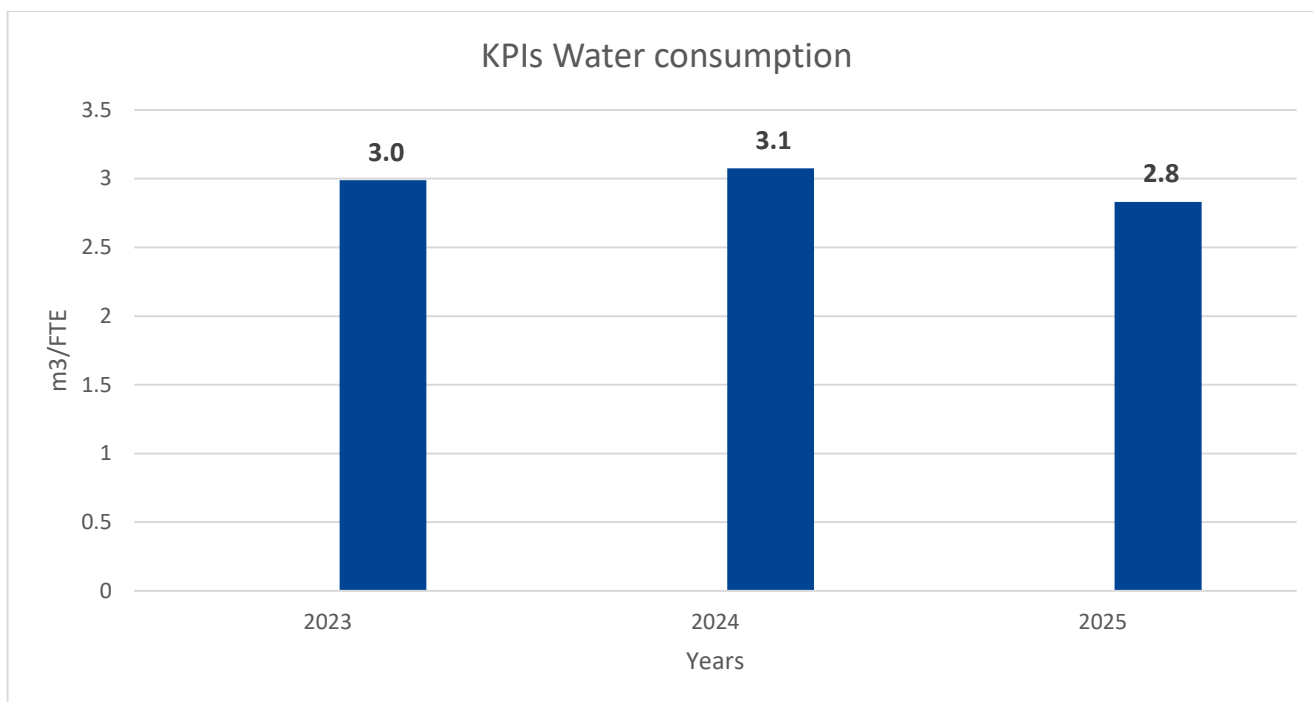
CORE INDICATOR	Absolute values		
	2023	2024	2025
Paper Consumption [kg]	15	130	250
Stationery and office supplies [kg]	25	Not monitored	Not monitored
Toners [kg]	35	Not monitored	Not monitored
CORE INDICATOR	Relative values (per FTE)		
	2023	2024	2025
Paper Consumption [kg]	0,08	0,71	1,34
Stationery and office supplies [kg]	0,14	Not monitored	Not monitored
Toners [kg]	0,19	Not monitored	Not monitored

6.3 Water use

The water consumption is monitored annually based on invoicing.

CORE INDICATOR	Absolute values		
	2023	2024	2025
Water consumption [m ³]	553	566	527
CORE INDICATOR	Relative values (per FTE)		

	2023	2024	2025
Water consumption [m³]	2,99	3,08	2,8



6.4 Waste

Systematic monitoring of waste generation was not in place before implementing the EMS. Therefore, no reliable waste generation data were available for 2023 and 2024. The value reported for 2025 represents the first estimated annual quantity based on information provided by the waste management contractor. It serves as a baseline for future monitoring and trend evaluation. The organisation intends to include, in future contracts concluded with waste management companies, a requirement for the measurement of individual waste types. This will only be possible after the current contract expires.

No hazardous waste data were available for the reporting period. Procedures for improving waste monitoring and reporting have been included among the environmental objectives for 2026.

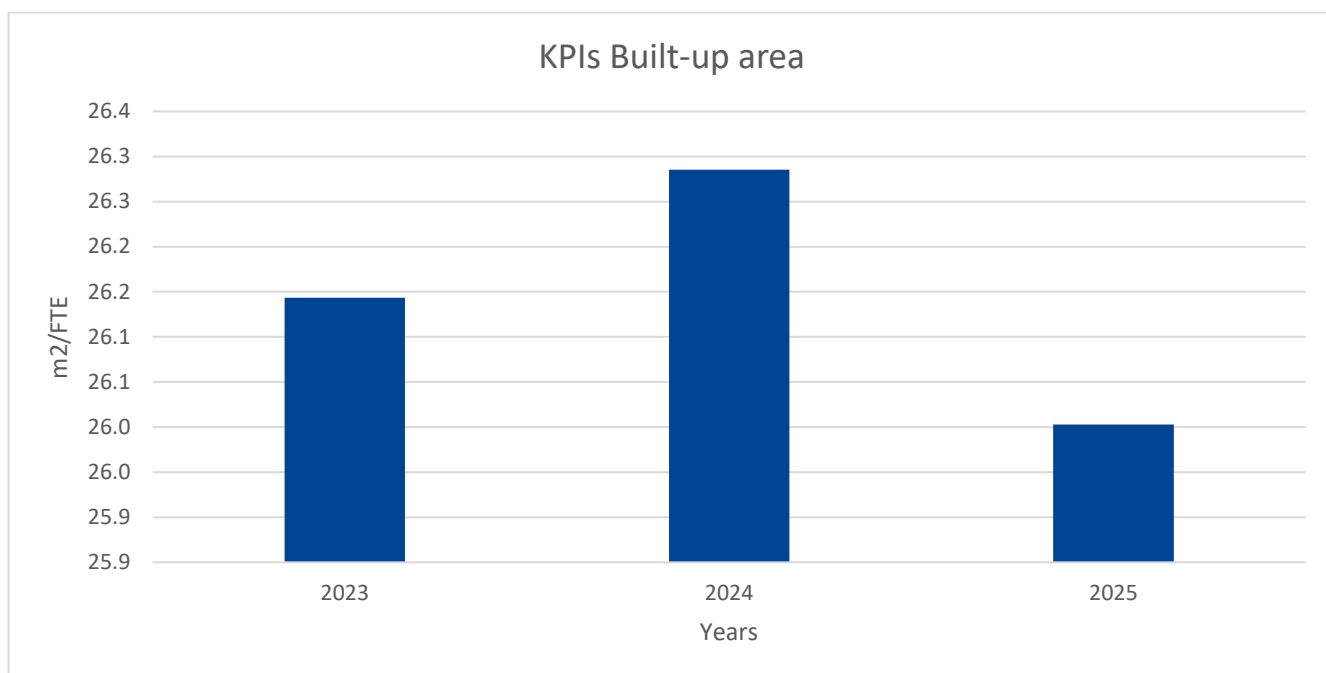
CORE INDICATOR	Absolute values		
	2023	2024	2025
Waste [kg]³	Not monitored	Not monitored	37 065
Waste - hazardous waste [kg]	Not monitored	Not monitored	Not monitored

CORE INDICATOR	Relative values (per FTE)		
	2023	2024	2025
Waste [kg]	Not monitored	Not monitored	199,3
Waste - hazardous waste [kg]	Not monitored	Not monitored	Not monitored

6.5 Biodiversity

The building is located on plot number 9134/87. The office leasable area is 22 800 m²; ELA offices are situated on four floors with a total area of 4 836.5 m².

The office building and occupied office area remained the same throughout the reporting period. Changes in the KPI resulted solely from changes in the number of employees, as the indicator is expressed as built-up area per full-time equivalent (m²/FTE). The slight fluctuations therefore reflect changes in workforce size rather than changes to the building itself.



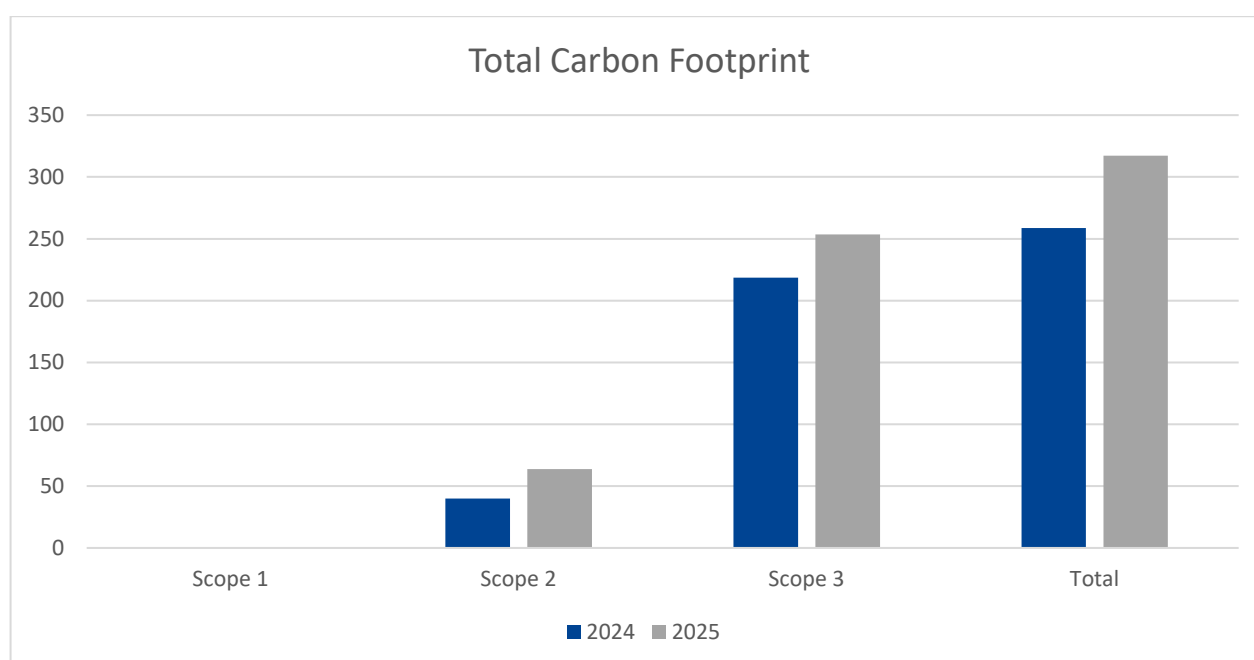
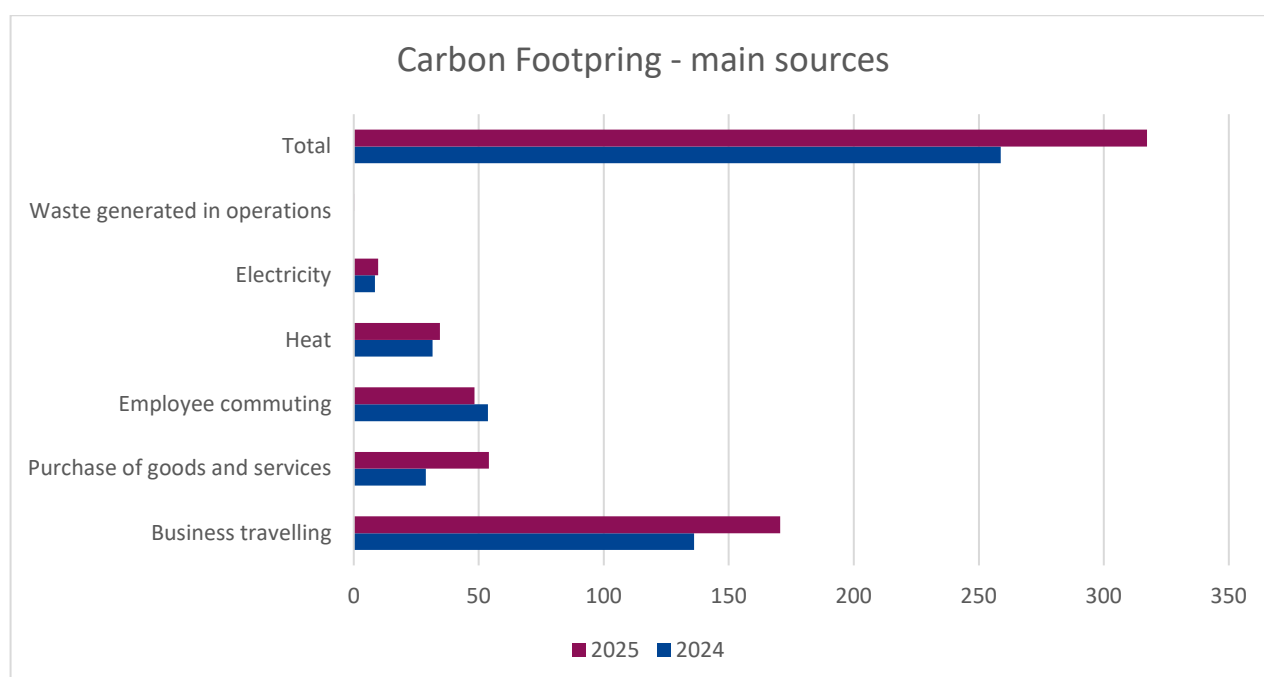
6.6 GHG Emissions

An external provider (ENVIROS) calculated the carbon footprint using data from 2024 and 2025, covering all three scopes. Before, GHG emissions have been monitored on a small scale – in particular, emissions from business trips and emissions associated with the use of cloud services.

CORE INDICATOR	Absolute values		
	2023	2024	2025
Carbon footprint [tCO ₂ e]	Not monitored	258,7	317,2

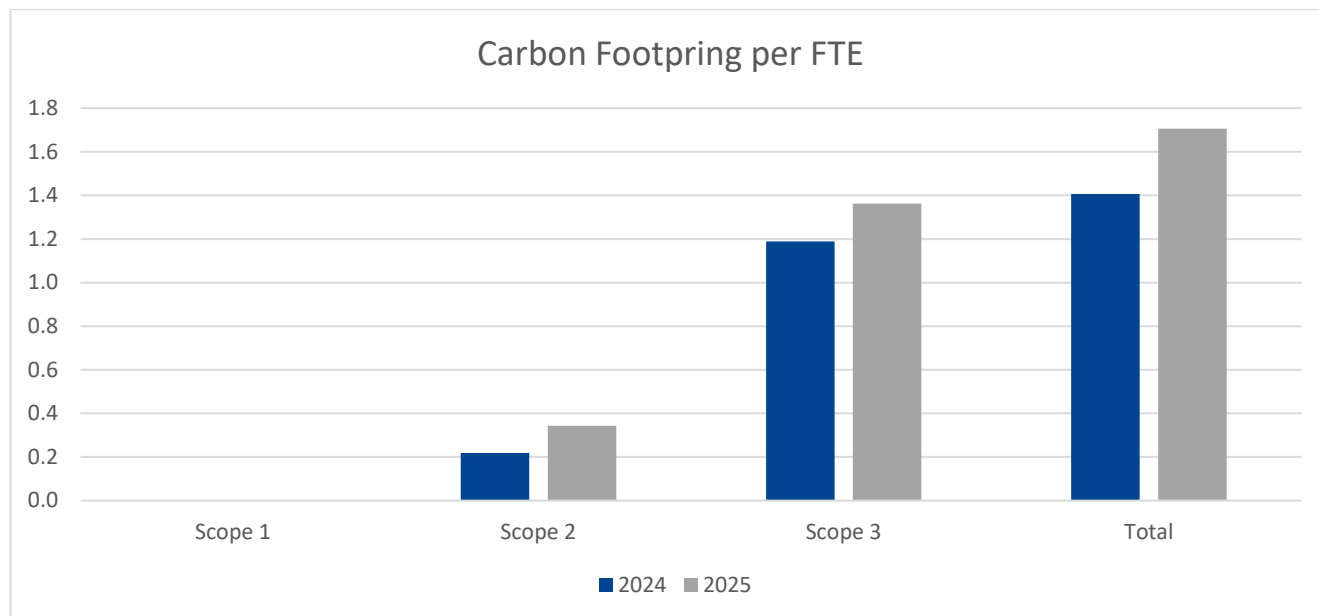
CORE INDICATOR	Environmental KPIs (per FTE)		
	2023	2024	2025
Carbon footprint [tCO ₂ e/FTE]	Not monitored	1,41	1,71

The 2025 carbon footprint assessment identified business travel as the main source of greenhouse gas emissions, followed by heat consumption, employee commuting and purchased goods and services. The results establish ELA's baseline for climate performance and will be used to monitor progress toward future emission-reduction objectives.



A detailed breakdown of emissions by scope and emission category is provided in the Corporate Carbon Footprint Report for 2025.

The assessment represents ELA's first complete corporate carbon footprint covering Scope 1, Scope 2 and Scope 3 emissions. Future calculations will enable year-on-year comparison and evaluation of reduction measures.



6.7 Number of employees

The number of employees for each year is used for the calculation of each environmental indicator.

B	Unit	2023	2024	2025
Number of employees	FTE	185	184	186

7.0 Compliance and legal obligations

7.1 Compliance with EMAS regulation

EMAS is implemented at ELA in accordance with the following regulations:

- Regulation (EC) No 1221/2009 of the European Parliament and of the Council of 25 November 2009 on the voluntary participation by organisations in a Community Eco-Management and Audit Scheme (EMAS), repealing Regulation (EC) No 761/2001 and Commission Decisions 2001/681/EC and 2006/193/EC;
- Commission Regulation (EU) 2017/1505 of 28 August 2017 amending Annexes I, II and III to Regulation (EC) No 1221/2009 of the European Parliament and of the Council on the voluntary participation by organisations in a Community Eco-Management and Audit Scheme (EMAS);
- Commission Regulation (EU) 2018/2026 of 19 December 2018 amending Annex IV to Regulation (EC) No 1221/2009 of the European Parliament and of the Council on the voluntary participation by organisations in a Community Eco-Management and Audit Scheme (EMAS).

The EMAS Regulation fully incorporates the requirements of the international standard ISO 14001:2015 Environmental management systems – Requirements with guidance for use.

An external consultancy conducted an internal audit to check compliance with the above-listed regulations' requirements and ELA's environmental management system.

The results showed that the Environmental Management System is well planned and documented and is generally on track to comply with the requirements of the Standard and the remaining audit criteria. The result indicates nonconformities, remarks, improvement opportunities and shows that the system has not yet reached an optimal level of efficiency and there is space for improvement. The nonconformities and remarks identified within the audit were corrected or included in the environmental objectives. Improvement opportunities were included/or planned to be included in the environmental objectives.

Identification	Amount	Status
Non conformities	6	4 corrected, 2 in progress
Remarks	6	completed
Improvement opportunities	2	exploited

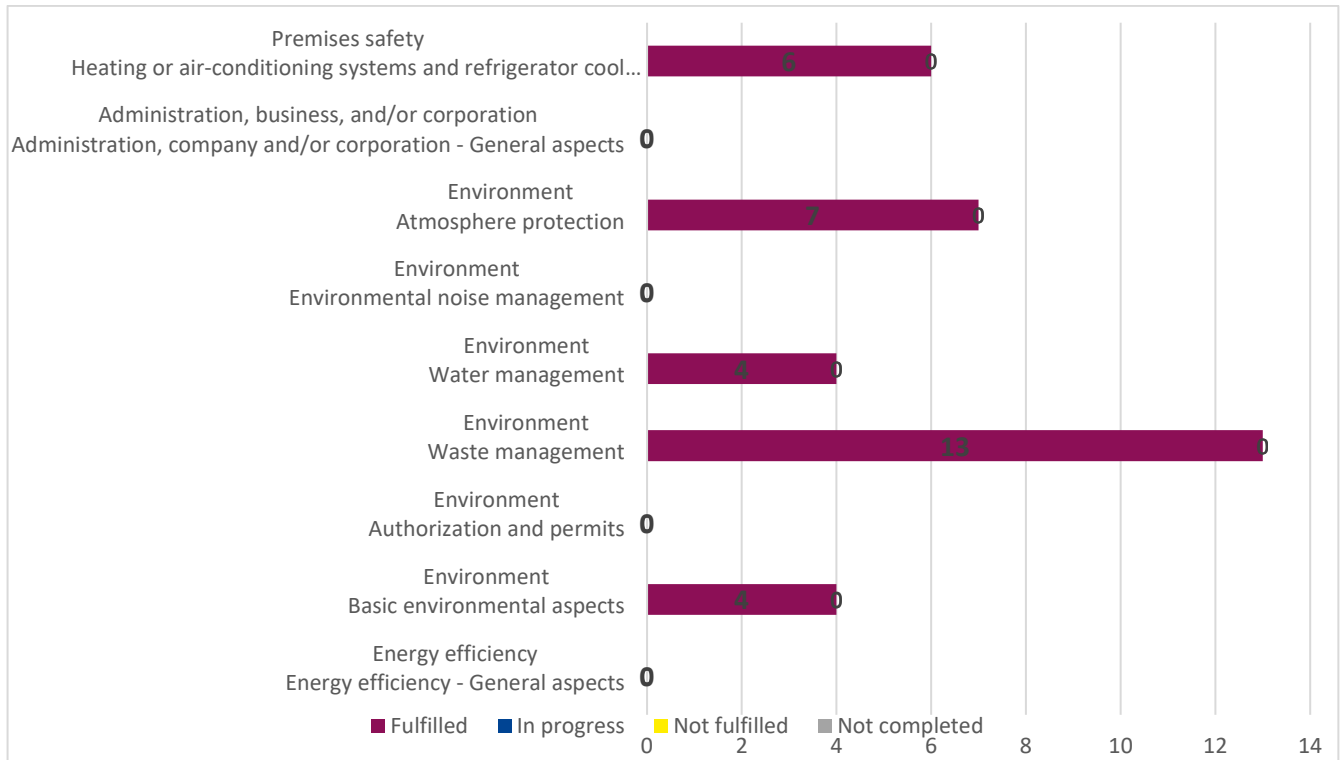
7.2 Legal compliance

In order to ensure compliance with legal requirements related to the environment, ELA is committed to identifying and regularly reviewing all applicable legal provisions. This commitment is accompanied by a dedication to legal compliance.

External consultant Worldlex has carried out a verification and legal analysis visit to detail the current applicable obligations in matters of environment and occupational health and safety in the installation located in the Bratislava building, having detected the following statistical data regarding the level of legal compliance:

Status	Amount of obligations	Percentage of obligation
Not completed	0	0 %
Fulfilled	34	92 %
In progress	0	0 %
Not fulfilled	0	0 %

A total of 37 legal obligations have been identified, of which 3 must be fulfilled by the landlord and therefore are not being assessed as the responsibility of ELA.



7.3 Summary of compliance status

The European Labour Authority (ELA) maintains full compliance with applicable environmental legislation and other binding obligations as required by the EMAS Regulation and ISO 14001:2015.

A register of relevant legal and regulatory requirements is maintained and regularly updated by the Environmental Manager. This register covers EU and Slovak national legislation relating to energy management, waste, water, air protection, chemical substances, public procurement, and environmental reporting.

The company verifies compliance at least once a year and whenever new or amended legal acts are introduced. The results of compliance evaluations are reported to top management and form an integral part of the Management Review and the Environmental Statement.

In the event of any identified non-compliance, corrective actions are implemented without delay, and their effectiveness is monitored and documented.

7.4 Information on any incidents or non-compliances

ELA has not caused or been involved in any environmental incidents in the past.

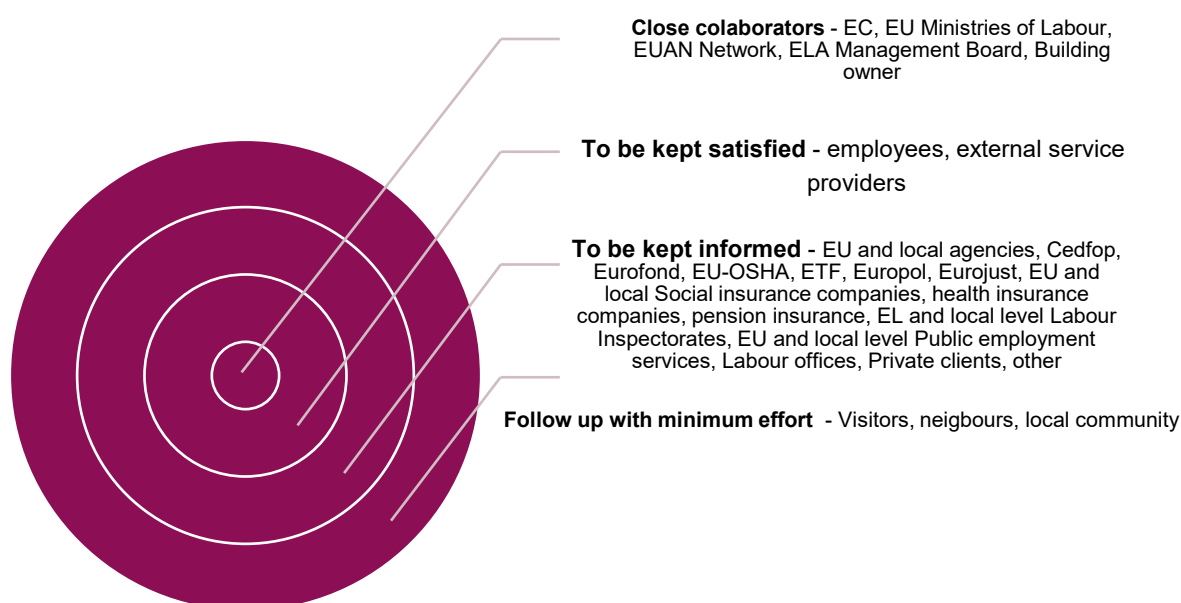
ELA identifies and addresses non-conformities in line with the EMAS Regulation to ensure the effectiveness of its Environmental Management System (EMS). Non-conformities, defined as deviations from established environmental management standards, policies or legal requirements, are managed through a structured corrective action process. Their effectiveness is verified during internal audits.

8.0 Stakeholder engagement

8.1 How stakeholders are involved

Stakeholder involvement is a key element of the Environmental Management and Audit Scheme (EMAS) implemented by ELA. The organization identifies and reviews its relevant stakeholders on an annual basis to ensure that their needs, expectations, and influence are properly understood and addressed within the Environmental Management System (EMS).

Stakeholders are classified according to their level of influence and interest, ranging from close collaborators (such as EU institutions, national authorities, and service providers) to partners that need to be informed or monitored. This structured approach allows ELA to prioritize engagement and communication according to relevance and potential impact on the achievement of environmental objectives.



ELA maintains regular communication with its stakeholders through official documents such as CAAR and SPD⁴, meetings, and the publication of its verified Environmental Statement, ensuring transparency and accountability. Internally, employees are also key stakeholders—they contribute to environmental initiatives, participate in awareness training, and can propose improvements to the EMS.

This participatory approach strengthens mutual trust, enhances the credibility of ELA's environmental commitments, and supports continuous improvement in alignment with EMAS principles.

9.0 Conclusions and future outlook

9.1 Summary of achievements

Since 2024 and within the framework of EAS implementation in line with the EMAS Regulation and ISO 14001:2015, the European Labour Authority (ELA) has made significant progress in improving its environmental

⁴ Consolidated Annual Activity Report and Single Programming Document

performance and strengthening the culture of sustainability across its operations. The following section summarises the key achievements reached during the reporting period.

Strengthened Environmental Management System

- Successful implementation of an integrated Environmental Management System (EMS) consistent with EMAS and ISO 14001 standards.
- Definition and publishing of environmental policy.
- Establishment of the EMAS Team and appointment of an Environmental Manager responsible for coordination, monitoring, and reporting.
- Completion of the initial environmental review and development of a full set of EMS procedures, including conducting the internal and legal audits, environmental review, and environmental statement.

Compliance and Governance

- Full compliance maintained with all applicable EU and national environmental legislation.
- Introduction of a Legal Register for tracking regulatory requirements, updated annually.
- Integration of environmental criteria into public procurement procedures, in accordance with Green Public Procurement (GPP) principles.
- Transparent governance ensured through the preparation of a verified Environmental Statement.

Energy and Climate Performance

- Continued operation of ELA headquarters in a LEED Gold–certified building, ensuring high energy efficiency standards.
- Implementation of energy-saving measures, optimized heating and cooling, and IT energy management.
- Promotion of low-carbon mobility, encouraging public transport, train travel, and virtual meetings to reduce business travel emissions.
- Annual monitoring of electricity and heat consumption per employee introduced as part of KPI reporting.

Resource and Waste Management

- Comprehensive waste segregation system in place (paper, plastics, glass, metals, and batteries).
- Increased use of recycled and reusable office materials, including the phase-out of single-use plastic items.
- Collaboration with certified waste contractors to ensure proper recycling and disposal.
- Introduction of monitoring of waste generation per employee as a performance indicator.

Water and Material Efficiency

- Installation of low-flow water fixtures and awareness campaign on responsible water use.
- Regular monitoring of water consumption per employee and per building area.
- Optimization of office supply purchases through digitalization and reduced paper use.

Employee Engagement and Awareness

- Implementation of regular EMAS and sustainability training for staff members and newcomers.
- Launch of an internal communication hub on SharePoint with best practices promoting energy and waste reduction, including further information about EMAS.
- Increased employee participation in environmental initiatives, fostering a culture of responsibility and awareness.
- Establishment of direct communication channels for staff feedback and suggestions for environmental improvements through a dedicated internal e-mail address.

Continuous Improvement and Transparency

- Annual publication of the Environmental Statement, verified by an independent EMAS auditor.
- Enhanced data collection and reporting procedures for environmental KPIs.
- Ongoing cooperation with external partners and service providers to align environmental practices with EMAS standards.
- Integration of environmental performance into ELA's strategic management framework.

Overall Results

Through these actions, ELA has achieved measurable improvements in environmental performance indicators such as:

- Reduced energy consumption per employee;
- Lower waste generation and higher recycling rate;
- Increased awareness and staff engagement in environmental practices;
- Strengthened compliance and transparent environmental reporting.

These achievements demonstrate ELA's commitment to environmental protection, efficient resource use, and continuous improvement in line with the objectives of the EMAS Regulation.

9.2 Planned improvements and next steps

Building on the progress achieved so far, the European Labour Authority (ELA) will continue enhancing its environmental performance through a combination of strategic, operational, and behavioural measures. The upcoming period will focus on consolidating the Environmental Management System (EMS), improving data quality, and achieving measurable reductions in environmental impact.

The following priorities and actions have been identified for implementation during the next reporting cycle.

1. improving the collection and quality of environmental performance data;
2. further developing waste monitoring and reporting;
3. strengthening Green Public Procurement practices;

4. increasing employee awareness and participation in environmental initiatives;
5. improving cooperation with contractors regarding environmental performance data;
6. further digitalising EMS records and reporting.