DECLARATION OF ABSENCE OF CONFLICT OF INTEREST

As required by Article 6(1) of Decision No 19/2022 of the Management Board on the European Labour Authority´s Conflict of Interest Policy, I the undersigned in my capacity of **member or alternate member** of the Management Board of the European Labour Authority hereby declare that I have no actual or potential conflict of interest that may negatively affect the performance of the duties that I have committed to duly and appropriately serve as a member or alternate member of the Management Board of the European Labour Authority.

A conflict of interest is a situation whereby my private interests and affiliations could actually or potentially be perceived to negatively influence my independence or loyalty towards the European Labour Authority, and includes:

- **Direct interests** (financial benefits arising from, for example, employment contracted work investments, fees etc.);
- **Indirect financial interests** (e.g. grants, sponsorships, or any other kind of benefit);
- Interests **deriving from my professional activities** or that of my family members;
- Any **membership role or affiliation** that I may have in an organisations, bodies, clubs with a vested interest in the work of the European Labour Authority;
- Any **other interests** or facts that I the undersigned consider pertinent.

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

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

By signing this declaration, I also agree that, as set out in Article 17(4) of Regulation (EU) 2019/1149, my declaration will be posted on the European Labour Authority's website.

I declare on my word of honour that the information provided is true and complete.

Done at Brussels on 10/06/2026
Name MARIO NAVA



Signature