European Environment Agency

EMAS
VERIFIED ENVIRONMENTAL MANAGEMENT
REG.NO.DK-000244

European Environment Agency

Environmental Statement 2022

EEA Report 05/2023

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This environmental statement provides information to the general public and other interested parties on the environmental performance and activities of the European Environment Agency (EEA). It is published on the EEA's website. The EEA was first validated under the EMAS scheme in 2005 ([1]). This latest edition of the EEA's environmental statement contains updated data for the year 2022.

EMAS

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([1]) Bureau Veritas is the verifier of the EEA's annual environmental statement and is registered under the Danish Accreditation Fund, DANAK, DK-6002.

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Key messages

- The EEA's environmental performance in 2022 was considerably less influenced by the COVID-19 pandemic than in 2020 and 2021. While transitioning into a post-pandemic 'new normal', most of the environmental performance indicators, such as paper consumption from in-house printing, water consumption, and greenhouse gas emissions show a slight increase compared to 2021 yet remain well below the pre-pandemic levels.
- The EEA has achieved the majority of its environmental targets since 2018, for example for electricity consumption, paper consumption, waste generation and greenhouse gas emissions. Most strikingly, the EEA achieved a 100% reduction of printed publications due to the implementation of a 'Zero-printing policy for EEA publications' in 2022.
- The assessment of the 'benchmark of excellence' set out in the Commission's sectoral reference document for public administration concludes that relevant EEA practices are in line with best practice for paper consumption, waste generation and water use.
- The EEA's electricity is 100% renewable, mainly powered by wind energy. The EEA's total electricity consumption decreased considerably in 2022 due to co-locating the EEA's IT server infrastructure to an external, energy efficient data centre. The EEA will continue to monitor the electricity used by the data centre for its services. Staff-related electricity, on the other hand, remained at the levels of 2020 and 2021, which can be attributed to more energy efficient docking stations replacing desktop computers and the ongoing increase of teleworking by staff compared to before the pandemic.
- Because of the COVID-19 pandemic, the EEA temporarily stopped almost all business travel and physical meetings at its premises in 2020 and 2021. In 2022, greenhouse gas emissions rebounded again, but remained well below pre-pandemic levels. This was due to a reduced budget for business travel compared to before the pandemic alongside the EEA's pledge to become climate neutral by 2030, as well as increased awareness by staff about the environmental impact of flying.
- The total waste generated by the EEA decreased by 6% in 2022. The reduction was mainly driven by lower amounts of paper waste and electronic waste, while household waste remained stable compared to 2021. Furthermore, the EEA donated more than 100 computer screens that were no longer used at the EEA to staff and external organisations under the newly established 'EEA donation policy'. This donation reduced electronic waste by almost 500 kg, which was a third of the total electronic waste generated in 2022.

1 Introduction

The EEA's annual environmental statement report for 2022 conforms to requirements stipulated in the EU Eco-Management and Audit Scheme (EMAS) Regulation ([2]) and takes into account the sectoral reference document for the public administration sector ([3]). The report contains information on the EEA's environmental management system (EMS), its environmental performance in the year 2022, and the updated environmental targets and an action plan for 2023.

The EEA publishes its annual environmental statement on the EEA website.

1.1 Description of the EEA — mission and context

The EEA's mission is to support sustainable development and to help achieve significant and measurable improvement in Europe's environment through the provision of timely, targeted, relevant and reliable information to policy-making agents and the public.

The EEA is a decentralised agency of the European Union established by the EEA/Eionet ([4]) Regulation ([5]). The Agency was formally established in 1990 by Council Regulation (EEC) No 1210/90, which came into force in late 1993 and was amended by Council Regulation (EC) No 933/1999, and then again by Regulation No 1641/2003 of the European Parliament and the Council. In the interests of clarity and rationality, the regulation was codified by Regulation (EC) No 401/2009.

The EEA's main task is to provide sound, independent information on the environment. It is a major information source for those involved in developing, adopting, implementing and evaluating environmental policy and for the general public. The Agency's overall mandate, established by the EEA/Eionet Regulation, is to:

- help the European Community and the EEA member countries make informed decisions about improving the environment, integrating environmental considerations into economic policies and moving towards sustainability;
- coordinate the European environment information and observation network (Eionet).

([2]) Commission Regulation (EC) 2018/2026 amending Annex IV on environmental reporting to Regulation (EC) No 1221/2009.
([3]) Commission Decision (EU) 2019/61 on the sectoral reference document on best environmental management practices, sector environmental performance indicators and benchmarks of excellence for the public administration sector.
([4]) European Environment Information and Observation Network — Eionet portal (https://www.eionet.europa.eu).
([5]) Regulation (EC) No 401/2009 of the European Parliament and of the Council of 23 April 2009 on the European Environment Agency and the European Environment Information and Observation Network.

In this context, the *EEA/Eionet strategy 2021-2030, Delivering data and knowledge to achieve Europe's environment and climate ambitions* ([6]), aims to support the key policy instruments related to the EU's policy framework until 2030: the European Green Deal (EGD), the Eighth Environment Action Programme (8th EAP), and the Sustainable Development Goals (SDGs). It delivers actionable knowledge across five interlinked thematic work areas:

1. biodiversity and ecosystems;
2. climate change mitigation and adaptation;
3. human health and the environment;
4. circular economy and resource use;
5. sustainability trends, prospects and responses.

The Agency is centrally located in Copenhagen and currently rents two buildings – Kongens Nytorv 6 (KN6) and three floors of Kongens Nytorv 8 (KN8), which form one site. The premises date back to the 19th century and are labelled a 'D' category building by the Danish Energy Agency. The number of staff, including in-house consultants, is approximately 280, which translates to 244 fulltime equivalent employees (FTE).

([6]) *EEA, EEA-Eionet Strategy 2021-2030* (https://www.eea.europa.eu/publications/eea-eionet-strategy-2021-2030).

In 2022, the EEA was nearly half-way through converting the individual office space in KN6 to an open activity-based working space. This facilitates face-to-face collaboration, adjusts to the increased teleworking and virtual collaboration post- COVID-19, provides greater flexibility, and has allowed additional staff to be accommodated without an increase in office space ([7]).

Environmental aspects, such as water, electricity, heating consumption and waste disposal, have been systematically monitored and reported since 2005, by identifying and reporting on environmental performance indicators according to the EMAS Regulation. Situated in a condensed urban area and in a rented building with few open spaces, the EEA has limited potential to access natural resources and improve biodiversity on its premises.

The city of Copenhagen follows a climate plan and is committed to becoming the world's first carbon neutral capital city by 2025 ([8]). This will also improve the environmental performance of the EEA, which purchases the energy mix of the city's power supply for electricity and heating and complies with the local regulatory framework of the city of Copenhagen.

Although the EEA is located in Denmark, its activities focus on supporting its stakeholders at European and international levels, as well as the general public. This leads to a high volume of business travel and meetings across Europe and the organisation of meetings and conferences at the EEA's premises with participants from all over Europe. Due to the COVID-19 pandemic, the EEA temporarily stopped almost all business travel and physical meetings at the EEA's premises in 2020 and 2021. In 2022, business travel resumed, but remained below pre-pandemic levels.

The EEA considers itself a knowledge hub for environmental information and assessments, with experts covering all major environmental topics. This means that there is a high level of environmental awareness among staff and engagement levels positively contribute to improving the EEA's environmental footprint. As an information and knowledge provider, the EEA develops various products, including environmental reports and assessments, data and maps, briefings, press materials and social media campaigns for its stakeholders. In 2022, a 'zero printing policy' was adopted for EEA products to eliminate the EEA's paper consumption from printed EEA reports.

([7]) European Environment Agency Single Programming Document 2023-2025, adopted by the EEA's Management Board at its 97th meeting on 8 December 2022 (https://www.eea.europa.eu/publications/single-programming-document-2023-2025).
([8]) The CPH 2025 Climate Plan | Urban Development (kk.dk).

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2 Environmental management system

The EEA's environmental management system (EMS) is an integral part of the management plan and is designed to make its environmental responsibilities clear to employees. Staff members are encouraged to actively engage in projects that will lead to positive environmental impacts. New employees receive an introduction to the EEA's EMS and several complementary activities exist to further inform staff about how to improve the EEA's own environmental performance.

The EEA's EMS is set up in accordance with the requirements of the EU's Eco-Management and Audit Scheme (EMAS) Regulation (EMAS IV) ([9]) and the EN ISO 14001:2015 standard. It was registered under EMAS in 2005. The management and procedures of the EMS are documented in the '*EEA environmental management handbook*', which is an internal document, accessible on the EEA's intranet.

Strengthened governance

In February 2023, the EEA established a Steering Committee to strengthen the governance for implementing the EEA's environmental management system. This key decision-making and issue-resolution body consists of the EMAS environmental coordinator and three members of the Senior management team — the EMAS top management representative, the Heads of the two programmes 'Administrative Services' and 'Coordination, Network and Strategy'. Under the EMAS Steering Committee, the EMAS team was replaced by the EMAS working group. The EMAS working group is chaired by the EMAS environmental coordinator and consists of trained staff members performing internal environmental audits and supporting the EMAS environmental coordinator in the implementation of environmental improvement actions and communication activities. Several other Steering committees and working groups under the EEA's new governance system help to ensure the coherent and efficient implementation of the environmental management programme in different areas, such as building management, staff travel, 'new ways of working', visitor travel and the purchase of goods and services.

2.1 Environmental policy

The EEA's environmental policy describes the Agency's strategic direction in terms of its environmental performance. It provides a framework for environmental targets and actions and is adopted by the Executive Director. The EEA adopted its first environmental policy in 2004.

Under the European Green Deal, Europe's ambition to become the first climate neutral continent will need to be carried out by all sectors of the economy, as well as by EU bodies and institutions. The European Commission has announced its goal to become climate neutral as an institution by 2030 ([10]), calling on all the other institutions, bodies and agencies of the EU to work with it and come forward with similar ambitious pledges. Consequently, the Executive Director decided in November 2020 to raise the EEA's climate ambitions, with the aim of it becoming a climate neutral organisation and supporting other European agencies on the path to sustainability (see Box 1).

([9]) Commission Regulation (EU) 2017/1505 amending Annexes I, II and III to Regulation (EU) 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).
([10]) Greening the European Commission, (People first – Greening the European Commission (europa.eu)).

Box 1

The EEA's environmental policy

The EEA is an agency of the European Union mandated to help achieve significant and measurable improvement in Europe's environment and to support sustainable development. We aim to provide trusted and actionable knowledge for informed decision-making on environment and climate priorities and solutions in line with Europe's policy ambitions.

In that role, we recognise that we have a special responsibility when it comes to managing our own environmental performance. Like all organisations we consume natural resources and impact the environment through our daily operations. In order to minimise these adverse impacts and continually improve our performance, we have in place an environmental management system complying with the Eco-Management and Audit Scheme (EMAS).

Our goal is to become climate neutral and resource efficient. In that context we are committed to:

- continuously improving our energy and material efficiency;
- maintaining staff awareness and understanding of work-related environmental issues;
- encouraging sharing and implementation of ideas for environmental improvement;
- making use of the Agency's own data, experience and accumulated knowledge in managing environmental performance;
- influencing and inspiring other EU bodies and institutions in their environmental endeavours;
- complying with all environmentally relevant legislation and regulations of our host country.

This environment policy covers Agency operations and staff - both at the Agency's premises and on missions. The policy also applies to all other persons working at the Agency's premises.

May 2023

To deliver this ambition, the EEA engaged the consultancies Ramboll and CO2logic to support the development of a roadmap towards climate neutrality throughout 2021. The consultancies have assessed the EEA's carbon footprint and proposed two different pathways towards climate neutrality: a 'high-ambition-level scenario' and a 'medium-ambition-level scenario'.

In January 2022, the Executive Director endorsed the 'high-ambition level scenario', which assumes that more than 50% of the EEA's greenhouse gas emissions will be reduced by 2030 compared to 2019 levels (see Annex 1). Specific measures to achieve greenhouse gas emission cuts are under consideration and will be prioritised and approved on an annual basis as part of the EEA's environmental management activities.

Supporting the Sustainable Development Goals

Improving the environmental performance of the EEA has wide-reaching co-benefits for our shared environment and contributes to the 2030 agenda for sustainable development (see Table 2.1).

Table 2.1 EMAS targets supporting the Sustainable Development Goals

	Zero hunger	Good health and well-being	Clean water and sanitation	Affordable and clean energy	Sustainable cities and communities	Responsible consumption and production	Climate action	Life below water	Life on land
Reducing energy consumption									
Reducing water consumption									
Reducing paper consumption									
Promoting green public procurement									
Promoting sustainable food and combat food waste									
Reducing greenhouse gas emissions									
Reducing waste and increase recycling									

Source: UN SDG Icons: Communications materials - United Nations Sustainable Development.

2.2 Legal requirements related to the environment

The EEA's legal framework is based on EU law and, in the absence of relevant EU law provisions, on Danish law. Concerning the direct environmental impacts of the Agency's operations, the relevant regulations for compliance purposes are mainly those related to water, energy and waste management. Concerning indirect impacts, the relevant regulations are mainly those related to environmental information management and public procurement.

The relevant environmental regulations are collected in an online register and are annually updated for any new regulations. The status of the EEA's compliance with them is reviewed annually by the EEA's legal adviser and the responsible staff members who confirm that the EEA complies with its obligations. Should action be needed to correct or prevent non-compliance, it will be integrated into the Environmental Action Plan and followed through until completion.

2.3 Environmental targets and the management programme

For each significant environmental aspect, e.g. electricity consumption, paper use, etc., the environmental management programme details the source of impact, an action plan and annual targets. The environmental targets are monitored and annually updated by the EMAS environmental coordinator in collaboration with Heads of groups responsible for the areas concerned. The Executive Director adopts the environmental management programme in the annual environmental management review. The adopted programme is then published as part of the annual environmental statement report (see Annex 2: Environmental management programme 2023).

2.4 Environmental aspects and impacts of EEA activities

The EEA's activities have both direct and indirect impacts on the environment. In its comprehensive environmental review in 2017/2018, the EEA identified the following significant ([11]) environmental aspects, which are monitored and reviewed at least once a year as part of the environmental management review.

Direct environmental aspects

Direct environmental aspects are defined as activities, products and services that affect the environment and over which the organisation has direct management control. The EEA identified the following list of significant direct environmental aspects:

- energy use for heating and electricity consumption e.g. lighting, canteen operations and all electrical equipment in both buildings KN6 and KN8;
- water consumption and wastewater disposal, i.e. canteen, cleaning, and WCs/showers;
- paper consumption from in-house and external printing of EEA publications and exhibition materials;
- waste generation and its separation, i.e. electronic, plastic, glass, organic, household, cardboard, cooking oil, office supplies, furniture and equipment;
- procurement of goods and services, i.e. paper, ICT equipment, furniture and stationery supplies, building equipment and maintenance.

The EEA does not report on land use with regard to biodiversity, since the premises have no urban green space, nor an accessible roof top that could be considered for significant improvement of biodiversity.

([11]) Significance of environmental aspects was assessed against five criteria: 1. Likelihood/frequency, 2. Legal/regulation, 3. Quantity of CO_2 emissions, 4. Operational costs, 5. Interest of interested parties, 6. Resource consumption/depletion, using a scoring system whereby the total score is obtained for each environmental aspect by multiplying individual scores allocated for each above criterion.

Indirect environmental aspects

Indirect environmental aspects are those activities, products and services that can, to some degree, be influenced by the EEA but not controlled. These significant indirect environmental aspects were identified:

- emissions of greenhouse gases and air pollutants from staff and meeting participants' travel as well as from hotel accommodation for EEA employees and meeting participants;
- waste recycling, i.e. electronic, glass, organic, household, cardboard, cooking oil, plastics, furniture and equipment;
- raising environmental awareness with both internal and external communication.

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3 Environmental performance 2022

The EEA routinely monitors the following environmental aspects to measure its environmental performance against performance indicators and quantified annual environmental targets (see Chapter 5):

- electricity consumption and energy consumption for heating;
- paper consumption;
- water consumption;
- waste generation;
- greenhouse gas (GHG) emissions.

Setting environmental targets

The performance of each environmental aspect is, by default, assessed against the rolling average of the previous 5 years' performance. The performance indicators are, as a minimum, zero-growth targets compared with the rolling 5-year rolling average. The years 2020 and 2021 are statistical outliers - due to the COVID-19 pandemic, and could have been excluded from the 5-year average. Keeping these outlier years in the 5-year average, however, leads to a moderate increase in the level of ambition throughout all environmental performance indicators for the coming years. The EEA therefore included 2020 and 2021 in the 5-year average.

For the EEA's greenhouse gas emissions, annual targets follow a 'high-ambition level pathway', which was endorsed by the EEA's senior management team in January 2022. The 'high-ambition level pathway' proposes a more than 50% reduction of the EEA's greenhouse gas emissions by 2030 compared to 2019 (see Annex 1). All environmental targets are reviewed by the senior management in the annual management review.

Measuring environmental performance

Environmental performance is commonly measured in relation to the number of staff members working at the EEA and/or the office space. The number of employees is expressed as full-time equivalent (FTE) staff and used as reference value in accordance with the EMAS Regulation.

The calculation of the FTE staff is based on the same methodology as for the EEA's other administrative reporting (see Table 3.1). The number of FTE staff is correctly adjusted for staff working on part-time contracts. Consultants are excluded, while extended leave and absences are taken into account. The change in working hours from 37.5 hours to 40 hours, which took place in 2014, was considered in the methodology.

Table 3.1 Number of full-time equivalent staff, 2015-2022

	2015	2016	2017	2018	2019	2020	2021	2022
FTE	196	196	201	211	212	209	222	244

Source: EEA Administrative Services.

Note: FTE is the full-time equivalent staff.

The calculation of environmental impacts per square metre is adjusted according to the changing floor space rented by the EEA. Since 2005, some EEA staff members have been working in buildings other than the main building at KN6. Since 2010, the EEA has been renting space in an adjacent building (KN8). Initially two floors were rented, and since 2011 three floors have been rented. In early 2022, the lease for the basement in KN8 was discontinued. The size of the two buildings is approximately 10,000m^2 in total (7,200m^2 in KN6 and 2,800m^2 in KN8). In 2019, the EEA started a renovation project towards a 'new way of working' replacing individual offices by open office space to introduce so-called 'activity-based working'. Since 2020, the first, second and third floor of building KN6 were renovated.

One element of the 'new way of working' is an increased flexibility for staff to telework. The electricity, heating and water used, as well as waste generated in home offices, is not included in the respective performance indicators. The EEA recognises and transparently reports that certain reductions observed in the EEA's environmental performance trends may be caused by externalising environmental impacts rather than gains in efficiency. For its carbon footprint, the EEA chose to extend the scope and to include estimates of staff's CO_2 emissions generated in the home office environment in its estimates (see Annex 1).

3.1 Continually improving the EEA's environmental performance

In 2022, activities and operations at EEA transitioned in a post-pandemic 'new normal' and the Agency's environmental performance is significantly less influenced by the COVID-19 pandemic compared to 2020 and 2021.

The data show that the COVID-19 pandemic was indeed a catalyst for developments that otherwise might have taken several years to happen. The paperless office, for example, now seems within reach, along with the widespread use of videoconferencing as a replacement for many physical meetings. Furthermore, an increased capacity in the digital literacy of all staff was achieved in arguably record time. In the context of the 'new way of working', the COVID-19 pandemic also sped up the implementation of the EEA's renovation project towards an activity-based workplace, which will have significant synergy effects on the EEA's environmental performance. For example, activity-based working in open offices is often concomitant with a reduction of m^2 per staff member, which leads to less electricity and heating consumption per staff member. Another example supporting the improvement of the EEA's environmental performance are the newly equipped meeting rooms allowing for more and higher quality videoconferences in line with the EEA's climate neutrality target.

On our way out of the pandemic, it was and remains important to actively reflect, raise awareness and promote useful practices and habits adopted during the pandemic. Some measures were already included in the action plan of the environmental management programmes since 2021 and will be continued, i.e. promoting the continuation of reduced levels of printing and staff travel and the increased use of videoconferencing and blended meetings to reduce visitors' travel. It became clear that there are rebound effects associated with increased teleworking, namely the environmental impact of the home office, which is clearly outside the EEA's direct control but can be influenced by awareness-raising campaigns to help staff minimise potential adverse effects.

Distance to annual environmental targets

Table 3.2 shows the comparison of the annual performance of environmental aspects with the EEA's annual environmental targets since 2018. A green cell indicates that the annual environmental performance was lower than the target i.e., the annual target was overachieved, while a yellow cell illustrates that the annual performance was above the annual target and the target was not met. The EEA has been meeting the majority of its environmental targets across environmental aspects each year since 2018, e.g. electricity and paper consumption (in-house paper consumption and external printing of publications). Performance in waste generation includes waste from the renovation of the KN6 building that started in 2019 and is ongoing. However, an improvement is visible in 2022. The development of the trends of the performance of individual environmental aspects are discussed in the following chapters.

Table 3.2 Environmental performance compared with environmental targets (%), 2018-2022

Environmental aspect	2018	2019	2020	2021	2022
Electricity consumption (staff-related)/FTE	-14.4%	-17.6%	-30.7%	-35.7%	-34.4%
Paper consumption (printing documents)/FTE	-10.6%	-16.7%	-71.0%	-84.2%	-72.9%
Paper consumption (printing documents)	-22.4%	-12.2%	-70.1%	-82.8%	-68.3%
Paper consumption (printing publications)	-75.9%	-50.6%	-86.1%	-89.3%	-100%
Waste generation/FTE	1.7%	42.7%	0.9%	14.3%	-8.0%
Greenhouse gas emissions (staff business travel)	-11.1%%	-15.3%	-90.9%	-95.5%	-63.7%
Greenhouse gas emissions (visitor travel)	-1.0%	-4.6%	-88.7%	-99.8%	-59.1%

Notes: Up until 2022, quantified targets for the performance indicators heating and water consumption, were not specified by the EEA. FTE: Full-time equivalent staff.

Sources: EEA Communication, EEA Administrative Services.

Benchmark of excellence

The EEA assessed the best environmental management practices of the EMAS sectoral reference document for public administration ([12]) for each of its core indicators. The assessment concludes that relevant EEA practices are in line with the benchmark of excellence for the use of recycled paper, paper consumption (since 2020), water use (since 2019) and waste generation (since 2020) (Table 3.3).

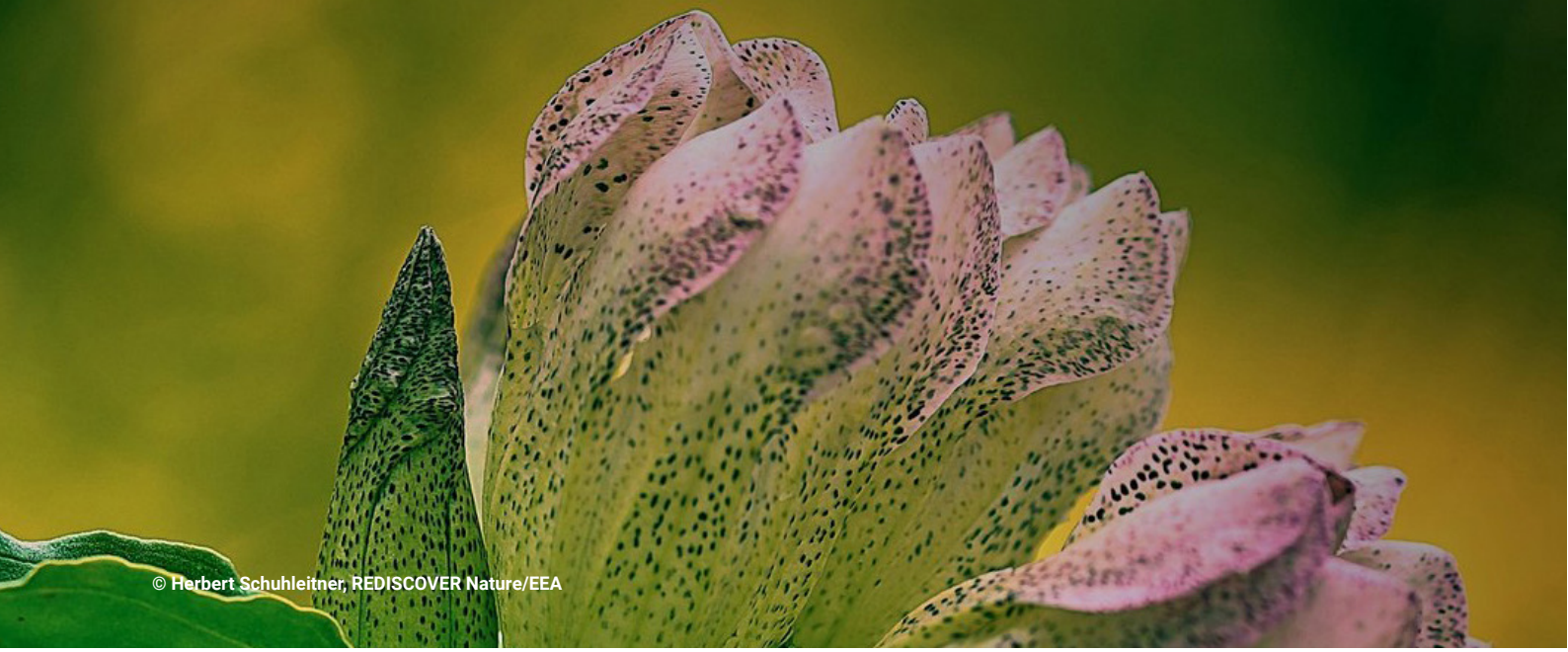
Table 3.3 Environmental performance compared with the benchmark of excellence for the public administration sector, 2018-2022

Environmental aspect	2018	2019	2020	2021	2022	Benchmark of excellence
Paper consumption (printing documents) (A4 sheets/FTE/working day)	22.6	19.9	6.5	3.3	4.2	Office paper consumption is lower than 15 A4 sheets/FTE/working day
Share of environmentally friendly certified office paper purchased			100%			Office paper used is 100% recycled or certified according to an Iso Type I ecolabel (EU Ecolabel)
Water use m^3/FTE	6.6	5.0	2.6	2.8	4.7	Total water use is lower than 6.4m^3/FTE/year
Waste generation (kg/FTE)	148	208	152	177	151	Total waste generation in office buildings is lower than 200kg/FTE/year

Notes: For the calculation of office paper consumption/FTE/working day, 210 working days per FTE per year were assumed; for water consumption, data are only available for the building KN6, for KN8 and a proxy was estimated based on m^3/m^2 of KN6 (excluding canteen). FTE: Full-time equivalent staff.

Sources: EEA Communication, EEA Administrative Services.

([12]) Commission Decision (EU) 2019/61.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3.2 Energy

The EEA is part of the Copenhagen municipality, which is committed to be CO_2 neutral by 2025 under its *CPH climate plan 2025*. The municipality has achieved a reduction in CO_2 emissions of more than 54% between 2005 and 2019, mostly due to the green conversion of the power-generation and district heating systems ([13]). The current electricity provider, Ørsted, delivers 100% of the municipality's power from renewables, mainly wind energy (see Box 2).

Box 2

Energy certificates

The Association of Issuing Bodies (AIB) is responsible for the development, use and promotion of the European Energy Certificate System (EECS). The market for Renewable Energy Certificate System (RECS) was administered by AIB in accordance with the EECS, but it has now been replaced by the obligatory guarantees of origin required by various EU directives. The principles and rules of operation of the EECS define a certificate as an electronic document that identifies the source and method of production of a unit of energy and relates to a specific purpose, such as energy source disclosure or compliance with an obligation. The EECS serves to harmonise energy certificates, thus ensuring that AIB member organisations' registries are compatible with one another.

Ørsted's transition to green power is happening within the framework of the European Guarantees of Origin scheme. The company buys 'green certificates' for all of its residential customers in Denmark. A green certificate is a guarantee of origin that proves that a given share of power is generated from renewable sources such as wind, solar or biomass. In Ørsted's 2020 sustainability report, it is stated that the company covers 100% of its own power consumption with green certificates, mainly from its offshore wind farms.

District heating for the EEA is provided from HOFOR, the local heating provider in Copenhagen. The '*Copenhagen climate plan 2025: Roadmap 2021-2025*' foresees 16 initiatives across four main action areas to reduce emissions from energy production: Carbon Neutral District Heating, Carbon Neutral Utilities, Wind and Sun, Resources and Waste. HOFOR is committed to contribute to achieving the goal set by the city of Copenhagen. For example, in 2019, it put in operation a new biomass-fired power station unit, BIO4, at Amager Power Station. BIO4 replaced the last coal-fired power station unit in Copenhagen and district heating is now more than 80% carbon neutral.

([13]) Copenhagen climate plan 2025, Roadmap 2021-2025, CPH 2025 Climate Plan - Roadmap 2021-2025 2020 (itera.dk).

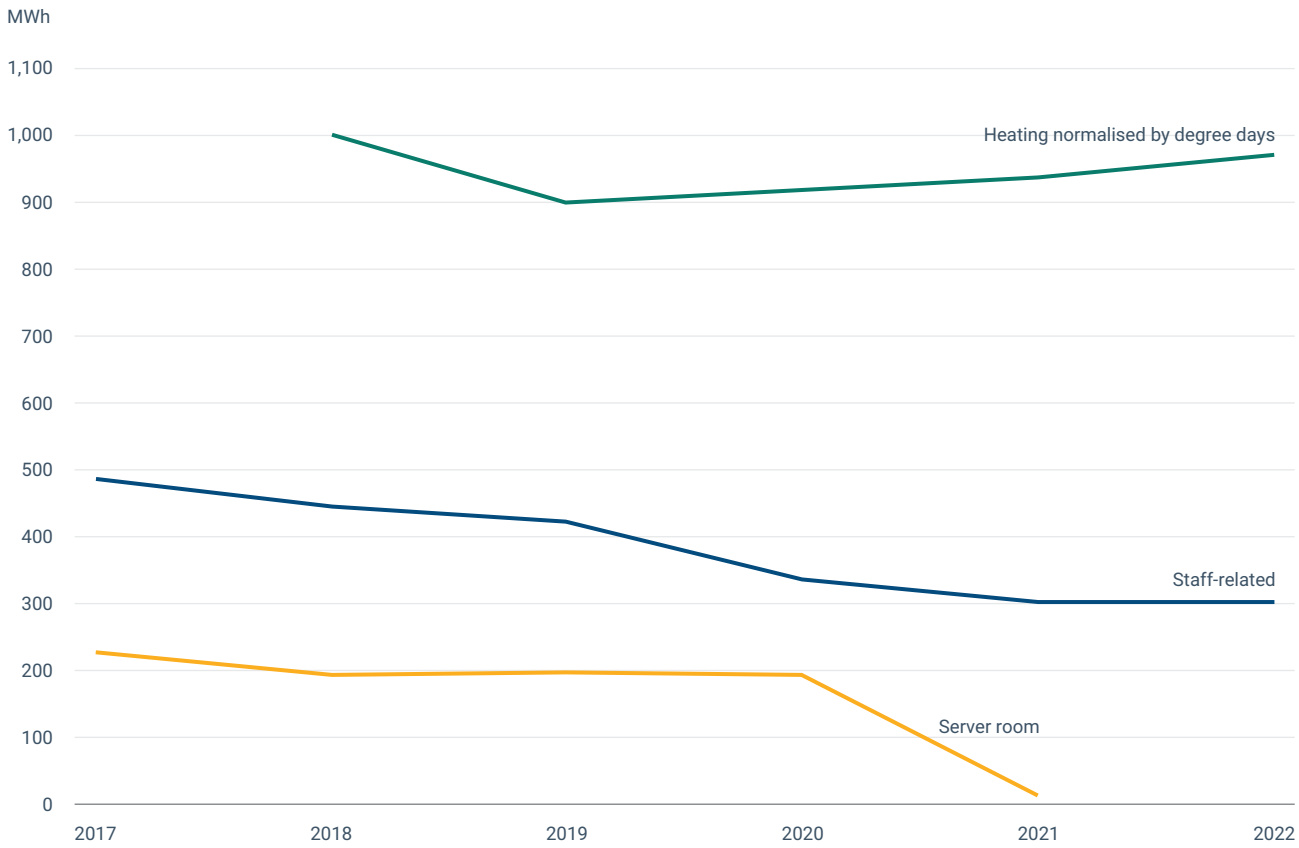
3.2.1 Performance on energy consumption

Until 2021, consumption of electricity was divided into the electricity used for central computing and data storage, i.e. IT servers, and staff-related use of electricity in offices and meeting rooms. In 2021/2022, the EEA's server infrastructure was co-located to an external datacentre in Copenhagen and the monitoring and reporting of electricity use from central computing and data storage of the IT servers therefore shifted from direct to indirect energy consumption. In 2022, the energy use of the datacentre allocated to the EEA amounted to 189,230kWh.

Staff-related electricity consumption on the premises declined in 2020 and 2021, mainly due to the measures addressing the COVID-19 pandemic, e.g. lockdowns and increased flexibility for teleworking. In 2022, staff-related electricity remained at this low level, mainly due to more energy-efficient docking stations replacing desktop computers and the continued increased teleworking practise of staff compared to before the pandemic. It is important to note that electricity and heating consumed in home offices are not included in this performance indicator. However, for the EEA's carbon footprint (see Chapter 3.6 and Annex 1), estimates of staff CO_2 emissions generated in the home office environment were estimated.

Apart from these short-term developments of electricity consumption, the long-term trend was declining overall due to targeted measures such as the installation of more energy-efficient computing, multifunctional devices and new light sensors in corridors with energy-efficient LED lights, and an increasing level of environmental awareness among staff (Figure 3.1 and Tables 3.4, 3.5 and 3.6).

Figure 3.1 Direct energy consumption trends for electricity and heating, 2017-2022



Notes: Heating data is only available for the building KN6. For KN8, a proxy was estimated based on the kWh/m² of KN6. Energy consumption for heating was corrected by heating degree days using a 10-year average to normalise the timeline.

Source: EEA Administrative services.

Table 3.4 Consumption of direct energy, 2017-2022

kWh	2017	2018	2019	2020	2021	2022	Change 2021-2022
Total electricity consumption	709,289	636,493	615,346	527,620	313,703	302,809 ([a])	-3.5%
Staff-related electricity consumption	485,006	443,160	420,142	334,537	301,859	302,809 ([a])	0.3%
Heating	-	1,001,833	899,868	917,452	938,044	971,156	-0.6%
Total direct energy consumption	-	1,638,326	1,515,214	1,445,072	1,251,747	1,273,965	2%

Notes: Heating consumption data is only available for the building KN6. For KN8, a proxy was estimated based on the kWh/m^2 of KN6. Energy consumption for heating was corrected by degree days using a 10-year average to normalise the time series. 2017 data for heating was left out of this time series because HOFOR switched from steam to water-based heating in 2017, which led to change of the reporting unit from cubic metres to megawatt hours. FTE: full-time equivalent staff ([a]) Total electricity and staff-related electricity are the same in 2022 since the direct electricity consumption for the in-house server room accounted to zero due to the co-location of the EEA's server infrastructure to an external data-centre.

Source: EEA Administrative services.

Table 3.5 Consumption of direct energy per full-time equivalent (FTE), 2017-2022

kWh/FTE	2017	2018	2019	2020	2021	2022	Change 2021-2022
Total electricity consumption per staff member	3,529	3,017	2,903	2,524	1,413	1,241	-12.2%
Staff-related electricity consumption per staff member	2,413	2,100	1,982	1,601	1,360	1,241	-8.7%
Heating consumption per staff member	-	4,748	4,245	4,390	4,225	3,980	-5.8%
Total direct energy consumption per staff member	-	7,765	7,147	6,914	5,639	5,221	-7.4%

Note: See Table 3.4.

Source: EEA Administrative services.

Table 3.6 Consumption of direct energy per floor area (m^2), 2017-2022

kWh/m^2	2017	2018	2019	2020	2021	2022	Change 2021-2022
Heating per floor area	-	96.6	88.6	84.3	97.6	97.1	15.0%
Total direct energy consumption per floor area	-	164	152	145	125	127	-1.8%

Note: See Table 3.4.

Source: EEA Administrative services.

3.2.2 Actions and improvements

As part of the EEA's renovation project towards a 'new way of working', EEA data and information services replaced desktop personal computers with more energy-efficient docking stations and laptops. This helps, in the longer term, to reduce staff-related use of electricity on EEA's premises.

To contribute to the efforts of saving energy in autumn and winter, and in line with the recommendations issued by the Danish Authorities, the EEA lowered the temperature of its thermostats to 19°C, and switched off outdoor lighting.

Table 3.7 Evaluation of action plan 2022

Environmental impact	Source of impact	Action plan	Responsible for implementation	Status of implementation
Electricity consumption	Staff-related use of electricity in offices and meeting rooms (personal computers, printers, copy machines, lights etc.)	Continue replacing desktop PCs with work stations equipped with laptops and docking stations.	ADS/DIS	Implemented
		Raise awareness of energy-efficiency and renewable energy solutions in home office environments to minimise potential rebound effect of teleworking.	EMAS team	Implemented

Notes: ADS: EEA Administrative Services; DIS: EEA Data and Information Services.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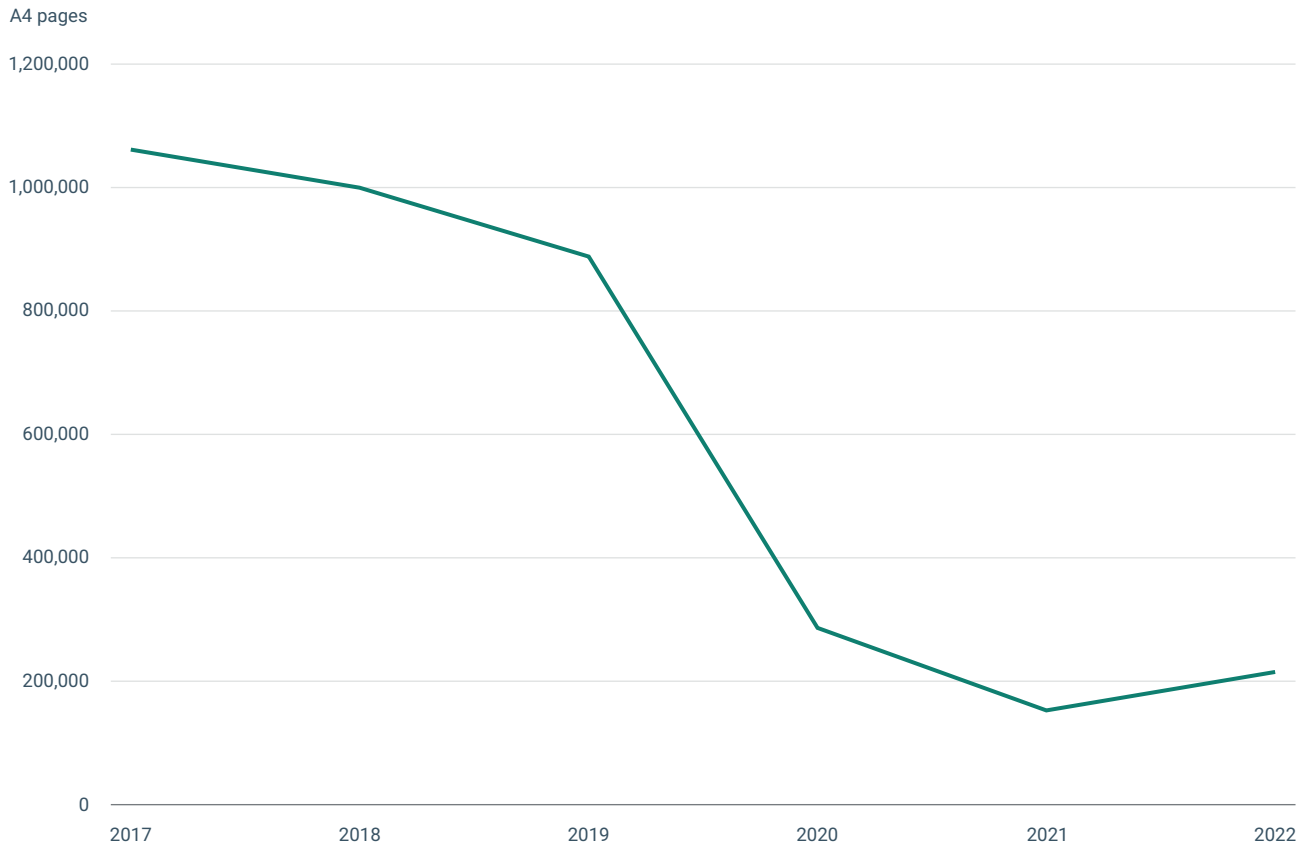
3.3 Paper

3.3.1 Performance on paper consumption

Following the installation of new and fewer multifunctional devices (MFDs) in 2017, and the implementation of the 'follow-me' or uniflow printing system, a steady drop in physical printouts and a stable reduction of in-house paper use have been achieved both in absolute figures and per FTE employee (Figure 3.2 and Table 3.8). Under this system, print jobs are triggered by swiping an access card through a reader on the closest MFD. This system avoids double printing and results in reduced printing demand. The fleet number was reduced from 36 machines to 15 MFDs in 2017. These are more energy efficient, boast low air and noise pollution levels and are both TEC3 and Blue Angel certified ([14]).

([14]) TEC is the typical energy consumption standard, 1.3kWh/week.

Figure 3.2 Paper consumption: in-house printing, 2017-2022



Source: EEA Administrative services.

Table 3.8 Paper consumption: in-house printing and printed reports, 2017-2022

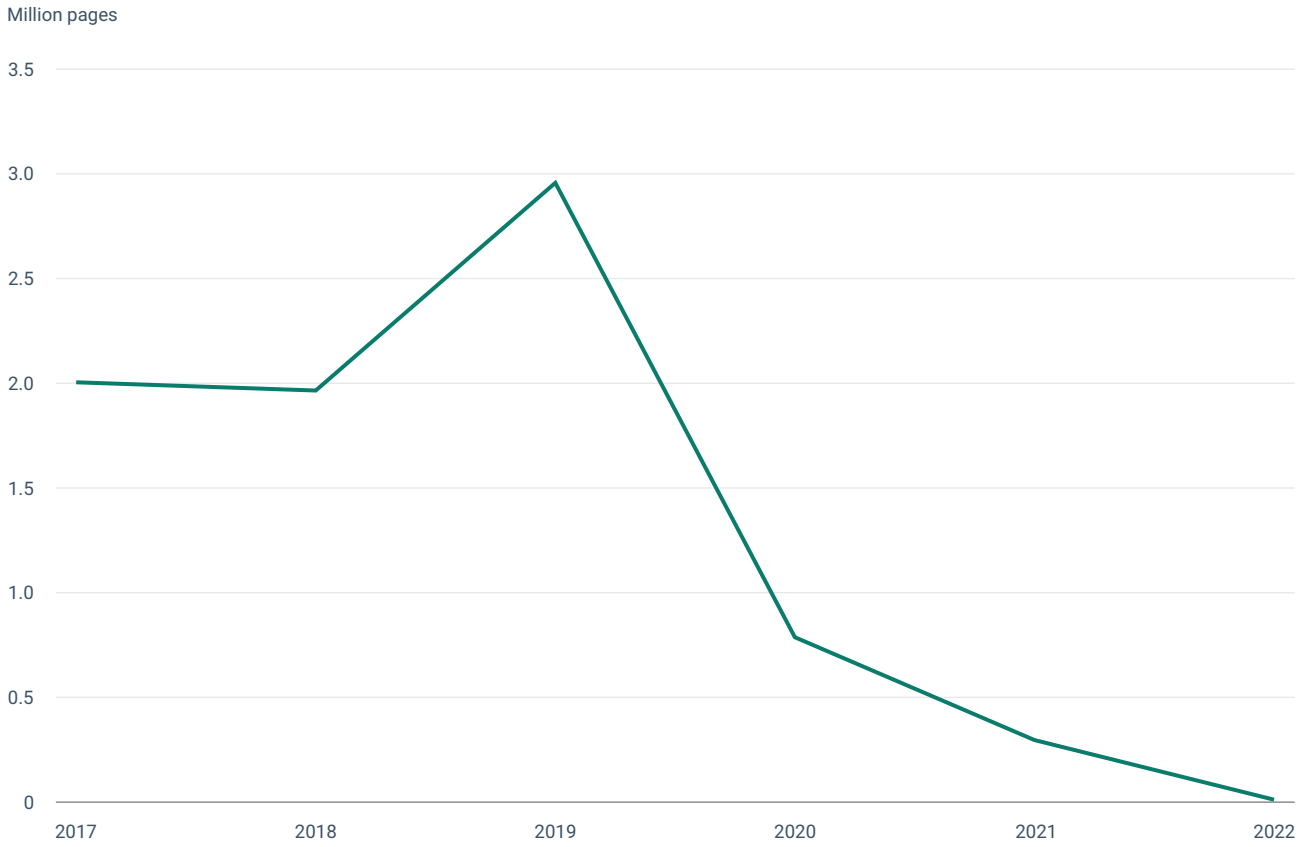
A4 pages	2017	2018	2019	2020	2021	2022	Change 2021-2022
Number of sheets printed in house	1,061,160	999,416	887,942	286,316	152,583	214,884	40.8%
Number of sheets printed in house per FTE	5,279	4,737	4,188	1,370	690	881	28.1%
Number of pages in printed reports	2,003,436	1,960,000	2,960,500	779,000	284,200	0	-100%

Source: EEA Communications.

Note: FTE: full-time equivalent staff.

Figure 3.3 and Table 3.8 show the development of the externally printed EEA products such as reports and exhibition materials. The peak in 2019 was the result of 11 million pages printed because of the 5-yearly *The European environment — State and outlook report (SOER)* and the EEA's 25th anniversary publication. The reduction in the number of externally printed pages in 2020 was mainly due to smaller print runs and decisions to stop printing reports such as the annual *Transport and Environment Reporting Mechanism (TERM)* report. In addition, the EEA's flagship Signals report, previously printed in 13 languages, was printed only in English. Between 2020 and 2021, the number of printed reports was further reduced by 64% and by 100% in 2022.

Figure 3.3 Number of externally printed pages in EEA publications, 2017-2022



Source: EEA Communications.

3.3.2 Actions and improvements

The reductions observed in internal and external printing were supported by the implementation of the measures in the Action plan 2022 (see Table 3.9).
For example, the number of multi-functional devices (MFD) was further reduced in the course of the EEA's renovation project towards a 'new way of working' on the first and the second floor. This measure will encourage staff to maintain the reduced printing habits of the COVID-19 pandemic. Another successful measure was the implementation of a 'zero-printing policy' for EEA reports by EEA's communication programme. COM also piloted several web reports further promoting the digitalisation of EEA products. The EEA's administrative procedures were further digitalised by implementing SYSPER, the European Commission's human resource management information system and ARES-Q electronic signatures.

Table 3.9 Evaluation of action plan 2022

Environmental impact	Source of impact	Action plan	Responsible for implementation	Status of implementation
Paper consumption	Printing documents and emails	Promote paperless offices and maintain reduced printing habits adopted during the COVID-19 induced lockdown, e.g. through further reduction of MFDs per floor.	EMAS team/HoGs	Implemented
		Continue digitalisation of administrative workflows, e.g. implementation of SYSPER.	ADS	Implemented
	Printing publications externally	Reduce the number of printed paper publications through close management of the publication plan and working towards a non-printing publication policy.	COM	Implemented

Notes: ADS: EEA Administrative services; COM: EEA Communication; HoG: heads of group.

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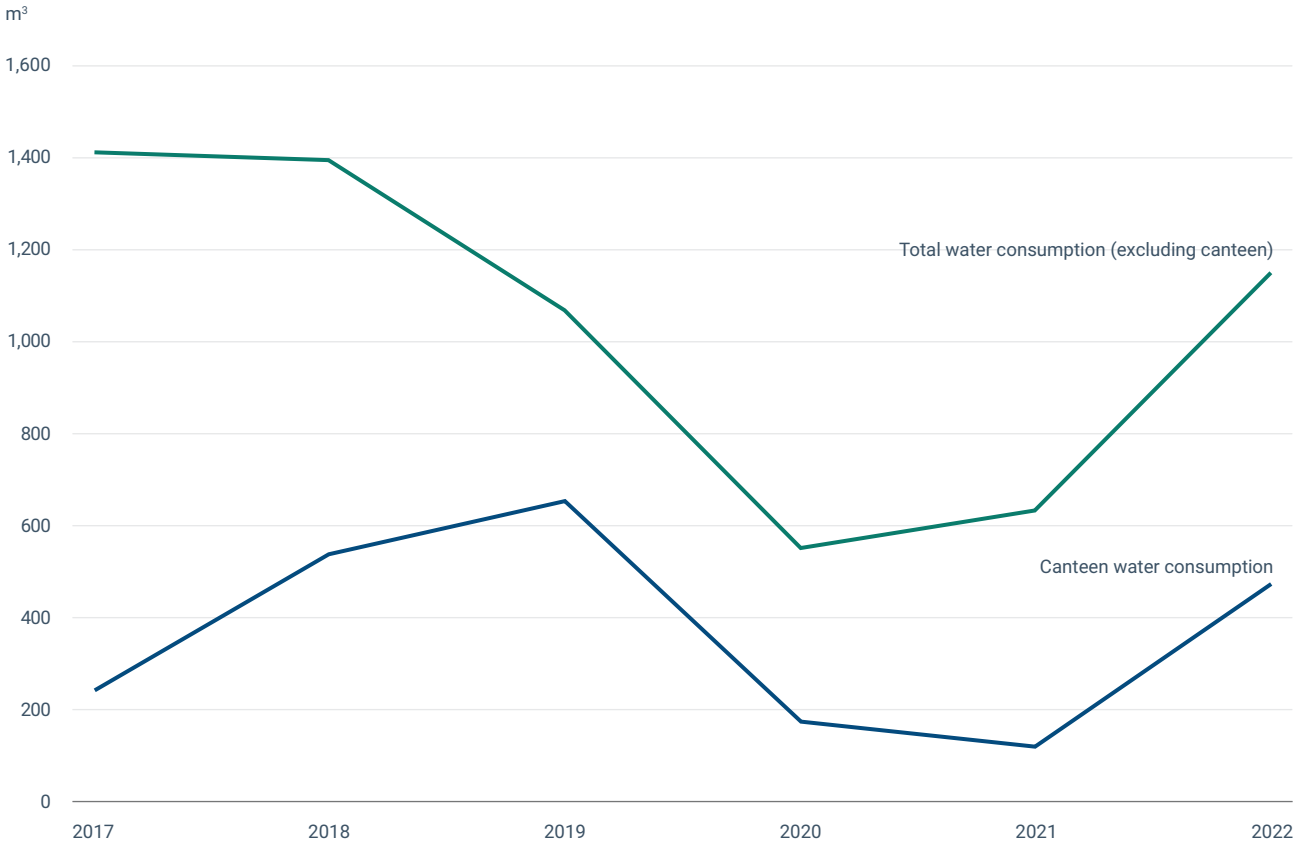
3.4 Water

3.4.1 Performance on water consumption

EEA's consumption of water has decreased since 2013. This has been achieved through a combination of measures, including the replacement of leaking toilets, optimising canteen operations and generally lower consumption by staff overall. Significantly lower consumption in 2020 and 2021 was caused by lower staff occupancy of EEA premises during the COVID-19 pandemic (Figure 3.4 and Table 3.10). In 2022, water consumption increased again, but remained below pre-pandemic levels.

Figure 3.4 Trend in water consumption, 2017-2022



Notes: Water consumption data only available for building KN6. For KN8, a proxy was estimated based on m^2 in KN6.

Table 3.10 Water consumption, 2017-2022

m^3	2017	2018	2019	2020	2021	2022	Change 2021-2022
Total water consumption, excluding the canteen (m^3)	1,411	1,396	1,069	549	631	1,150	82.4%
Water consumption of the canteen (m^3)	239	538	653	172	119	471	295.8%
Total water consumption (excl. canteen) per staff member (m^3/FTE)	7.0	6.6	5.0	2.6	2.8	4.7	65.9%

Notes: Water consumption data only available for building KN6. For KN8, a proxy was estimated based on m^2 in KN6 (excluding the canteen). FTE: full-time equivalent staff

Source: EEA Administrative services

3.4.2 Actions and improvements

Awareness for sustainable resource use at the EEA was raised via the EEA's intranet, regular presentations to staff and a Teams channel dedicated to EMAS (Table 3.11).

Table 3.11 Evaluation of action plan 2022

Environmental impact	Source of impact	Action plan	Responsible for implementation	Status of implementation
Resource use	Electricity, paper, heating and water consumption	Raise awareness of resource-efficient water and energy consumption in home office environment to minimise potential rebound effect of teleworking.	EMAS team/HoGs	Implemented
		Promote resource-efficient water and energy consumption in the office to prevent rebounding to pre-COVID-19 levels.	EMAS team/HoGs	Implemented

Notes: HoG: heads of group.

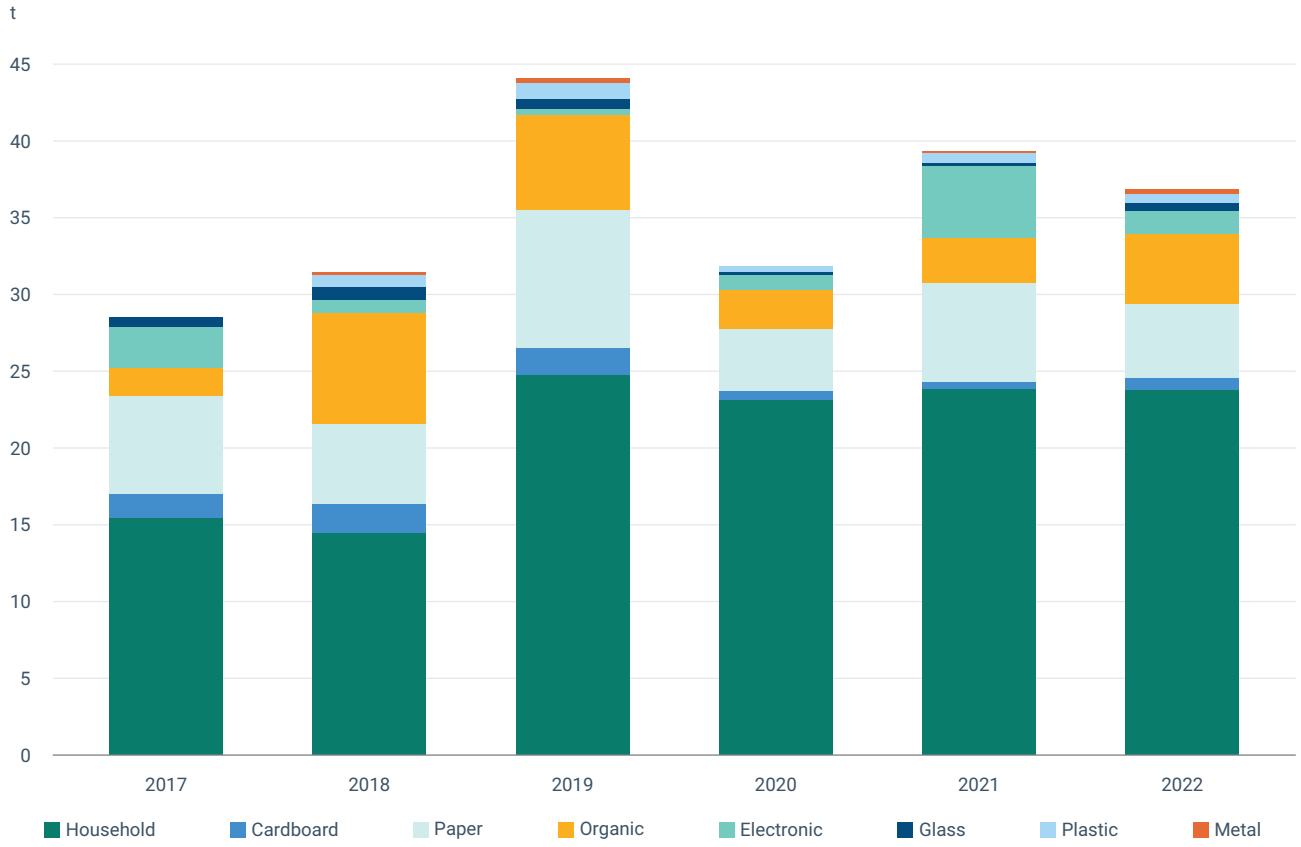
3.5 Waste

3.5.1 Performance on waste generation

The EEA's waste sorting significantly improved in 2018 and 2019 and helped increase the recycling of the EEA's waste at communal level. Since then, waste has been sorted into household, organic, plastic, glass, paper, electronic and metal waste.

The large amount of total waste in 2019, in particular paper and household waste, was driven by the removal of 90 offices as part of the EEA's reorganisation and the start of refurbishment of the second floor in building KN6 — involving thorough sorting of 17 offices, including archives. In 2020 and in 2021, amounts of household waste remained high because of continued renovation (Figure 3.5 and Table 3.12). In 2021, paper, plastic and organic waste increased compared to 2020, but all three fractions remained at levels lower than those before the pandemic. Electronic waste sharply increased to 376% between 2020 and 2021. This was driven by the implementation of new IT workstations (without desk phones and personal computers) as part of the EEA's renovation project towards a 'new way of working' and the replacement of older laptops by newer models in the course of increased levels of teleworking seen during the COVID-19 lockdowns. In 2022, the total of waste generated by the EEA decreased by 6%. The reduction was mainly driven by lower amounts of paper and electronic waste, while household waste remained stable compared to 2021.

Figure 3.5 Waste generation per waste fraction, 2017-2022



Source: EEA Administrative Services.

Table 3.12 Waste generation per waste fraction (kg), 2017-2022

Kg	2017	2018	2019	2020	2021	2022	Change - 2021-2022
Household	15,475	14,445	24,755	23,098	23,820	23,745	-0.3%
Cardboard	1,535	1,958	1,761	610	452	845	86.9%
Paper	6,370	5,162	9,000	4,070	6,470	4,780	-26.1%
Organic	1,870 (a)	7,197	6,178	2,510	2,972	4,585	54.3%
Electronic	2,620	860	410	984	4,681	1,450	-69.0%
Glass	680	856	600	200	200	550	175%
Plastic	-	778 (b)	1,081	332	569	575	1.1%
Metal	-	216 (c)	300	0	140	310	121.4%
Total waste	28,550	31,256	44,085	31,804	39,304	36,840	-6.3%
Total waste/FTE	135	148	208	152	178	151	-14.7%

Notes: (a) Weighing organic waste was re-established in September 2017 because there was a new contractor.
(b) Weighing plastic waste was added to the reporting. Data covers a full year.
(c) Weighing metal waste was added to the reporting, but not included in the total as data does not cover a full year.

FTE: full-time equivalent staff.

Source: Administrative services.

3.5.2 Actions and improvements

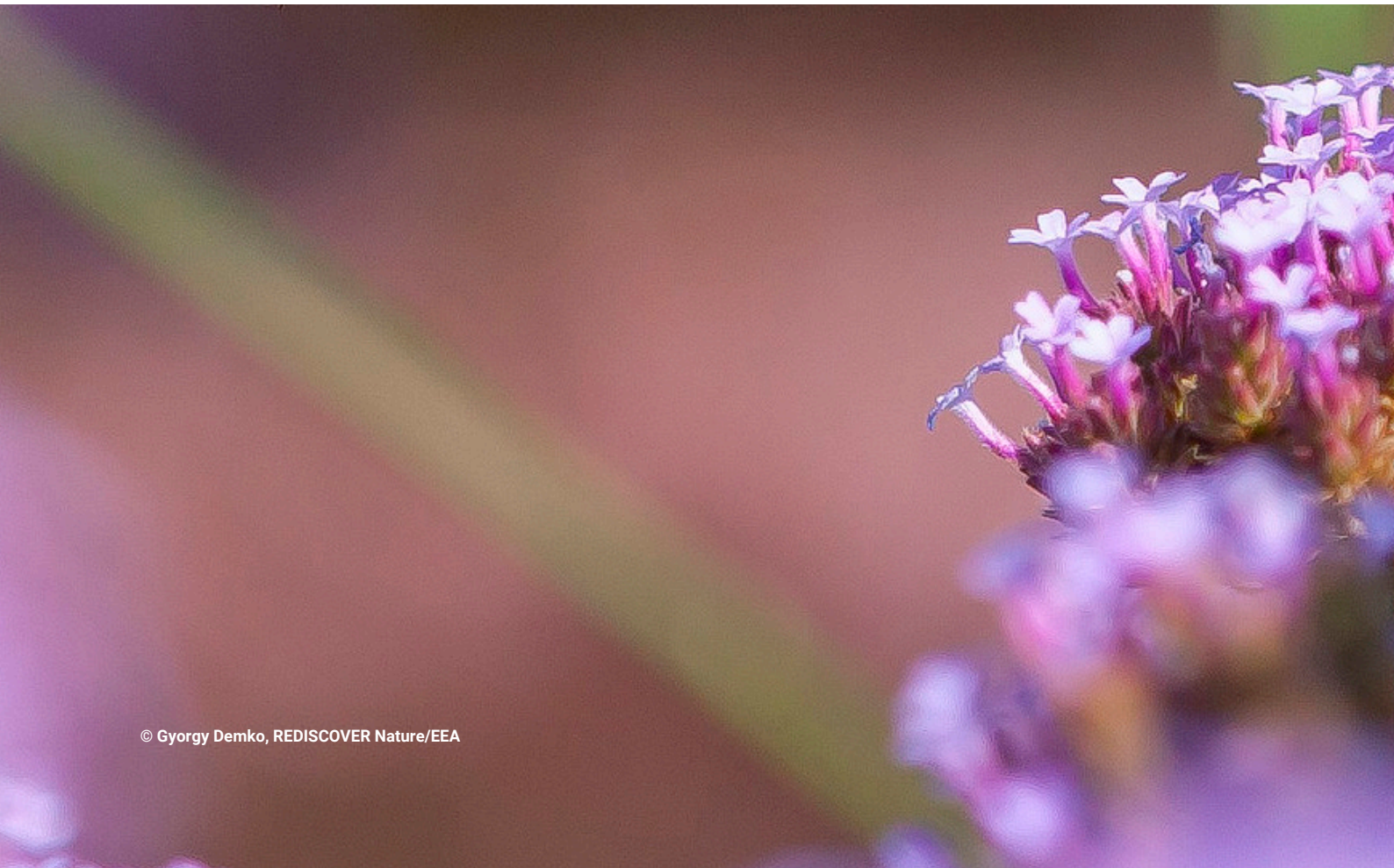
Recognising the vast amounts of electronic waste at EEA in 2021 and the growing environmental issue of the short lifespans of many electronic devices, i.e. laptops and smart phones, the EEA's data and information services developed a draft sustainable green IT policy as part of the Action plan 2022 (see Table 3.13).

The EMAS Bluebook trainee, together with EEA administrative services, revised and implemented the EEA's internal and external donation policy to offer IT and office equipment — that would otherwise be discarded — to staff or external organisations that had expressed interest in participating in the scheme. This way, the EEA gave more than 100 computer screens a second life after they were no longer in use at the EEA.

Table 3.13 Evaluation of action plan 2022

Environmental impact	Source of impact	Action plan	Responsible for implementation	Status of implementation
Waste generation	Waste sorting and reduction	Raise awareness of avoiding, sorting and recycling waste in home office environments to minimise potential rebound effects of teleworking.	EMAS team/ADS	Implemented
		Development of the 'Green IT policy' as part of the EEA's climate neutrality activities (endorsement by SMT in February 2022).	DIS	In progress

Notes: ADS: EEA Administrative services; DIS: EEA Data information services; HoG: heads of group.



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3.6 Carbon dioxide emissions

Emissions related to staff business travel and visitors' travels have been reported since 2006. In the same year, a carbon-offsetting scheme was introduced. The carbon-offsetting scheme is managed by the EEA's travel agent Figame, and the offsets are used to support Gold Standard certified energy-efficiency projects in Africa ([15]). Every quarter, diplomas are issued to confirm the offsetting of emissions (see 2022 offset charge in Table 3.14). As a reference, a return flight from Copenhagen to Brussels emits 257 $kgCO_2e$ (kilograms carbon dioxide equivalent). A return train journey between Copenhagen and Stockholm emits only 17 $kgCO_2e$. The EEA therefore encourages staff to use train travel where convenient connections are available, such as travel to Stockholm.

3.6.1 Performance on CO_2 emissions

Greenhouse gas emissions from staff and visitor travel decreased slightly in 2018 and 2019 after a peak in 2016. Due to the COVID-19 pandemic, the EEA temporarily stopped almost all business travel and physical meetings at the EEA's premises from March 2020. In 2022, only 15 tCO_2e was emitted from staff and visitor travels, i.e. 84% less than in 2020 (see Figures 3.6).

In 2020, the Executive Director decided to raise the EEA's climate ambitions, stating its aim to become a climate neutral organisation. Throughout 2021, a study was carried out by consultants to calculate the EEA's carbon footprint with an extended scope in accordance with the Bilan Carbone Methodology (developed by ADEME) and the GHG Protocol (developed by the World Resources Institute and the World Business Council for Sustainable Development). Both methodologies are in line with the ISO14064 ([16]) Standard and are commonly used by EU institutions. The study also identified potential greenhouse gas emission reduction measures for the development of pathways towards climate neutrality (see Annex 1).

In 2022, greenhouse gas emissions increased again, but remain well below pre-pandemic levels. This is due to a reduced budget for business travel compared to the budget before the pandemic, alongside the EEA's pledge to become climate neutral by 2030 and an increased awareness, among staff, of the environmental impact of flying.

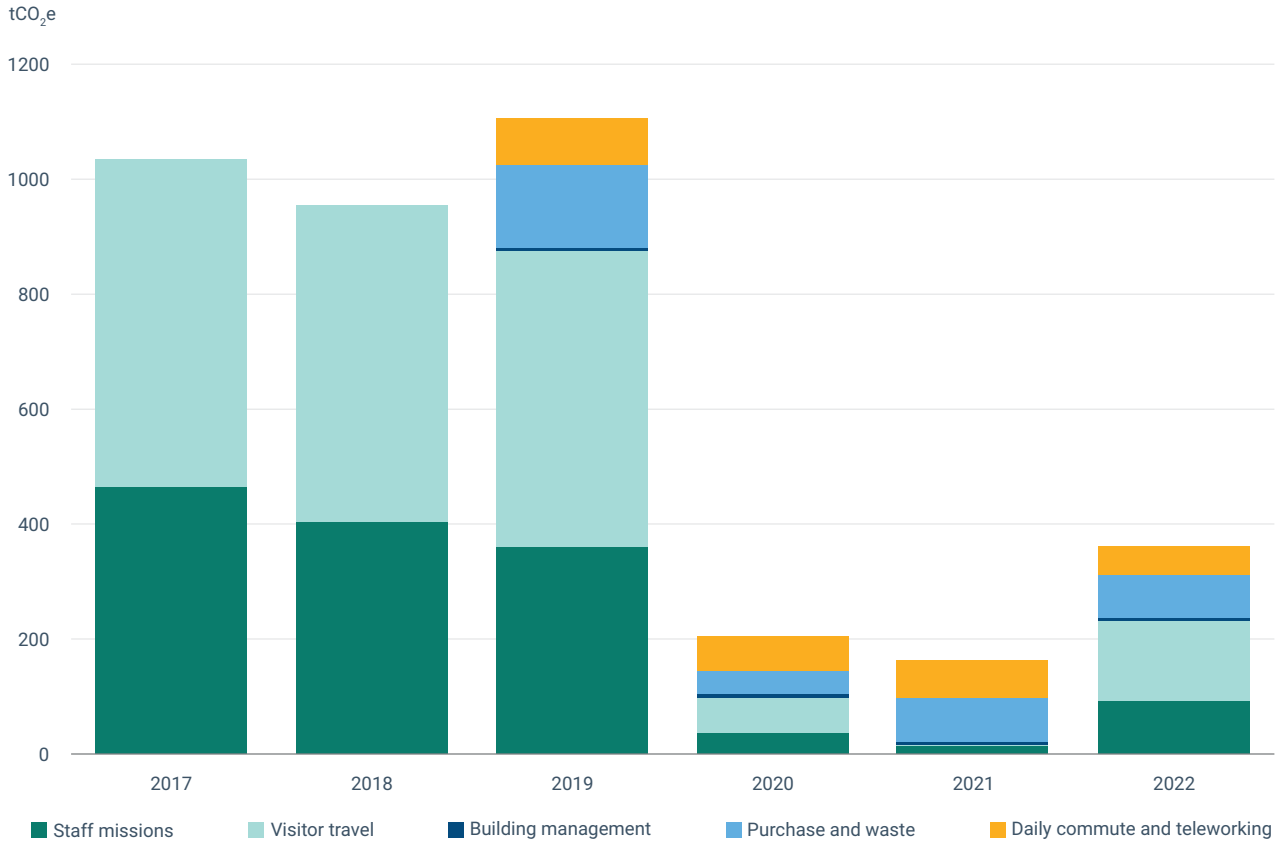
Table 3.14 CO_2 emissions from travel and meetings (tCO_2e), 2017-2022

tCO_2e	2017	2018	2019	2020	2021	2022	Change 2021-2022	Offsetting charge
Emissions from meeting participants	569	550	515	62	0.7	139	19,7%	
Emissions from EEA missions	466	404	361	37	14.7	93	533%	
Total emissions for staff and meeting participants	1,035	954	876	99	15.4	232	1,4%	1,442 EUR

Sources: Travel service, EEA Administrative Services.

([15]) http://www.co2balance.com.
([16]) International ISO14064 Standard for quantifying and reporting greenhouse gas emissions.

Figure 3.6 **CO_2 emissions from staff and visitor travel, 2017-2022 and additional emission sources, 2019-2022**



Notes: From May to August 2022, the EEA did not contract a travel service provider, which left a gap in the data monitoring. The data series for staff and visitor travel in 2022 was therefore 'gap-filled' by the EEA.

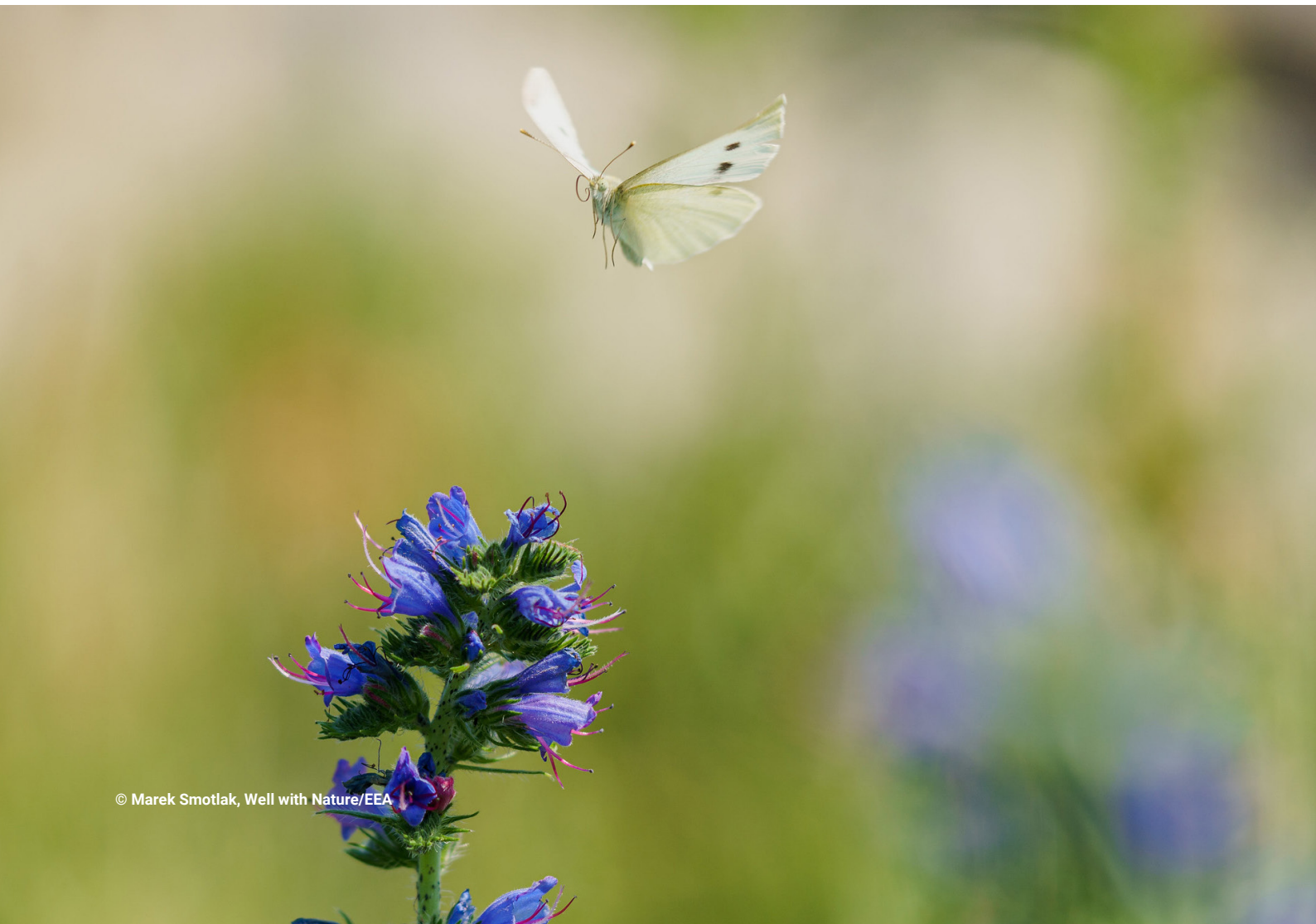
3.6.2 Improvements and action plan

The EEA compiled staff travel guidance on the EEA intranet for a 'new normal' for physical meetings. The staff guidance supports the EEA's greenhouse gas reduction target and sets out principles that should be considered to avoid emissions from physical meetings. For example, by default, physical participation in meetings need to be justified, especially if online participation is offered and, where possible, several meetings should be combined in a single mission. Furthermore, the EEA mission guidelines set out that direct flights, rather than longer indirect flights, as well as rail travel, are allowed and encouraged even when more expensive (see Table 3.15).

Table 3.15 Evaluation of action plan 2022

Environmental impact	Source of impact	Action plan	Responsible for implementation	Status of implementation
Greenhouse gas emissions	Staff business travel	Development of staff travel guidance as part of the EEA's climate neutrality activities.	CNS	Implemented
		Replace staff travel with blended meetings and videoconferencing to a larger extent.	HoGs/all staff	Implemented
		Promote continuation of reduced travel practices to prevent rebounding to pre-COVID-19 levels.	EMAS team/HoGs	Implemented
	External participants invited to organised EEA meetings	Development of EEA stakeholder meeting guidance' as part of EEA's climate neutrality activities.	CNS	In progress
		Replace meetings on EEA premises with blended meetings and videoconferencing to a larger extent.	HoGs/all staff	Implemented
		Promote continuation of reduced travel practices among external participants of organised EEA meetings to prevent rebound to pre-COVID-19 levels of emissions.	EMAS team/HoGs	Not implemented

Notes: CNS: EEA Coordination, strategy and network; HoGs: heads of group.



3.7 Green public procurement

The EEA regularly evaluates its activities to optimise and improve outputs, while limiting the use of resources and minimising negative impacts on the environment. One way to achieve this is through the procurement process, which follows green public procurement guidelines. An 'environmental impact statement' is written into the initial proposal for procurement and, specifically, robust environmental criteria and 'environmental considerations' are written into the tender specifications. Tenderers have to comply with these criteria and considerations to be eligible for a contract. It is standard EEA practice to build environmental considerations into procurement (see Table 3.16). The EMAS environmental coordinator is invited to comment on the technical specifications of service contracts, proposing the inclusion of green public procurement criteria ([17]).

Table 3.16 Evaluation of action plan 2022

Environmental impact	Source of impact	Action plan	Responsible for implementation	Status of implementation
Various environmental impacts of the EEA	All procurement	Raise awareness of the appropriate implementation of green procurement.	ADS	Implemented
		Calls for tender for relevant services must include environmental criteria according to the type of goods purchased.	ADS/all staff	Implemented

Note: ADS: Administrative Services.

3.8 Raising environmental awareness

3.8.1 Delivering environmental data and knowledge

The EEA's key goals are to be the prime source of environmental data and knowledge at European level and to play a leading role in supporting the long-term transition to a sustainable society. The EEA helps to achieve significant and measurable improvement in Europe's environment through the provision of timely, targeted, relevant and reliable information to policy-making agents and the public.

Key EEA outputs are reports, assessments, briefings, core set indicators, core data flows and Eionet collaboration covering a wide range of environmental aspects, such as biodiversity, water, climate, energy, transport, air pollution, health and sustainable resource use. The EEA's consolidated annual activity report (CAAR) outlines the EEA's work and achievements during the previous year ([18]) and evaluates the outputs against the objectives.

([17]) European Commission – Green Public Procurement Green Public Procurement (europa.eu).
([18]) The CAAR 2020 is available on the EEA website.

3.8.2 External communication on EMAS

In its environmental policy, the EEA commits to making use of its own experience and accumulated knowledge in managing environmental performance to influence and inspire other EU bodies and institutions.

The Agency is part of the EU Agencies Network (EUAN) and the Greening Network of EU Agencies, which aim to share best practices in the implementation of environmental management systems under EMAS, and improvement activities (see Box 3). In 2021, the EEA chaired the EUAN, putting an emphasis on a green agenda in alignment with the priorities of the current Commission. One of the priorities during the EEA's coordination of the EUAN was to promote a greener, more digital and resilient administration of excellence under which two avenues of action were pursued — increasing use of digital means for meetings and promoting sustainable transitions and climate neutrality in EU agencies.

Box 3

The EUAN and the Greening Network of EU Agencies

This inter-agency network was set up by the EEA in 2006 and was formally recognised by the heads of administration of EU agencies in May 2016. With more than 25 members from EU agencies, the network addresses common environmental topics, with particular focus on implementation and registration under the Eco-Management and Audit Scheme Regulation. The Greening Network is also involved in EU environmental governance through representation in the informal Inter-institutional Group on Environmental Management.

3.8.3 Internal communication on EMAS

Internally, EMAS is part of the EEA's induction programme during which all new employees get to know how the EEA aims to improve its own environmental performance. In addition, as part of regular biannual internal audits, members of staff are interviewed about the aspects of their work that relate to EMAS. The results of the internal audits and the key messages from the annual environmental statement report are presented to staff every year as part of the programme meetings.

To encourage more sustainable consumption and efficient resource use by employees in the workplace, as well as at home, the EMAS team provides regular information, including green tips, e.g. on the EMAS Teams site 'EMAS – our environmental commitment' and on the EEA Intranet. The EMAS Teams site was established in 2020 to engage with staff during the COVID-19 pandemic, to share ideas, questions, links and tips about the EEA's environmental commitment. The EMAS page on the EEA Intranet is regularly updated to provide up-to-date information on EMAS activities at EEA throughout the year.

3.8.4 Improvements and action plan

Table 3.17 Evaluation of action plan 2021

Environmental impact	Source of impact	Action plan	Responsible for implementation	Status of implementation
Various environmental impacts of the EEA — awareness raising	Green internal and external communication/ awareness-raising activities	Develop and implement an integrated approach to internal and external communication (communication plan).	EMAS team/COM	Implemented
		Initiate and contribute to knowledge exchange activities in the EUAN, the EU Agencies' Greening subnetwork, GIME and EPA.	EMAS team/ADS	Implemented

Note: COM: EEA Communication, ADS: EEA Administrative services; EUAN: EU Agencies Network; GIME: Group on Environmental Management; EPA: Environmental Protection Agency network.

3.9 Other

This section includes other environmental impacts that are not monitored in quantitative terms. These include environmental, economic and social impacts and the internal environment (Table 3.18).

Table 3.18 Evaluation of action plan 2021

Environmental impact	Source of impact	Action plan	Responsible for implementation	Status of implementation
Environmental, economic and social impacts	All EEA activities	Raise awareness of synergies between positive environmental impacts and staff health and well-being aspects, e.g. reduced meat consumption, commuting by cycling.	EMAS team/well-being coordinator	Implemented
Internal environment	Environment in buildings, health and safety aspects	Provide information on how to maximise environmental co-benefits in the renovation of the office space in KN6 and the 'new way of working'.	EMAS team	Implemented

4 Progress towards environmental performance indicators 2022

Table 4.1 Assessment of the distance between environmental performance and environmental targets 2022

Environmental aspect	Source of impact	Action plan	Performance indicator 2022	Target 2022	Performance 2022	Performance compared with 2022 target
1. Electricity consumption	Staff-related use of electricity in offices, meeting rooms and the canteen (personal computers, printers, copy machines, lights etc.)	Continue replacing desktop PCs with working stations equipped with laptops and docking stations.	Zero growth in staff-related electricity consumption per FTE for 2022 (based on the 5-year rolling average for 2017-2021).	1,891 kWh/FTE	1,241 kWh/FTE	-34.4%
		Raise awareness of energy-efficiency and renewable energy solutions in home office environments to minimise potential rebound effects of teleworking.				
2. Paper consumption	Printing documents and emails	Promote paperless office and maintaining reduced printing habits adopted during the COVID-19 induced lockdown, e.g. through further reduction of MFDs per floor.	Zero growth in A4 sheets printed (based on the rolling 5-year average for 2017-2021).	677,483 A4 sheets	214,884 A4 sheets	-68.3%
		Continue digitalisation of administrative workflows, e.g. Implementation of SYSPER.	Zero growth in A4 sheets printed per FTE (based on the rolling 5-year average for 2017-2021).	3,252 A4 sheets/ FTE	881 A4 sheets/ FTE	-72.9%
	Printing publications externally	Reduce the number of printed paper publications through close management of the publication plan and working towards a non-printing publication policy.	Zero growth in A4 sheets printed (based on the rolling 5-year average for 2017-2021).	1,597 427 A4 sheets	0 A4 sheets	-100%

Environmental aspect	Source of impact	Action plan	Performance indicator 2022	Target 2022	Performance 2022	Performance compared with 2022 target
3. Resource use	Electricity, paper, heating and water consumption	Raise awareness of resource-efficient water and energy consumption in home office environments to minimise potential rebound effects of teleworking.	Provision of information on sustainable resource use through EEA's intranet and EMAS Teams channel (EMAS team). In addition, cascading information to staff in group meetings (HoGs).	Not quantified.	Information provided in Chapter 3.	n/a
		Promote resource-efficient water and energy consumption in the office to prevent rebounding to pre-COVID-19 levels.				
4. Waste generation	Waste sorting and reduction	Raise awareness of avoiding, sorting and recycling waste in home office environments to minimise potential rebound effects of teleworking.	Zero growth in total waste per FTE (based on the rolling 5-year average for 2017-2021).	164 kg/FTE	151 kg/FTE	-8.0%
		Development of 'Green IT policy' as part of the EEA's climate neutrality activities (endorsement by SMT in February 2022).	Provision of 'Green IT policy'.	Not quantified.	Information provided in Chapter 3. Preparation of revised 'Green IT policy' in progress.	n/a
5. Greenhouse gas emissions	Staff business travel	Development of staff travel guidance as part of the EEA's climate neutrality activities.	Zero growth in emissions (tCO_2e) from staff travel (based on the 5-year rolling average for 2017-2021), consistent with climate neutrality target. Provision of staff travel guidance. Provision of information on emission reduction options for business travel through EEA's intranet and EMAS Teams channel (EMAS team). In addition, cascading of information to staff in group meetings (HoGs).	256 tCO_2e	93.0 tCO_2e Information provided in Chapter 3 and Annex 1. Staff travel guidance provided. Information provided.	-63.7%
		Replace staff travel with blended meetings and videoconferencing to a large extent.				
		Promote continuation of reduced travel practices to prevent rebounding to pre-COVID-19 levels.				

Environmental aspect	Source of impact	Action plan	Performance indicator 2022	Target 2022	Performance 2022	Performance compared with 2022 target
5. Greenhouse gas emissions	External participants coming to organised EEA meetings	Development of EEA stakeholder meeting guidance as part of EEA's climate neutrality activities. Replace meetings on EEA premises by blended meetings and videoconferencing to a larger extent. Promote continuation of reduced travel practices among external participants of organised EEA meetings to prevent rebound to pre-COVID-19 levels of emissions.	Zero growth in emissions (tCO_2e) from visitor travel (based on the 5-year rolling average for 2017-2021), consistent with climate neutrality target. Provision of visitor travel guidance. Provision of information on emission reduction options for external participant business travel through EEA's intranet and EMAS Teams channel (EMAS team). In addition, cascading information to staff in group meetings (HoGs).	339.3 tCO_2e	138.6 tCO_2e Preparation of visitor travel guidance in progress. Provision of information in progress.	-59.1%
6. Various environmental impacts of the EEA	All procurement	Raise awareness of the appropriate implementation of green procurement.	Provision of information on green procurement for staff.	Not quantified.	Information provided.	n/a
		Calls for tender for relevant services must include environmental criteria according to the type of goods purchased	100% of procurement aligned with EU directives 100% of purchases are carried out against best available environmental criteria	Not quantified.	Integrated in tender procedure and management plan system	n/a
7. Various environmental impacts of EEA awareness raising	Green internal and external communication/ awareness-raising activities	Develop and implement an integrated approach to internal and external communication (communication plan) Initiate and contribute to knowledge-exchange activities in the EUAN, the EU Agencies' Greening subnetwork, GIME and EPA.	Communication plan developed. Active participation in the EUAN, greening network, GIME and EPA.	Not quantified.	Communication plan prepared by EMAS communication expert. Contribution to EUAN coordination provided. EMAS environmental coordinator actively participated in Greening network, EMAS days and GIME.	n/a

Environmental aspect	Source of impact	Action plan	Performance indicator 2022	Target 2022	Performance 2022	Performance compared with 2022 target
8. Environmental economic and social impacts	All EEA activities	Raise awareness of synergies between positive environmental impacts and staff health and well-being aspects (e.g. reduced meat consumption, commuting by cycling)	Provision of information on synergies between positive environmental impacts and staff health and well-being aspects through intranet and EMAS Teams channel	Not quantified.	Information provided.	n/a
9. Internal environment	Environment in buildings, health and safety aspects	Provide information on how to maximise environmental co-benefits in the renovation of office space in KN6 and the 'new way of working'.	Active participation in the cross-agency working group on the renovation of office space in KN6 and the 'new way of working'.	Not quantified.	EMAS environmental coordinator actively participated in cross-agency group on the future workplace.	n/a

Notes: ADS: EEA Administrative Services; CNS: EEA Coordination, Network and Strategy; COM: EEA Communication; DIS: EEA Data and Information Services; EUAN: EU Agencies Network; GIME: Group on Environmental Management; HoGs: heads of group; FTE: full-time equivalent staff.

Annex 1: A 'high-ambition-level pathway' towards a climate neutral EEA

The Green Deal ambition for the EU is to achieve at least 55% net emission reductions by 2030 compared to 1990 and to become climate neutral by 2050. In this context, the European Commission committed to reach climate neutrality in its operations by 2030 and many EU institutions followed suit, for example, the European Parliament, the Economic and Social Committee, the European Court of Auditors and a number of European Agencies.

In November 2020, the EEA decided to become climate neutral as well. In the course of 2021, the EEA contracted Ramboll and CO2logic to support the development of concrete pathways towards climate neutral operations. The objective of the climate neutrality pathways is to identify an array of feasible actions to reduce the EEA's GHG emissions to help deliver climate neutrality by 2030, with remaining emissions to be compensated (offset) through purchased carbon removal credits.

In January 2022, the Executive Director endorsed the high-ambition-level scenario, which assumes that more than 50% of the EEA's greenhouse gas emissions will be reduced by 2030 compared to 2019 levels. Specific measures to achieve greenhouse gas emission cuts are under consideration and will be prioritised and approved on an annual basis as part of the EEA's environmental management activities.

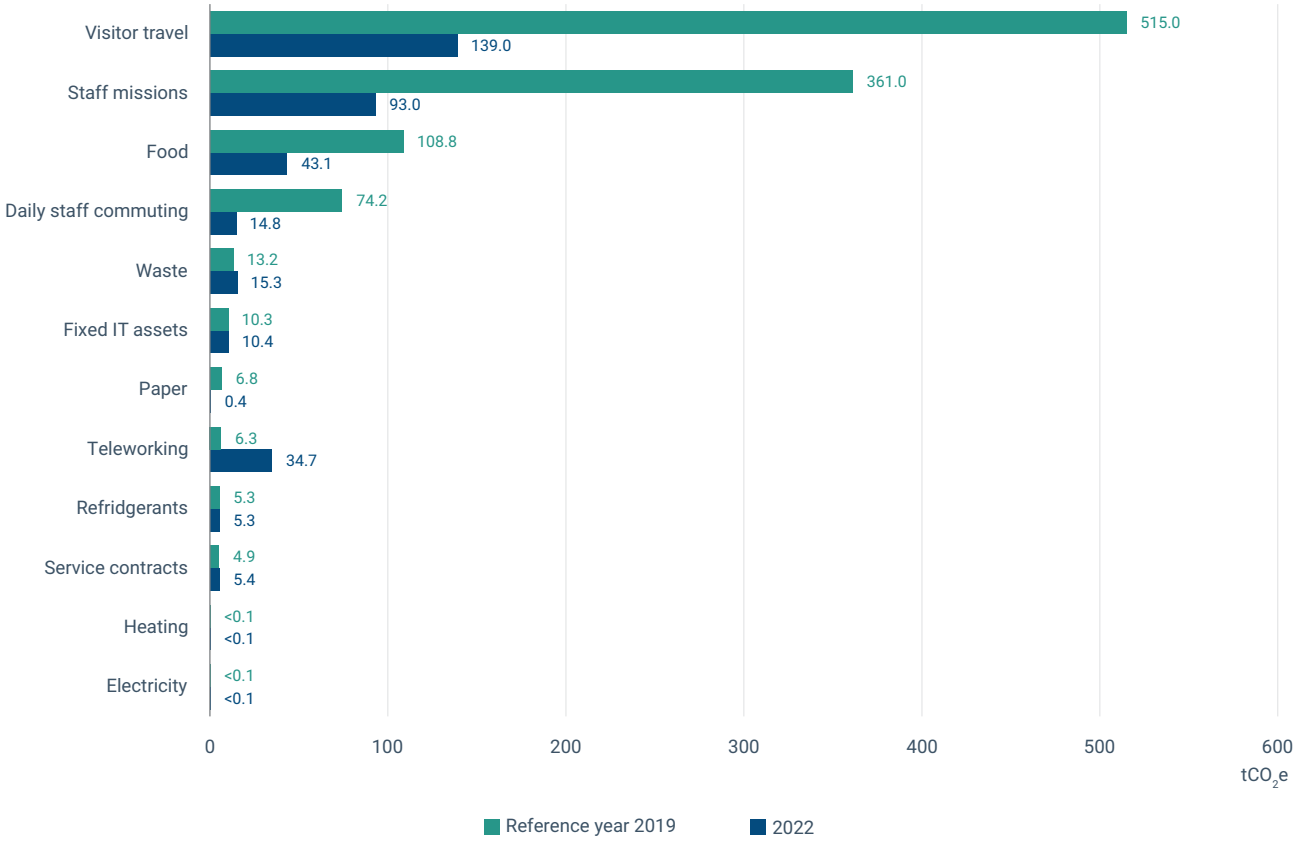
Results of the carbon footprint assessment

The year 2019 was selected as the base year for the climate neutrality pathways because it represents the last full year of 'normal' EEA operations pre-COVID-19. In 2019, the EEA's carbon footprint was estimated to be 1,204 tCO_2e compared to 312 tCO_2e in 2020. When combined, two main contributions - visitor meetings and staff travel, constituted 73% of the EEA's carbon footprint in 2019.

The EEA's carbon footprint was calculated in accordance with the Bilan Carbone Methodology (developed by ADEME) and the GHG Protocol (developed by the World Resources Institute and the World Business Council for Sustainable Development). Both methodologies are in line with the ISO14064 Standard and commonly used by EU institutions. According to these methods, direct greenhouse gas emissions that are owned and controlled by the EEA and certain indirect emissions not directly controlled by the Agency were included in the scope of the carbon footprint, for example:

- refrigerant losses on the premises (direct),
- electricity and district heating (indirect),
- purchased services e.g. canteen,
- security and cleaning contracts (indirect),
- purchased goods e.g. paper for printing and reports, catered food (indirect),
- fixed assets e.g. building, IT equipment (indirect),
- staff and visitor travel, staff commuting, teleworking (indirect),
- waste management (indirect).

Figure A1.1 EEA's carbon footprint in the reference year 2019 and in 2022



Source: Ramboll, CO2Logic, EEA.

Defining an ambition level for reductions

The consultants developed two scenarios, a high-ambition and a medium-ambition level scenario. The scenarios were developed 'bottom up', by aggregating identified GHG mitigation measures, which can themselves be implemented with higher or lower ambition. This approach opens a range of possibilities between what could be considered as lower and upper boundaries for possible reduction pathways towards reducing the EEA's carbon footprint. The use of removal credits is still needed to obtain climate neutrality for both scenarios, but to a differing extent. The GHG mitigation measures were defined based on a comprehensive set of qualitative and quantitative criteria including plausibility (implementation, co-benefits, and drivers), feasibility (investment and operational costs, applicability and site sensitivity), and impact. This follows a similar approach that the consultants followed when delivering work for the European Commission's climate neutrality roadmap. The mitigation actions target GHG emissions in five areas:

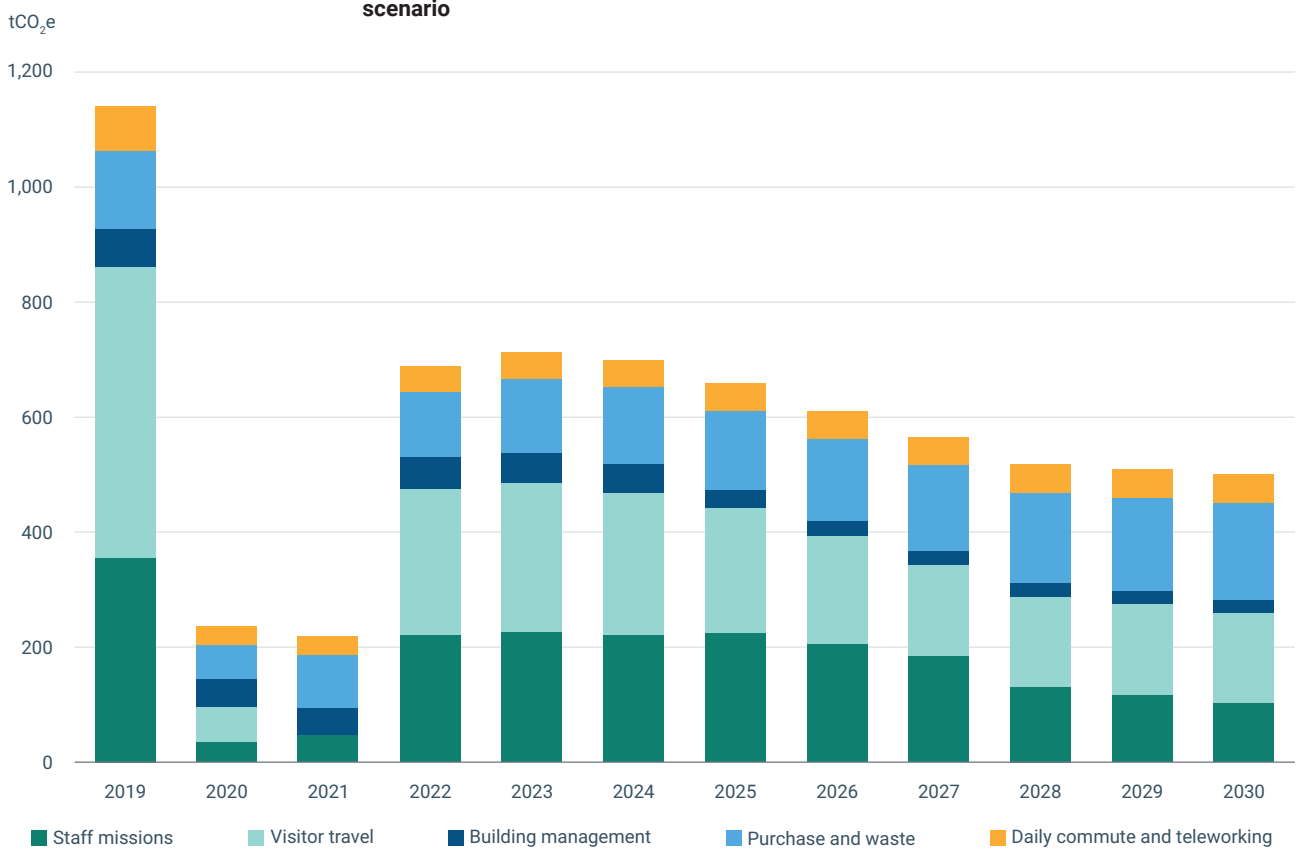
1. building management: electricity and heating consumption and refrigerants;
2. staff travel: travel of staff for missions (trains, flights, hotels);
3. new ways of working: daily commute and teleworking;
4. visitor travel: travel of visitors paid by EEA (trains, flights, hotels);

5. purchased goods and services: purchase (IT equipment, canteen contract, services contract, etc.) and waste management.

The high-ambition scenario is estimated to deliver a 54% emissions reduction in 2030 in comparison to the 2019 carbon footprint. This implies that around 46% of residual emissions will still need to be compensated to reach climate neutrality. Expressed in relative terms per assumed FTE, the reduction is -67% of emissions per FTE, i.e. from 5.8 tCO_2e/FTE to 1.9 tCO_2e/FTE in 2030. For comparison, the 'COVID' 2020 level was 1.3 tCO2e/FTE.

The medium-ambition scenario is estimated to deliver a 28% emissions reduction in 2030 in comparison to the 2019 carbon footprint. This means that 72% of residual emissions would need to be compensated to reach climate neutrality. A significant relative reduction of carbon footprint per FTE is observed in this scenario as well i.e., a decrease from 5.8 tCO_2e/FTE to 3.1 tCO_2e/FTE in 2030 (2.5 times higher than the 'COVID' 2020 level of 1.3 tCO_2e/FTE).

Figure A1.2 Emission reduction pathway 2019-2030 under the 'high ambition level' scenario



Source: EEA, 2022.

Note: FTE: full-time equivalent staff.

Table A1.1 Comparison of the most impactful measures in medium and high-ambition scenarios

Emission source domain	Base Year emissions 2019 (tCO_2e)	Share of total emissions 2019 (%)	Most impactful measures	Emission reduction: medium ambition level (% of 2019 source domain emissions)	Emission reduction: high ambition level (% of 2019 source domain emissions)
Staff travel	355	28%	Travel guidance/ policy for missions (and carbon budget constraints)	-33%	-50%
			50% of remaining emissions to Brussels and some other cities by train	-1%	-22%
Visitor meetings	506	44%	50% of remaining emissions to Brussels and some other cities by train	-20%	-40%
			50% of remaining emissions to Brussels and some other cities by train	-25%	-50%
Building management	68	6%	50% of remaining emissions to Brussels and some other cities by train	-9%	-18%
			50% of remaining emissions to Brussels and some other cities by train	-9%	-27%
			50% of remaining emissions to Brussels and some other cities by train	-30%	-40%

Sources: EEA, Ramboll, CO2Logic, 2021.

Annex 2: Environmental management programme 2023

Table A2.1 Environmental management programme for the year 2023

Environmental aspect	Input/output	Action plan	Responsible for implementation	Performance indicator 2023	Target 2023
1. Energy consumption	Total direct energy consumption (total electricity and heating)	Raise awareness and promote energy-efficiency and renewable energy solutions.	COM, EMAS team	Zero-growth in total direct energy consumption for 2023 (based on the 5-year rolling average for 2018-2022).	1,424,865 kWh
	Total renewable energy consumption (total electricity)			Continue to use 100% renewable electricity.	100%
	Staff-related use of electricity in offices and meeting rooms (personal computers, printers, copy machines, lights etc.)			Zero-growth in staff-related electricity consumption per FTE for 2023 (based on the 5-year rolling average for 2018-2022).	1,657 kWh/ FTE
2. Paper consumption	Printed documents and emails (internally)	Promote paperless office and maintaining reduced printing habits adopted during the COVID-19-induced lockdown.	EMAS team	Zero growth in A4 sheets printed (based on the rolling 5-year average for 2018-2022).	508,228 A4 sheets
		Continue digitalisation of administrative workflows, e.g. Implementation of SYSPER.	ADS	Zero growth in A4 sheets printed per FTE (based on the rolling 5-year average for 2018-2022).	2,372 A4 sheets/FTE
	Printed publications (externally)	Continue to apply to the EEA's 'non-printing publication policy'.	COM	Zero printing of EEA publications.	0 A4 pages
3. Water consumption	Total annual water use (canteen, staff kitchens/ kitchenettes, coffee areas, toilets and showers)	Raise awareness and promote resource-efficient water consumption.	EMAS team, HoGs	Zero growth in water consumption (based on the rolling 5-year average for 2018-2022).	959 m^3
				Zero growth in water consumption per FTE (based on the rolling 5-year average for 2018-2022).	4.4 m^3/FTE

Environmental aspect	Input/output	Action plan	Responsible for implementation	Performance indicator 2023	Target 2023
4. Waste generation	Total annual generation of waste	Raise awareness of avoiding, sorting and recycling waste.	EMAS team, ADS	Zero growth in total generation of waste (based on the rolling 5-year average for 2018-2022).	36,658 kg
				Zero growth in total waste per FTE (based on the rolling 5-year average for 2018-2022).	167 kg/FTE
		Provision of a 'Green IT policy'.	DIS	'Green IT policy' provided.	-
5. Greenhouse gas emissions	Carbon footprint of the EEA including scope 1, 2 and 3 of the Greenhouse Gas Protocol methodology, in particular – staff business travel and external participants coming to organised EEA meetings	Continue to replace staff travel with blended meetings and videoconferencing to a large extent.	HoGs, all staff	CO_2e target for 2023 according to the 'high-ambition-level scenario' trajectory towards climate neutrality by 2030.	712 tCO_2e
		Raise awareness and promote continuation of reduced staff travel practices.	EMAS team, HoGs		
		Development of 'EEA stakeholder meeting guidance'.	CNS	EEA stakeholder meeting guidance provided.	
		Continue to replace meetings on EEA premises by blended meetings and videoconferencing to a larger extent.	HoGs, all staff		
		Promote continuation of reduced travel practices among external participants of EEA-organised meetings.	HoGs		
6. Procurement of goods and services	All procurement	Raise awareness of the appropriate implementation of green procurement.	ADS	Provision of information on green procurement for staff.	
		Calls for tender for relevant services must include environmental criteria according to the type of goods purchased.	ADS, all staff	100% of procurement aligned with EU directives.	100%
				100% of purchases are carried out against best available environmental criteria.	100%

Environmental aspect	Input/output	Action plan	Responsible for implementation	Performance indicator 2023	Target 2023
7. Raising environmental awareness with both internal and external communication	Green internal and external communication	Develop and implement an integrated approach to internal and external communication (communication plan).	EMAS team, COM	Communication plan developed.	
		Initiate and contribute to knowledge-exchange activities in the EUAN, the EU Agencies' Greening subnetwork, GIME and EPA.	EMAS team, ADS	Active participation in the EUAN, greening network and GIME.	
9 Internal environment	Environment in buildings, health and safety aspects	Provide information on how to maximise environmental co-benefits in the renovation of the office space in KN6 and the 'new way of working'.	EMAS team	Active participation in the cross-agency working group on the renovation of the office space in KN6 and the 'new way of working'.	

Notes: ADS: EEA Administrative Services; CNS: EEA Coordination, Network and Strategy; COM: EEA Communication; DIS: EEA Data and Information Services; EUAN: EU Agencies Network; GIME: Group on Environmental Management; HoGs: heads of group.

Annex 3: Validation statement

BUREAU VERITAS Certification

BUREAU VERITAS
CERTIFICATION

27 JULI 2023

EMAS - MILJØVERIFIKATOR
NR. DK-V6002

ENVIRONMENTAL VERIFIER'S DECLARATION ABOUT VERIFICATION AND VALIDATION ACTIVITIES

Bureau Veritas Certification Denmark A/S

registered as EMAS environmental verifier no. DK-V 6002 and accredited for NACE code 99.00, declares to have verified and validated:
The environmental statement for the year 2022 - and signed the 26 July 2023 for the following site or the whole organization:

European Environment Agency

Kongens Nytorv 6, 1050 Copenhagen, Denmark
Registration number: DK-000244

meets all the requirements of European Parliament and Council Regulation (EC) No 1221/2009 of 25 November 2009 about the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS), regulation (EU) 2017/1505 of 28 August 2017 concerning amendment of annexes I, II and III of regulation (EC) no. 1221/2009 and Commission Regulation (EU) 2018/2026 of 19 December 2018 amending Annex IV to Regulation (EC) No 1221/2009.

Bureau Veritas Certification Denmark A/S hereby declare that:

- the verification and validation has been carried out in full conpliance with the requirements of Regulation (EC) No 1221/2009, regulation (EU) 2017/1505 concerning amendment of annexes I, II and III of regulation (EC) no. 1221/2009 and Commission Regulation (EU) 2018/2026 of 19 December 2018 amending Annex IV to Regulation (EC) No 1221/2009.
- the outcome of the verification and validation confirms that there is no evidence of non-compliance with applicable environmental legislation.
- the data and information of the environmental statement of the organisation reflect a reliable, credible and correct image of all the the organisations/sites activities, within the scope mentioned in the environmental statement.

This document can not be equated with EMAS registration. EMAS can only be granted by a Competent Body under Regulation (EC) No 1221/2009 and regulation (EU) 2017/1505 concerning amendment of annexes I, II and III of regulation (EC) no. 1221/2009. This document can not in itself be used as a message to the public.

The verifier has verified the environmental statement in Danish and does not vouch for translations into other languages.

Date of next updates of statements:	24 August 2024	24 August 2025
Date of next joint statement:	24 August 2026	-

For information regarding the validity of this declaration, please call (+45) 77 311 000.
Further clarification regarding the applicability and scope of this declaratione may be obtained by contacting the organisation.

Declaration number: DK017018-1 *Date:* 29 July 2023

DANAK
DK-V Reg. 6002

Certification Office: Bureau Veritas Certifikation Danmark A/S, Oldenborggade 25-31, 7000 Fredericia, Denmark

Annex 4: EMAS certificate

Certifikat for EMAS-registrering

Certificate of EMAS-Registration

EMAS
VERIFICERET
MILJØLEDELSE

European Environment Agency

Kongens Nytorv 6
DK-1050-København K

Registreringsnummer
Registration Number
DK-000244

Registreret første gang
Date of first registration
05-04-2005

Certifikatet er gyldigt indtil
This certificate is valid until
01-09-2024

Udstedelsesdato
Date of issue
31-08-2023

Denne organisation har indført et miljøledelsessystem, og udarbejdet en miljøredegørelse i henhold til forordning (EF) nr. 1221/2009 med det formål at fremme en løbende forbedring af organisationens miljøindsats og resultater, og informere offentligheden herom. Miljøledelsessystemet og miljøredegørelsen er verificeret af en uafhængig tredjepart.

This organisation has established an environmental management system and prepared an environmental statement according to Regulation (EC) No. 1221/2009 to promote the continual improvement of environmental performance and to inform the public hereof. The environmental management system and the environmental statement are verified by an independent third party.

Søren Mørch Andersen
EMAS Koordinator
EMAS Coordinator

Miljøministeriet

Abbreviations

AIB	Association of Issuing Bodies
ADS	Administrative Services
CAAR	EEA's consolidated annual activity report
CNS	Coordination, Network and Strategy
COM	Communication
DIS	Data and Information Services
EC	European Community
EEA	European Environment Agency
EECS	European Energy Certificate System
EGD	European Green Deal
Eionet	European Environment Information and Observation Network
EMAS	EU Eco-Management and Audit Scheme
EMS	Environmental management system
EPA	Environmental Protection Agency
EU	European Union
EUAN	EU Agencies Network
FTE	Full-time equivalent staff
GHG	Greenhouse gas
GIME	EU inter-institutional group on Environmental Management
HoGs	Heads of group
ICT	Information and communications technology
IT	Information technology
KN6	Kongens Nytorv 6
KN8	Kongens Nytorv 8
MFD	Multifunctional device
RECS	Renewable Energy Certificate System
SDGs	Sustainable Development Goals
SOER	EEA's European environment —State and outlook report
TERM	EEA's Transport and Environment Reporting Mechanism report

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