EUROPOL

2025 Environmental Statement

Update | 2024 Results

foreword of the Executive Director

As Executive Director of Europol, I am pleased to share our environmental performance update of 2024, which marks the second year of implementation under our Environmental Objectives and Action plan for 2023–2025.

In line with the Eco-Management and Audit Scheme (EMAS) Regulation and our continued commitment to improving our environmental performance, we made steady progress in most areas throughout last year. I am proud to report that Europol achieved the targeted levels in water usage, waste management, paper reduction, energy efficiency and green public procurement. These results highlight the impact of the Agency's ongoing efforts, built on years of educational initiatives and effective environmental strategies.

Nonetheless, a few challenges remain, the most significant being the need to reduce our carbon footprint in line with our Environmental Vision 2030. In 2024, our carbon emissions were 13.2% over our yearly target, which is mainly associated with travel emissions. On a positive note, we have achieved an 18% absolute reduction since 2018, and a 39.4% reduction per employee. These results serve as a crucial indicator of change, in light of the ongoing expansion of Europol's operations and workforce.

Our sustainability efforts are reflected in the overall reduction of our environmental footprint since 2018. To continue strengthening our efforts, we have implemented forward-thinking strategies, focusing on the adoption of intensity-based targets, which allow for a more scientific evaluation of emission metrics.

Looking ahead, tackling our carbon footprint remains as a high priority for Europol. However, it is essential to strengthen the efforts in every environmental area to sustain outstanding performance, ensure responsible environmental stewardship, and reach long-term sustainability goals. Said goals and ambitions are already shaping the new EMAS Perspective 2026–2028, currently under development. The strategic actions taken now are crucial to aligning the organisation with its Environmental Vision 2030, as well as broader frameworks like the Paris Agreement and the EU Green Deal.

To conclude, I believe that with continued dedication and collective effort, Europol can make meaningful progress toward its environmental goals and contribute to a more sustainable and responsible future.

Catherine De Bolle
Europol Executive Director

Executive Summary

At Europol, we are committed to improving and monitoring our environmental performance and regularly evaluating its progress. In this Updated Environmental Statement, we are pleased to share the latest 2024 results.

The following table presents the environmental performance results achieved for each EMAS KPI in 2024.

Table 1: Summary of the progress against the targets set by Europol under the Environmental Management System for 2023-2025

TARGET	VALUE GOAL	PROGRESS	RESULT
Reduce **carbon footprint** by 27.5% by 2024	2 993.34	• Overall increase in GHG emissions; 2024 value surpassed the target by **+13.2%** (3 387.13 tCO2e) • Carbon footprint per employee down by -39.4%	☒
Implement the **energy audit** recommendations	-	• Recommendations implemented: Europol **is on track** to achieve the 2025 target	☑
Reduce potable **water consumption** per FTE by 17.5% by 2025	9.6 m^3/FTE	• Average water consumption per employee was **6.2 m^3/FTE**	☑
Waste generation: max 90 kg/FTE/year	90 kg/FTE	• Average waste generated was **56.3 kg/FTE**	☑
Waste separation: improve by 8.8 p.p.	52.9%	• Waste separation rate: **58.8%**	☑
Reduce **daily paper consumption** per FTE by 50% by 2025	4.56 A4 sheets/FTE/ working day	• **52.2%** reduction • **4.36** A4 sheets/FTE/working day	☑
Biodiversity: Keep nature-oriented land (76.4%) within +/- 10 p.p.	>=66.4%	• **76.4%** of nature-oriented area	☑
GPP criteria in all tenders with a value of at least EUR 15 000	-	• GPP criteria and environmental considerations incorporated	☑

Overall, Europol met most of its environmental targets, demonstrating a significant improvement in its environmental performance. However, further efforts are needed, as we are not on track to achieve the key carbon footprint target set out in our decarbonisation strategy.

Considering how we grow as an organisation and acknowledging the need to shift from absolute to intensity-based targets, at Europol, we are actively working on strategies to refine the calculation of our emissions intensity and define new targets. This will help us adopt a revised approach in the new EMAS Perspective 2026–2028.

Content page

1 Europol against environmental crime

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

Analysis Project EnviCrime

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

This broad area of crime includes a diverse range of different offences. According to the Directive (EU) 2024/1203 of the European Parliament and of the Council of 11 April 2024 on the protection of the environment through criminal law, environmental crimes covers conducts such as pollution offence, including chemicals, mercury and other products; the illegal execution of projects; the illegal management and shipment of waste; the illegal ship-source pollution; improvised explosive device (IED) and hazardous substances offence; off-shore oil and gas operations offence; the illegal management of radioactive substances; the illegal abstraction of water: wildlife offence, including illegal wildlife trade; breaches of the anti-deforestation regulation; Invasive species: ozone depleting substances offence; and fluorinated gases offence. Nevertheless, other related offences such as animal welfare and animal abuse, likewise any other offence related to the natural resources are considered to be included.

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

OVERALL RESULTS

Concerning the figures, since 2020, AP EnviCrime has received more than 9 000 SIENA (Europol's Secure Information Exchange Network Application) messages and sent almost 4 500, among which 3 950 contained operational data.

In 2024, AP EnviCrime has supported more than 311 criminal cases, and its operational analytical work led to 106 analysis products being distributed to the Member States and third parties involved. AP EnviCrime has also supported 32 Action Days in 2024. AP EnviCrime supported 29 Operational Meetings and 27 Strategic Thematic Events.

Some examples of successful operational activities are described below:

VALVIA

Law enforcement authorities from France, Portugal and Spain, supported by Europol, have arrested 62 members of multiple organized criminal groups involved in the illegal fishing of contaminated mollusks in Portugal and Spain. The 17 action days also resulted in the seizure of 30 tons of mollusks and 6 tons of glass eels worth up to EUR 10 million on the seafood market. Six of the suspects are considered High Value Targets by authorities.

The criminal gangs mainly fished Japanese clams, which are enjoyed by locals and tourists in coastal areas, including during the festive season. The gangs falsified the contaminated seafood documentation to present it as suitable for human consumption. This could have developed into a major health issue, as the continuous consumption of contaminated mollusks puts people at risk of serious diseases such as hepatitis. The investigation led to the uncovering of organized criminal groups involved in trafficking either clams or glass eels, depending on the season of the year, in France, Portugal and Spain. This led to the dismantling of a major criminal network involved in the illegal poaching, gathering and smuggling of glass eels. Europol experts from the Environmental Crime Unit detected the criminal trend and provided their expertise to the Member States involved. Europol supported operational meetings, coordinated the action days and provided national authorities with financial support. During the action days, Europol's experts were also deployed on the ground in Portugal, Spain and France. The outcomes of the operational analysis led to the identification of new high-value targets and triggered new investigations.

9,000+
SIENA messages received

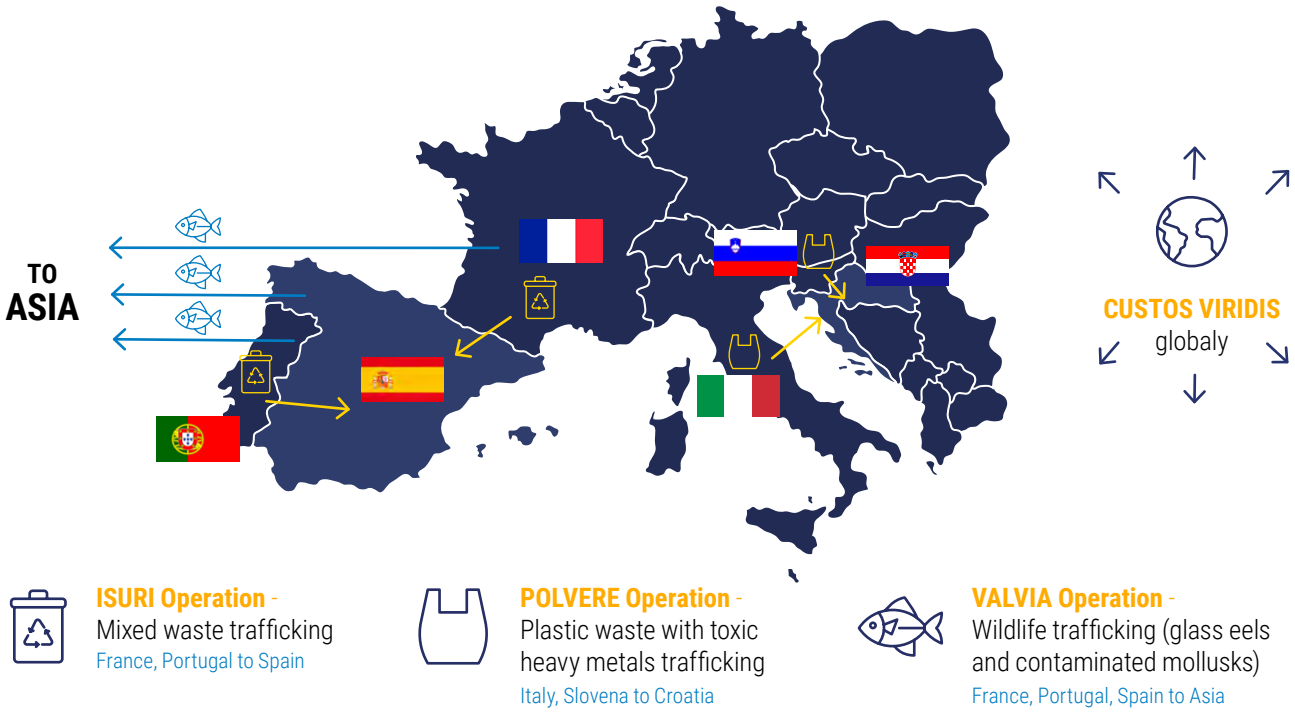
311
Criminal cases supported in 2024

106
Analytical reports distributed

32
Action Days coordinated

29
Operational meetings held

5.3 tons
Glass eels seized (Operation LAKE)



ISURI

Organized crime investigations carried out during the last years had shown that, due to lower waste treatment costs, large quantities of different types of waste (mixed household, metal scrap, plastic, among others) were being illegally shipped to Spain, coming from different French regions, in the context of corporative criminal organizations. For this reason, Operational Task Force ISURI was stablished in 2023 in order to fight against illegal waste trafficking between France and Spain. Besides environmental crimes (waste trafficking), different criminal offences such as document fraud, corruption, tax evasion and organized crime are also committed.

POLVERE

Investigations into organized crime carried out in recent years have revealed that, due to lower waste treatment costs, large quantities of various types of waste (such as mixed household, metal scrap, plastic, and others) were being illegally shipped to Croatia from Italy and Slovenia, within the framework of corporate criminal organizations. For this reason, an operational task force was established in 2024 to combat illegal waste trafficking between Italy, Slovenia, and Croatia. In addition to environmental crimes (waste trafficking), various criminal offenses, such as document fraud, corruption, tax evasion, and organized crime, are also being investigated. One particular focus is on Croatian companies illegally importing hazardous plastic waste, falsely declared as plastic and rubber (non-hazardous), originated in Italian and Slovenian companies.

According to laboratory analysis conducted by Croatian police, the illegally trafficked waste mainly consists of plastic and rubber mixed with high concentrations of metals like copper, antimony, zinc, and lead.

GLOBAL OPERATION CUSTOS VIRIDIS

Following the spirit of that operation and mindset, within the framework of EMPACT EnviCrime priority, specifically within the scope of Operational Action 2.1 on waste trafficking, it has been concluded and decided to carry out a global action against waste trafficking, hereafter referred to as Operation CUSTOS VIRIDIS. CUSTOS VIRIDIS is designed under two main characteristics, namely globality and flexibility. Bearing in mind that the operation falls under the umbrella of EMPACT, the multidisciplinary aspect is a must. Therefore, law enforcement agencies including police bodies, customs, and other agencies with criminal investigation powers are welcome to join. The operation will undergo in 2025 with intelligence and operational phase.

OPERATION LAKE

Europol launched this activity in 2016 view of the dramatic situation regarding the European eel population (Anguilla anguilla) due to illegal trade beyond the EU to Asia, and it has led to the dismantling of significant criminal networks dealing with wildlife trafficking, food fraud networks, financial crimes and document fraud. During the season of 2023–2024, 36 participants from 3 different continents carried out 14 124 inspection, performed 122 arrests and seized 5.3 tons of glass eels with the estimated worth of EUR 32 million.

2 Environmental Management System at Europol

Environmental aspects and impact assessment

In September 2024, Europol reviewed its Environmental Aspects considering the measures implemented to date, the results of the legal compliance audit conducted in July 2024, and the provisions of Environmental Vision 2030 adopted in 2023. The review concluded that there is no need to change the assessment of our important environmental factors. The results of the 2024 environmental aspects assessment are summarised in the table below. It provides an overview of the significant environmental aspects, categorised by priority.

Table 2: Summary of significant environmental aspects assessment

ENVIRONMENTAL ASPECT	ACTIVITY DESCRIPTION	IMPACT	POTENTIAL TO IMPROVE	PRIORITY
Air emission	Business travel: Flights	4	4	16
Use of resources & air emissions	Conferencing, trainings	4	3	12
Energy consumption: use of electricity	Building -lighting	3	3	9
Air emission	Mobility: Commuting	3	3	9
Air emission	Business travel: Car fleet	3	3	9
Air emission	Cooling installations: (cooling liquids)	3	3	9
Waste generation	Offices generating paper waste, residual waste and, plastics. Catering producing food waste, plastics and glass. Plants and green zones maintenance generating organic waste	3	3	9
Emissions to air and soil	Emergency situations	4	2	8
Groundwater use	Heat/cold storage (WKO installation)	4	2	8
Energy consumption and direct air emissions: use of gas	Heating of the building - backup heating installation	3	2	6
Energy consumption and direct air emissions: use of electricity	Heating of the building - HVAC installations.	3	2	6
Energy consumption: use of electricity	European IT support (server rooms)	3	2	6
Waste generation	Offices and use of technical equipment generating waste from electrical and electronic equipment (WEEE)	3	2	6
Waste generation	Use of batteries: Hazardous waste	3	2	6
Use of resources	Green Public Procurement: contracts	3	2	6

Environmental objectives and targets

Europol defines its environmental targets, objectives and supporting measures in the Environmental Objectives and Action Plan 2023–2025. The performance evaluation presented in this document refers to the objectives and measures set for 2023–2025.

THE AGENCY HAS SET THE FOLLOWING OBJECTIVES AND TARGETS:

1. Reduce carbon footprint in line with the decarbonisation pathway outlined in the Environmental Vision 2030 (see below):

– by 55% by 2030 compared to 2018 (the ultimate target),

– by 32.1% by 2025 compared to 2018 (the interim target),

– by 22.9% by 2023 compared to 2018 (GHG emissions target level resulting from the pathway).

2. Implement the energy audit recommendations by 2025,

3. Reduce potable water consumption per FTE by 17.5% by 2025,

4. Keep waste generation at 90 kg/FTE/year or below,

5. Improve waste separation rate by 8.8 percentage points by 2025,

6. Reduce daily paper consumption by 50% (A4 sheets/FTE/working day) by 2025,

7. Sustain the current proportion of total nature-oriented area (76.4%) with a 10 percentage points margin,

8. Where applicable, incorporate EU GPP criteria and/or environmental considerations into all public procurement procedures valued at EUR 15 000 or above.

The evaluation of environmental performance compares the results with the baseline year 2018 and looks at the year-on-year changes, i.e. compares the results in 2024 with the 2023 performance. It also discusses the progress towards achieving the targets.

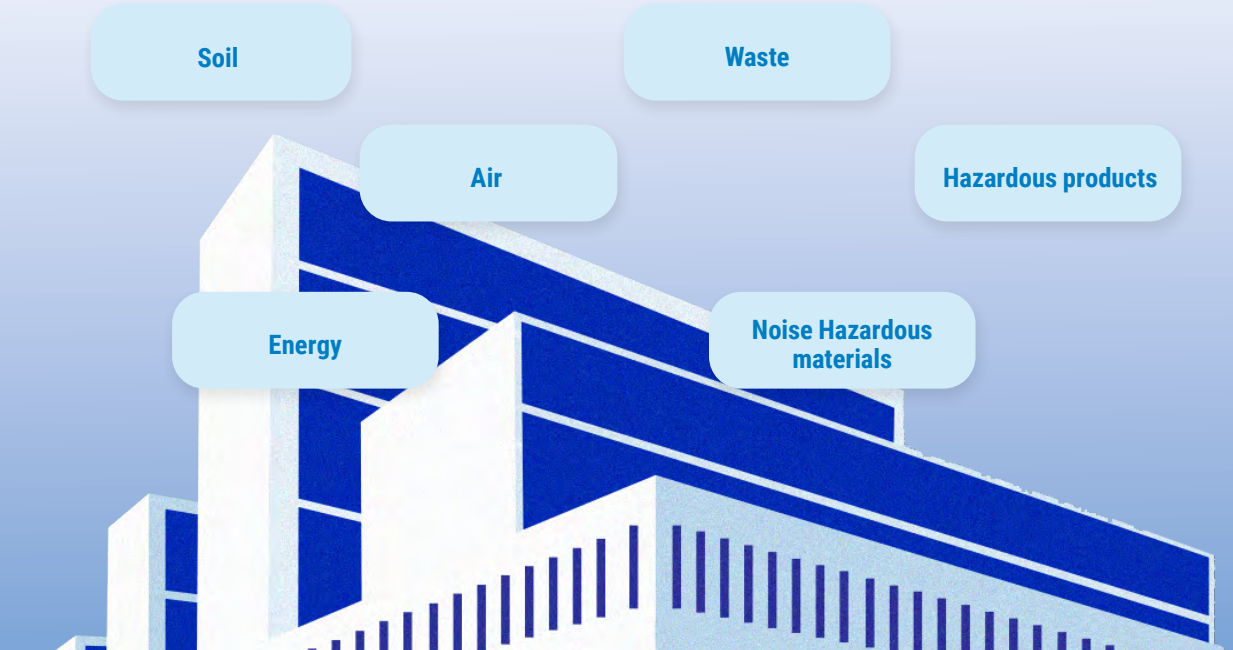
Compliance obligations

At Europol, we are committed to following various environmental standards that are important to our operations at local, national, and European levels. Our big focus is our building and the services it requires. As outlined in the lease agreement and the Service Level Agreement, these responsibilities lie with the Host State, which is the owner of the building. To ensure compliance, we regularly commission targeted audits, with results recorded in a dedicated register.

According to the latest external audit, Europol complies with the requirements of the applicable environmental legislation.

The key specific compliance obligations that apply to Europol can be found in **Annex 2: Key specific compliance obligations applicable to Europol.**

COMPLIANCE OBLIGATIONS APPLICABLE TO EUROPOL



3 Environmental performance in 2024

Environmental performance in 2024

In line with the EMAS Regulation, we select and report the annual reference values representing the Agency's activities to ensure year-to-year comparability of core performance indicators. These reference values are the heated floor area (m²) and the full-time equivalent (FTE).

HEATED FLOOR AREA

EMS covers the headquarters in The Hague – the Temporary Satellite Building in The Hague and the Data Centre in Austria are outside the EMS. This way, the heated floor area in the headquarters only has remained the same over the years and is 32 500 m2.

32,500 m²

Heated floor area (unchanged since 2018)

1,658 FTEs

Average staff in 2024

+433 FTEs

Increase since 2018 (+35.3%)

+56 FTEs

Increase vs. 2023 (+3.5%)

EMPLOYEES

– In 2024, Europol employed an average of 1 658 FTEs[1].
– The number of employees rose by 433, or 35.3%, compared to the 2018 baseline year. Compared to 2023, the increase is by 56 FTEs (3.5%).

Considering the shared use of the headquarters, utilities, services, and products, all staff influence the environmental performance and its core indicators.

The overview of the annual reference values for 2018–2024 is presented **in Table 3.**

FTE (2018-2024)

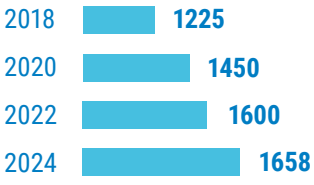


Table 3: EMAS annual reference values

ANNUAL REFERENCE VALUES	2018	2019	2020	2021	2022	2023	2024
Total staff (FTE)	1 225	1 246	1 247	1 344	1 463	1 602	1 658
Floor area (m²)	32 500	32 500	32 500	32 500	32 500	32 500	32 500

[1]This figure includes: temporary agents, contract agents, seconded national experts, liaison officers, interns, and contractors.

Carbon footprint

CARBON FOOTPRINT IN 2024

The Europol's carbon footprint is calculated according to the GHG Protocol methodology and includes emissions from the following sources:

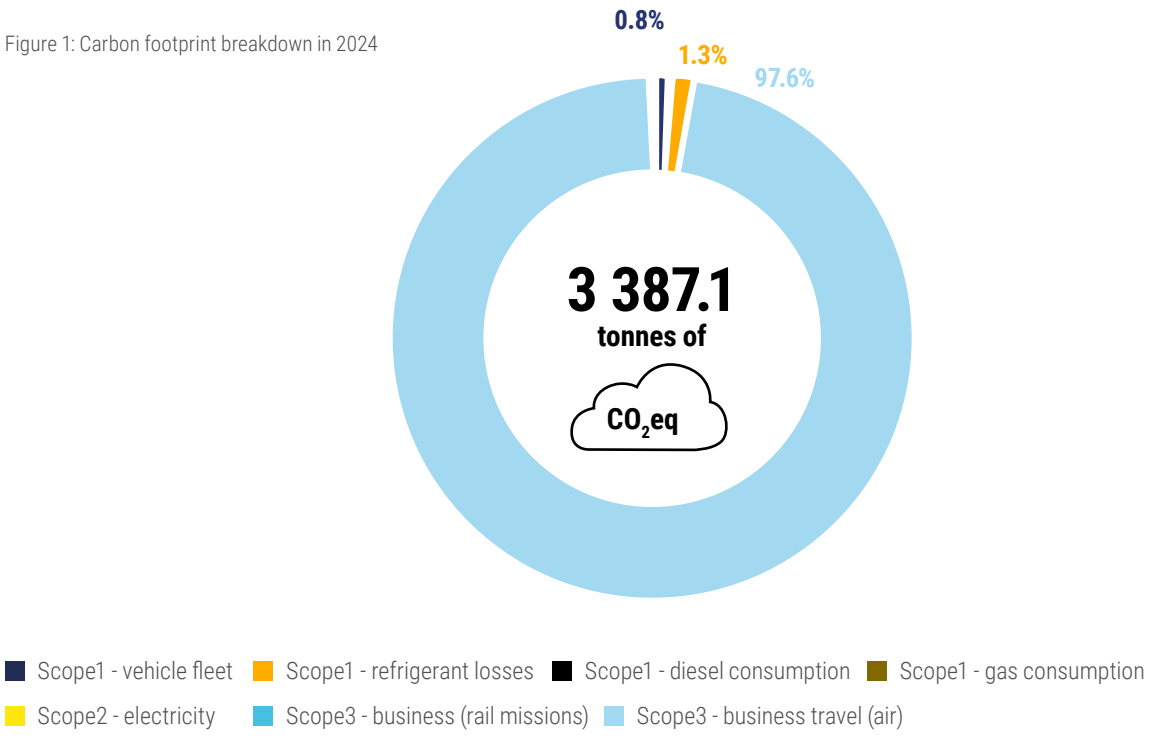
– **Scope 1**:
natural gas use for heating, diesel use in the uninterruptible power supply (UPS) units, refrigerant losses, fuel and electricity used by the vehicle fleet;

– **Scope 2**:
purchased electricity consumption;

– **Scope 3** [2] :
air business travel, rail business travel, commuting and teleworking (from 2023).

Our carbon footprint in 2024 amounted to 3 387.1 tonnes of CO_2eq. The carbon footprint breakdown shows the contribution of specific GHG emission sources and scopes to the total carbon footprint (tCO_2eq) as visualised below in **Figure 1**.

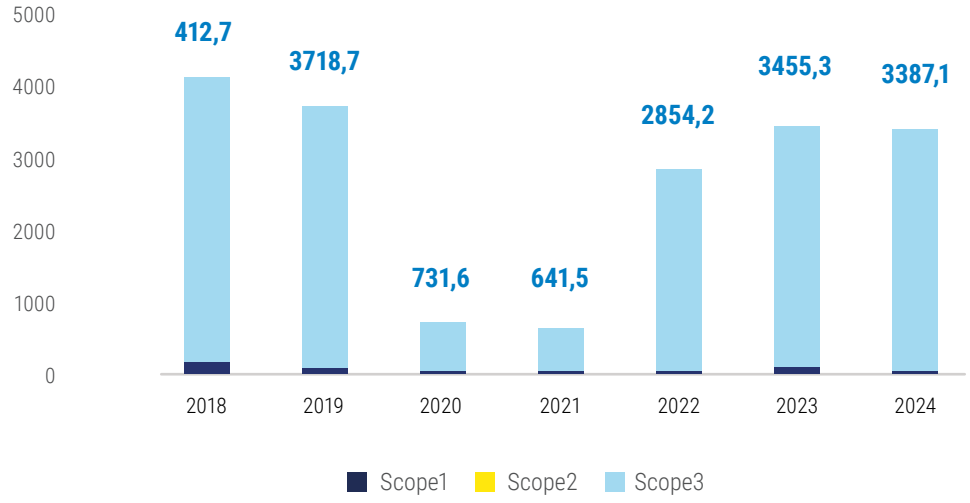
Figure 1: Carbon footprint breakdown in 2024



[2]Scope 3 emissions are not fully considered. Europol has assessed only two selected Scope 3 categories, rather than all those relevant.

The below **Figure 2** shows the share of individual scopes in the Europol's total emission.

Figure 2: Carbon footprint breakdown in the period 2018–2024, t CO2eq



CARBON FOOTPRINT 2018-2024

A more specificn overview of the carbon footprint for 2024 and the period starting from 2018 is presented in the charts below - it shows Europol's emissions across Scopes 1, 2, and 3, as per the GHG Protocol methodology, and the relative carbon footprint.

Since 2018, the carbon footprint dropped by 18%. Although emissions spiked post-pandemic in 2022, they stabilised in 2023–2024.

Although Europol's staff grew by 56 FTEs (a 3.5% increase from 2023), emissions took a slight dip of about 2% in 2024. Looking at 2024, alongside FTEs, we see a reduction by 5.2% compared to 2023, which is a positive sign. Furthermore, reflecting on 2018, even with the 35% growth in our workforce, our emissions per employee have decreased by 39.4%.

Figure 3 : Total change in carbon footprint between 2018-2024

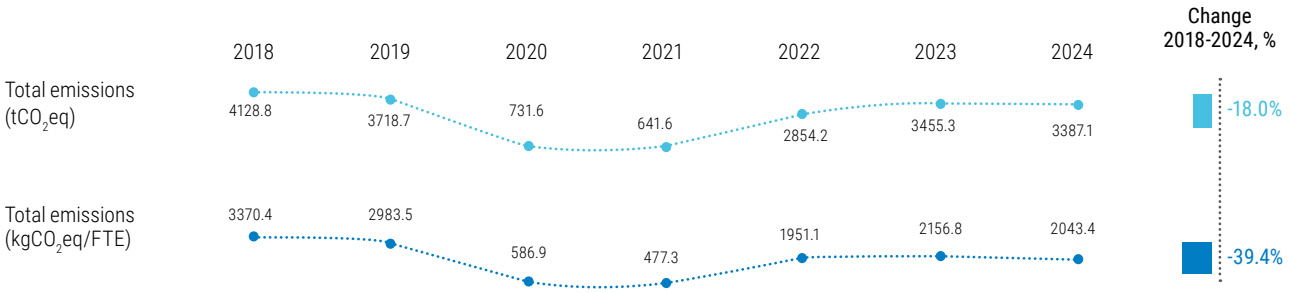
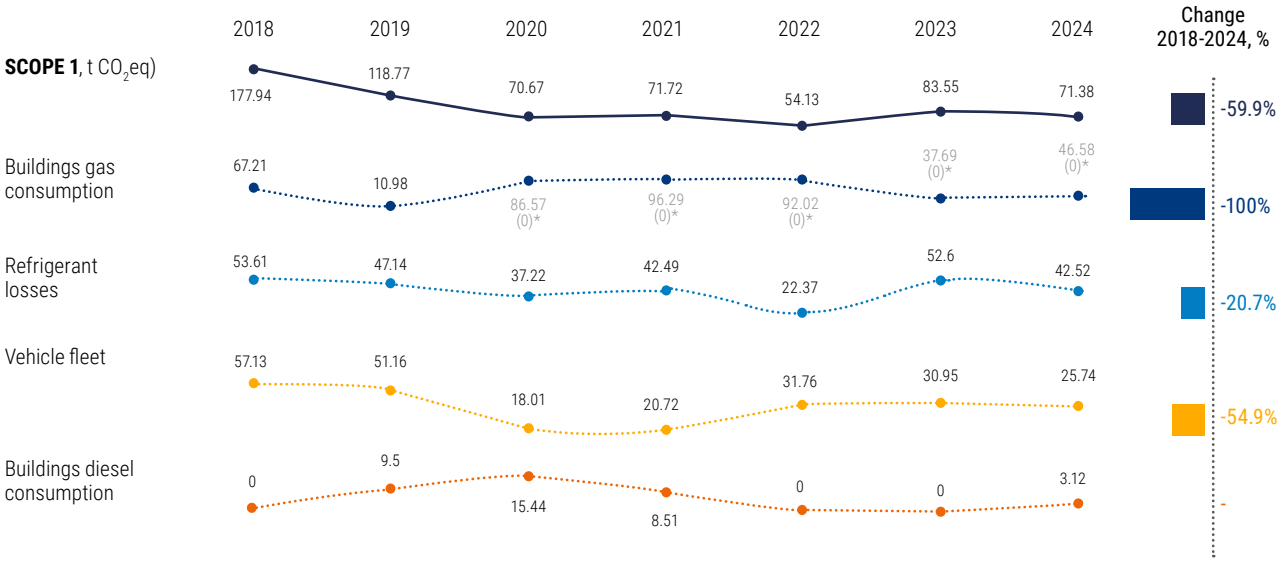
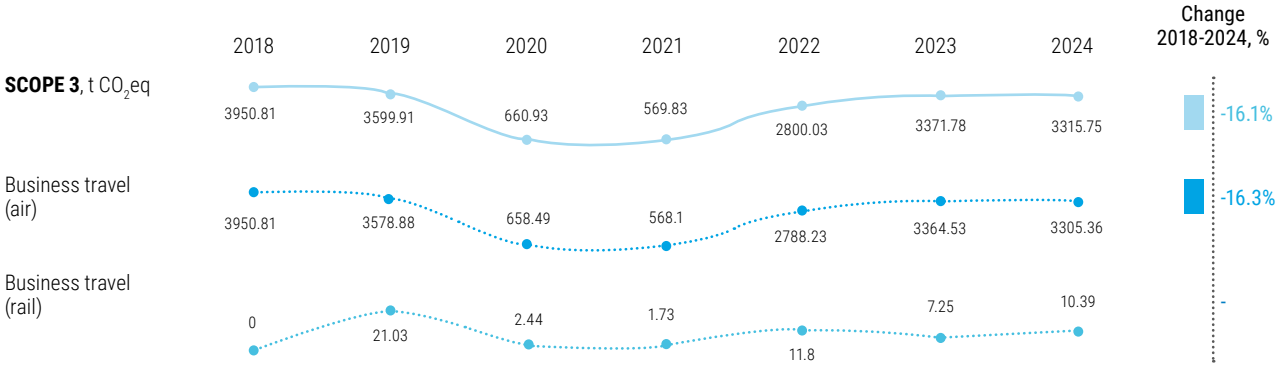


Figure 4: Scope 1 breakdown by source



*Assumed offset natural gas supply contract since 2020 – emissions counted as zero in total carbon footprint.

Figure 5: Scope 3 breakdown by source



In Scope 1, significant declines were observed in building gas consumption (100%), vehicle fleet (-54.9%), and refrigerants (20.7%), which translates to an overall scope 1 reduction of 59.9% compared to 2018. In Scope 3, the decline was 16.1% compared to 2018.

COMMUTING AND TELEWORKING

Europol has been estimating emissions from both commuting and teleworking since 2023. To maintain consistency and ensure our EMS results align with the 2018 baseline, which serves as the foundation for our long-term reduction target of 55% by 2030, we have decided to exclude those estimates from the total carbon footprint discussed in the following sections.

The overall impact of commuting and teleworking emissions constitutes approximately 13.2% of the total carbon footprint, however, Europol has limited potential to lower these emissions.

To ensure complete alignment with the GHG Protocol guidelines, in 2025 we will recalculate the carbon footprint for the baseline year 2018. This will allow us to include commuting and teleworking emissions as we revise our emission reduction goal. The update aligns perfectly with our Environmental Vision 2030 and is key to our preparations for the upcoming EMAS perspective (2026-2028).

Carbon footprint – key insights

The below section examines the changes in specific emission sources in more detail. Since emissions from business travel account for the majority of our emissions, the Business travel section offers the most valuable insights into these changes.

A closer look at the total carbon footprint reveals that emissions from air business travel, classified under Scope 3, account for the majority of Europol's carbon footprint. In 2024, flight emissions alone represented 97.6% of the total footprint, making air travel the primary contributor to emissions. Meanwhile, other sources accounted for just 2.4% of the overall GHG emissions for that year. Scope 1 emissions accounted for 2.1% of the total, with refrigerant losses taking the biggest share. This breakdown of total emissions aligns with previous years.

BUSINESS TRAVEL EMISSIONS

Emissions from business travel reported by Europol encompass both staff and non-staff business travel; specifically, travel by the Agency's visitors to meetings and events, as well as Europol's delegation to external meetings. The structure of air travel for the period from 2018 to 2024 is displayed in the table below.

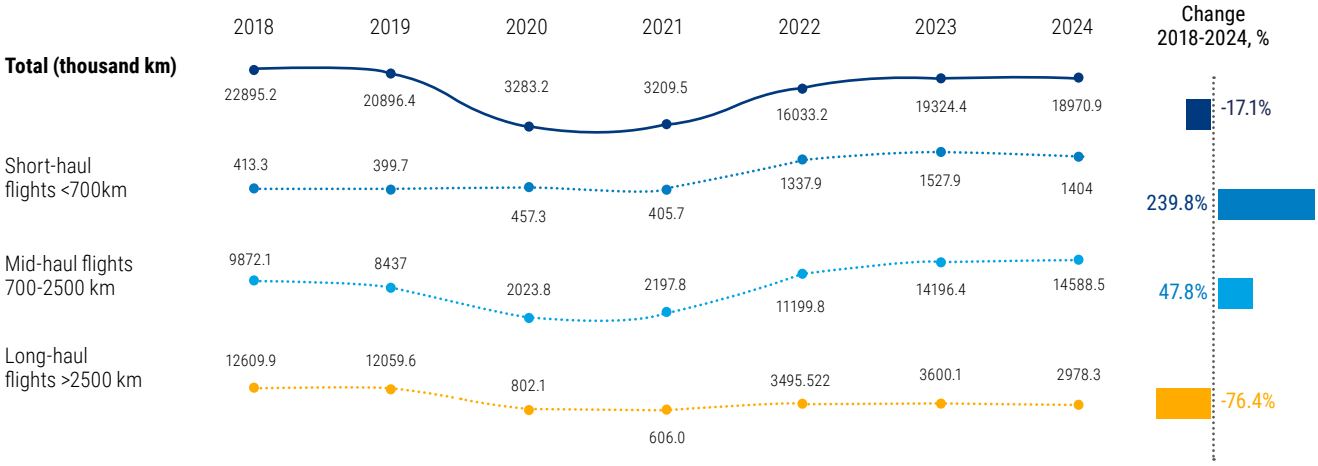
Table 4: Air travel CO2eq emissions 2018–2024

	2018	2019	2020	2021	2022	2023	2024	Δ2018 %
Air travel (kgCO2eq/FTE)	3 225.1	2 871.3	528.3	422.7	1 906.0	2 100.1	1 994.1	-38.2
Air travel (tCO2eq)	3 951	3 579	658	568	2 788	3 365	3 305	-16.3
Number of flight tickets	9 359	8 037	2 501	2 411	12 111	14 620	15 096	61.3

Flights play a significant role in contributing to Europol's overall carbon footprint. Improving performance in this area is therefore crucial to reducing air travel emissions and achieving Europol's long-term carbon reduction goals. **In 2024, air travel emissions made up 97.6% of total greenhouse gas emissions, totalling 3 305 tonnes of CO2eq.** While we have seen a slight decrease from 2023 (1.7%) and from our baseline in 2018 (16.3%), emissions from this sector still exceed our target level for 2024 by 10.4%.

77.5% of the travellers were non-Europol and 22.5% Europol staff. This shows how important it is to address not only employee travel, but also the organisation of meetings and events, which involve non-staff travel.

Figure 6: Change in air travel distances (short-haul, mid-haul and long-haul)



Since 2018, we have made some progress in reducing the total distance travelled and related emissions, which have dropped by 17.1% and 16.3%, respectively. However, the total number of flights has climbed substantially (by 61.3%). This rise is mainly due to a higher number of short-haul and mid-haul flights.

A closer analysis of air travel data indicates that around 19% of total short-haul kilometres are distances below 400 km, which is against the travel policy in place at Europol (Guide to missions and authorised travel). This shows the potential for reducing emissions from this type of flights by switching to train travel.

When looking at the average emissions from air travel per employee (kg CO_2eq/FTE), we see a reduction of over 38% compared to the baseline year of 2018. Although there was a slight increase in 2023, it is encouraging to report that the average air travel emissions per employee dropped again in 2024 by 5.0%.

Although the number of employees grew significantly, the average air travel per employee declined. This shows Europol is making strides in lowering emissions intensity, however, there is still a lot to be done in order to achieve a 55% reduction in emissions compared to the 2018 levels. Europol recognises the importance of tackling emissions from air travel – in the Environmental Objectives and Action Plan for 2023-2025, it has laid out specific measures it intends to take. They focus on managing business travel and organising meetings and events, particularly those that involve non-Europol staff travel.

RAIL TRAVEL

Rail travel makes up only 0.3% of Europol's carbon footprint. The agency not only supports train travel, but also promotes it as the go-to option for those taking trips of up to 400 km, following the Guide to missions and authorised travel.
In 2024, the total distance travelled reached 612 522 km, with international journeys accounting for 99.7% of all kilometres. Both international and domestic train travel increased compared to 2023 – by 33.5% and 44.1%, respectively. However, when we look back to 2019, the overall distance travelled decreased by over 24%.
This positive trend can also be seen in the emissions from rail travel. In 2024, the figure was 10.4 tonnes of CO_2eq, down by 50.6% compared to 2019, though 43.3% higher than in 2023. Table 5 provides an overview of rail emissions in 2019–2024.

Table 5: Scope 3 CO2eq emissions from business travel by train

	2018*	2019	2020	2021	2022	2023	2024	Δ2018 %
Total emissions (kgCO2eq/FTE)	-	21.0	2.4	1.7	11.8	7.2	10.4	-50.6
Total emissions (tCO2eq)	-	16.9	2.0	1.3	8.0	4.5	6.3	-62.9

*Europol has been monitoring rail business travel since 2019.
-: data not available
/: Calculation issue due to division by 0.

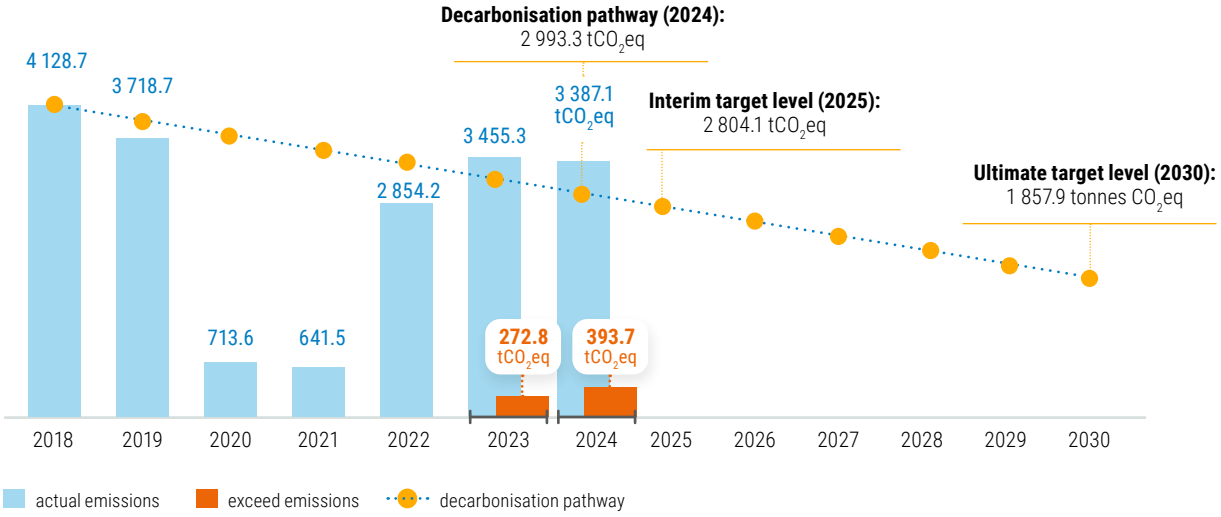
PROGRESS AGAINST TARGET

Table 6: Total carbon footprint: progress against target

INDICATOR	2024 TARGET	2024 RESULT	PROGRESS
Total carbon footprint	Reduce by 27.5% compared to 2018	+13.2%	**Not met**

The interim target set for 2025 – based on the average rate at which GHG emissions are reduced along our decarbonisation pathway – aims for a 32.1% decrease by 2025. **Additionally, we are targeting a 27.5% reduction in GHG emissions by 2024, as detailed in our decarbonisation pathway.** The progress against Europol's emission reduction targets based on the decarbonisation pathway is presented in **Figure 7.**

Figure 7: Europol's progress against the GHG emissions reduction target



Europol's decarbonisation pathway (Figure 7) outlines the average indicative rate of GHG emissions reduction. It was developed to achieve the ultimate goal of a 55% decrease in the total carbon footprint by 2030. The decarbonisation trajectory assumes that Europol will progressively reduce its emissions, averaging a 4.58% reduction in GHG emissions per year (or approximately 189 tCO2eq annually).

The goal for GHG emissions in 2024 was 2 993.3 tCO2eq. This reflects a 27.5% decrease from the 2018 level. However, as shown in the following data, the carbon footprint recorded in 2024 was 3 387.1 tCO2eq, which surpassed the target by 13.2% (393.8 tCO2eq). However, most of these emissions stem from air business travel of both our staff and external visitors.

In 2024, absolute emissions surpassed the intended 10% buffer trajectory zone set to track our long-term goals. This adds to the worrying trend observed in 2023, when absolute emissions reductions progressed quite slowly, especially Europol's business travel emissions. This leads Europol away from the long-term decarbonisation path and the targets set in the Environmental Vision 2030 and should not be overlooked.

The main reason why the target for 2024 was not met is the substantial growth in the Agency's operations, with the increase in employment higher than anticipated at the time when we set our decarbonisation target. This trend is illustrated by the fact that, while total emissions were higher than assumed, emissions per employee dropped by over 39%, showing an improved management of business travel.

The patterns in Europol's emissions are an argument for intensity-based targets that would be aligned with climate science and the goals set by the Paris Agreement, and account for the nature of the organisation's activities and its growth rate.

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

Energy efficiency

Europol carries out its core activities and tasks at the headquarters in The Hague. This section discusses electricity used to keep Europol's technical infrastructure running smoothly, relying on natural gas for comfortable heating and diesel for emergency power generators that support our UPS system. We source 100% of the electricity from renewable resources. The green energy bought by Europol is backed with a Guarantee of Origin.

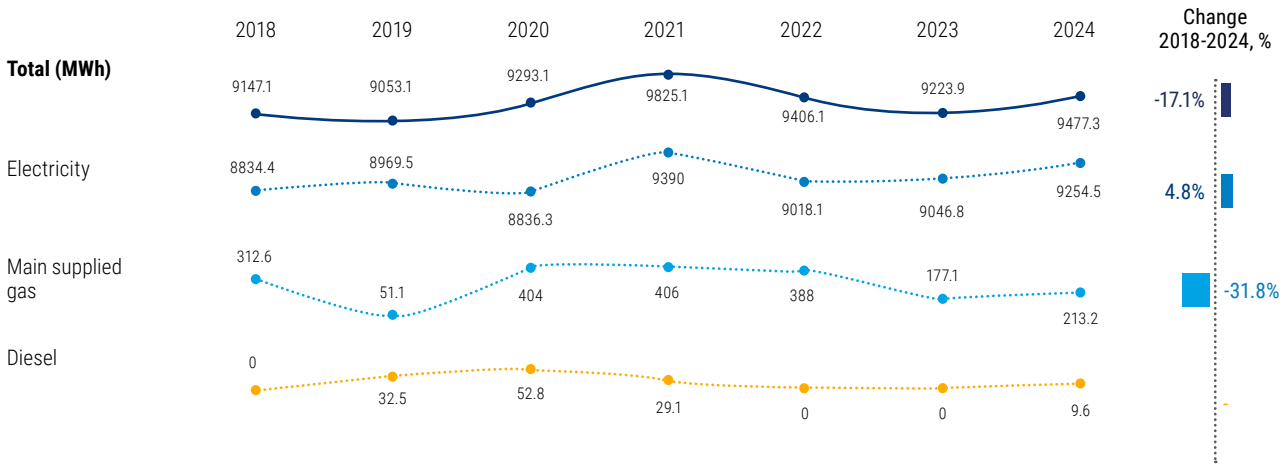
ENERGY CONSUMPTION IN THE BUILDING

Table 7 presents an overview of energy consumption in the building by energy source in the period 2018–2024.

Table 7: Annual building energy consumption 2018–2024

	2018	2019	2020	2021	2022	2023	2024	Δ2018 %
Total (kWh/FTE)	7 466.0	7 263.3	7 455.3	7 310.3	6 430.1	5 757.4	5 717.6	-23.4
Total (kWh/m²)	281.45	278.56	285.94	302.31	289.4	283.8	291.6	3.6
Total non-renewable energy use (MWh/yr)	312.6	83.5	456.8	435.1	388.0	177.1	222.8	-28.7
Non-renewable energy out of total energy used (%)	3.4%	0.9%	4.9%	4.4%	4.1%	1.9%	2.4%	-31.2

Figure 8: Energy consumption breakdown by source



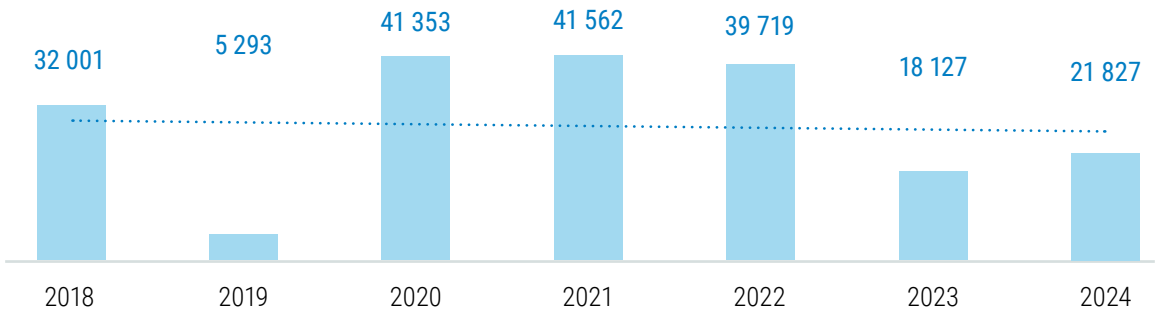
From 2018 to 2024, total consumption remained at a stable level. We noticed a 2.4% increase in 2024 compared to 2023, and a 3.6% rise from 2018. Despite Europol's continuous growth, energy consumption per FTE decreased, with a notable 23.4% drop from 2018 to 2024.

In 2024, our total energy consumption reached 9 477.3 MWh, with a 97.7% share of electricity.

The amount of electricity consumed is slightly less than in 2023 thanks to improvements in the heating system that optimised the use of the heat pump. Overall, the shift reflects Europol's efforts to enhance energy efficiency.,

Gas consumption decreased by a significant 31.8% compared to the baseline year, despite a temporary spike in 2023 versus 2024 due to colder weather in 2024.

Figure 9: Total gas consumption, Nm^3



DATA CENTRE IN AUSTRIA

Europol has a data centre lease agreement with an Austrian provider. Although this is not part of the EMS, Europol is fully committed to monitoring and understanding the centre's electricity consumption and operational efficiency. Data on electricity consumption has been available since 2021, focusing mainly on the energy needed to power server racks. In 2024, the data centre's total electricity consumption was 154.19 MWh **(Table 8)** marking a 29% increase since our first reporting year in 2021. Additionally, we saw a slight 1.6% rise compared to last year, mainly due to increased usage of our servers. The data centre still accounted for approximately only 1.6% of Europol's total electricity consumption, indicating that its overall impact remained limited[4].

Table 8: Electricity consumption – Data Recovery site

	2018	2019	2020	2021	2022	2023	2024	Δ2018 %
Electricity consumption (MWh)	-	-	-	119.532	137.363	151.640	154.192	29.0%
Share in total electricity consumption (HQ + Data Centre) %	-	-	-	1.3	1.5	1.6	1.6	30.4%

- : data not available

[4]Total energy consumed by the headquarters and the data centre.

PROGRESS AGAINST THE TARGET

In the Environmental Objectives and Action Plan 2023–2025, Europol has committed that by the end of 2025 it will implement the energy audit recommendations, in line with the European Energy Directive.[5] Europol has been applying these measures and monitoring its progress toward achieving the set targets. Each recommendation is carefully assessed, and we are pleased to report that all feasible measures are currently being implemented.
In 2024, Europol introduced several measures recommended in the audit report. These included: vapour sensors installed to limit the air flow in the kitchen extraction systems and LED lighting installed in the Headquarters.

2023

- Environmental Objectives and Action Plan 2023–2025 adopted

2024

- Installation of vapour sensors in kitchen extraction systems
  Reducing unnecessary airflow and energy consumption
- LED lighting installed at Headquarters
  Enhancing energy efficiency in building lighting

2025

- Insulation of central heating fittings
- Replacement of 11 air handling unit (AHU) fans
- Insulation of central heating boilers
- Replacement of central heating circulators
- Safeguards to prevent system activation outside office hours and investigation of unplanned activations

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

Water consumption

Since 2018, we have seen a decrease in water usage which shows that employees are increasingly efficient in their water consumption. The table below presents consumption in the Europol's headquarters.

In 2024, total water consumption decreased by 27.4% compared to 2018. However, there was a slight 4.9% increase compared to the previous year.

Table 9: Water consumption

	2018	2019	2020	2021	2022	2023	2024	Δ2018 %
Water consumption (m^3/FTE)	11.63	9.79	6.29	4.78	6.59	6.16	6.25	-46.3
Total water consumption (m^3)	14 250	12 205	7 840	6 423	9 637	9 865	10 352	-27.4
Water consumption (l/m^2)	438	376	241	198	297	304	319	-27.4

PROGRESS AGAINST THE TARGET

In 2024, the average water consumption per employee was 6.2 m^3/FTE, representing a significant 46.3% reduction compared to the baseline year of 2018. Although water consumption per FTE increased by a slight 1.4% compared to 2023, this still demonstrates the effectiveness of Europol's water management practices and measures.
Thanks to these efforts, Europol is on track to meet its water consumption target by 2025. Additionally, we evaluated our performance against the benchmark of excellence outlined in the Best Environmental Management Practice for the Public Administration Sector, which is 6.4 m^3/FTE for water consumption. Our 2024 water consumption – 0.2 m^3/FTE below the benchmark – showcases Europol's commitment to sustainable practices.

Table 10: Water: progress against the target

INDICATOR	2024 TARGET	2024 RESULT	PROGRESS
Water consumption per FTE	Reduce by 17.5% compared to 2018	6.2 m3/FTE	**On track (-34.9%)**

Paper consumption

Most of Europol's activities are office work, with office paper the most commonly used material. Below, we explore some performance metrics related to paper consumption.

Table 11: Paper consumption

	2018	2019	2020	2021	2022	2023	2024	Δ2018 %
Paper consumption kg/FTE	9.6	9.9	7.3	4.3	4.9	4.5	4.4	-54.0
Total paper consumption (tonnes)	11.7	12.3	9.1	5.7	7.2	7.2	7.3	-37.8
Daily paper consumption (sheets/ FTE/day)	9.12	9.80	7.30	4.25	4.89	4.46	4.36	-52.2
A4 sheet equivalent (# x1 Million)	2.36	2.63	1.96	1.23	1.54	1.54	1.56	-34.0

In 2024, the total number of paper sheets used exceeded 1.56 million, roughly equivalent to more than 3 100 reams of paper. This shows a 34% decline in A4 sheet equivalent since 2018. Total paper consumption was 7.3 tonnes, nearly 38% less than what we used in 2018. However, compared to 2023, total paper consumption saw a modest rise of 1.2%.

PROGRESS AGAINST THE TARGET

In 2024, employees used an average of just 4.36 A4 paper sheets per working day, which marks a 52.2% decline from the baseline year of 2018. This achievement means we have already surpassed our reduction target set for 2025.

When we look back at 2023, our paper consumption per FTE decreased by around 2%. This steady reduction hints at a shift in behaviour, with employees increasingly relying on digital tools. To lessen the environmental impact of paper usage, the Agency prioritises sourcing paper that meets EU Ecolabel standards and ensures we follow best practices.

Our performance in 2024 not only meets expectations, but truly excels when compared to the exemplary benchmarks outlined in the Best Environmental Management Practice for the Public Administration Sector. We now use an average of 4.36 A4 sheets a day per FTE, which is much better than the excellence benchmark of 15 sheets per FTE daily.

Table 12: Paper: progress against the target

INDICATOR	2024 TARGET	2024 RESULT	PROGRESS
Paper consumption per FTE	4.56 A4 sheets/FTE /working day	4.36 A4 sheets /FTE /working day	**On track (-4.3%)**

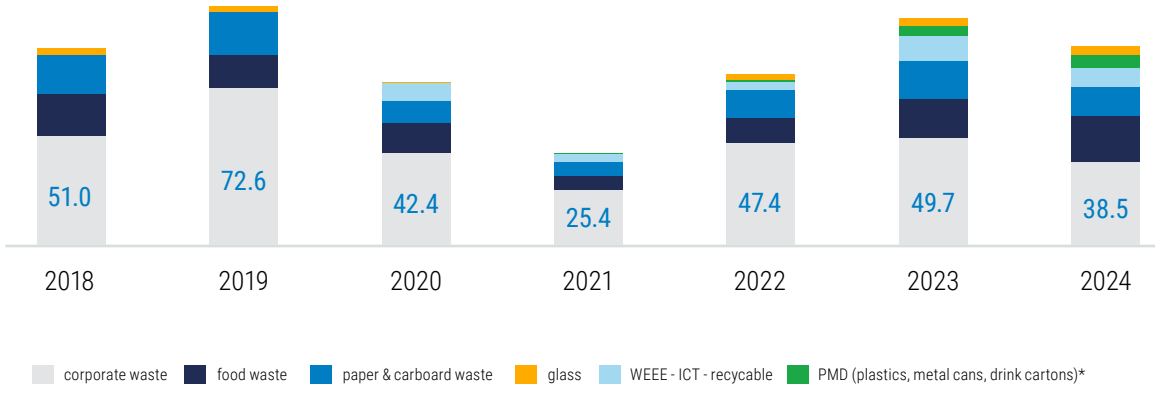
Waste generation

Europol's waste performance monitoring includes waste management at the headquarters, which involves tracking the quantity of waste and assessing the effectiveness of waste separation. Details on the waste management performance are outlined in **Table 13.**

Table 13: Waste generation, tonnes

	2018	2019	2020	2021	2022	2023	2024	Δ2018 %
Waste generation (kg/ FTE)	74.53	88.59	60.61	46.23	63.11	66.85	56.33	-24.4
Total generation of waste (tonnes)	91.30	12.3	9.1	5.7	7.2	7.2	7.3	-37.8
110.42	75.55	62.13	92.32	107.10	93.37	2.3	4.36	-52.2
Recycling rate (%)	43.9%	34.1%	43.7%	59.2%	48.6%	53.5%	58.8%	14.8 p.p.
Separation rate (%)	44.1%	34.3%	43.9%	59.2%	48.7%	53.6%	58.8%	14.6 p.p.

Figure 10: Main categories of generated waste, tonnes



*Collected together until 2020.

[6] We have found that the A4 sheet equivalent consumption and hence daily paper consumption was miscalculated in the years 2019–2022. The values have been corrected and they do not influence the evaluation of progress against the target in recent years.

In 2024, our headquarters generated 93.37 tonnes of waste, a slight 2.3% increase compared to 2018. On a positive note, waste per employee dropped by a significant 24.4%. Compared to 2023, total waste generation decreased by 10.2%, and average waste per employee dropped by 13.2%. The most notable improvement in 2024 was in corporate waste, with a 22.5% decline.

PROGRESS AGAINST TARGETS

Table 14: Waste: progress against the targets

INDICATOR	2024 TARGET	2024 RESULT	PROGRESS
Waste generation per FTE	< 90 kg/FTE/year	56.3 kg/FTE	**on track (-37.4%)**
Waste separation rate	Improve by 8.8 percentage points compared to 2018	58.8%	**on track (+8.8%)**

WASTE GENERATION

In 2024, the average amount of waste produced per employee was 56.33 kg/FTE, successfully meeting the target. This result is not only commendable, but also significantly lower than the excellence benchmark set by the Best Environmental Management Practice for the Public Administration Sector, which aims for less than 200 kg/FTE/year of waste generated in office buildings.

WASTE SEPARATION

In 2024, the waste separation rate reached 58.8%, representing a 14.6 percentage point improvement since 2018. The target for 2025 is 52.9%, an 8.8 percentage point increase from the 2018 baseline, and it has already been exceeded. This strong performance indicates that Europol is well on track to meet, and potentially even surpass, its 2025 goal.

The progress from 2018 to 2024 demonstrates a steady improvement in the Agency's waste separation efficiency. This positive trend likely reflects the success of recent initiatives to raise employees' awareness of waste separation guidelines.

Waste generation per employee

56.33 kg/FTE

(2024)

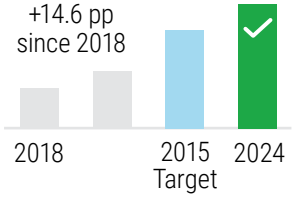
<200kg/FTE (EU benchmark)

Target met

Waste separation rate

58.8 %

(2024)



Biodiversity

Europol's impact on biodiversity is limited, because there is little nature-oriented area surrounding the headquarters and green spaces accessible from the building. Nonetheless, the aim is to nurture biodiversity in these managed spaces. Green infrastructure and biodiversity considerations were thoughtfully integrated into the design of the headquarters and the surrounding areas to create a positive impact on Europol's premises, the World Forum area, and the rich biodiversity of The Hague.
Europol monitors the share of nature-oriented areas in the total land to ensure preservation of biodiversity. The key performance indicators are presented in **Table 15**.

Table 15: Biodiversity

	2018	2019	2020	2021	2022	2023	2024
Share of nature-oriented area (%)	76.4%	76.4%	76.4%	76.4%	76.4%	76.4%	76.4%
Total land per FTE (m2/FTE)	8.1	8.0	8.0	7.4	6.8	6.2	6.0
Total land (m2)	9 970.00	9 970.00	9 970.00	9 970.00	9 970.00	9 970.00	9 970.00
Total sealed area (m2)	9 225.00	9 225.00	9 225.00	9 225.00	9 225.00	9 225.00	9 225.00
Total nature-oriented area on site (m2)	7 040.00	7 040.00	7 040.00	7 040.00	7 040.00	7 040.00	7 040.00
Total nature-oriented area off site (m2)	574.00	574.00	574.00	574.00	574.00	574.00	574.00

PROGRESS AGAINST THE TARGET

Table 16: Biodiversity: progress against the targets

INDICATOR	2024 TARGET	2024 RESULT	PROGRESS
Share of nature-oriented area	>=66.4% with a 10 p/p margin	76.4%	**On track**

Europol aims to maintain the share of nature-oriented area at the current level, with a margin of 10 percentage points (at least 66.4%). Europol's operational area is 9 970 m², mostly featuring the office building. However, a significant portion of this space has been thoughtfully adapted to promote biodiversity. This nature-friendly land has remained unchanged since 2018, providing a space for various species.

Green Public Procurement

Europol has incorporated environmental factors[7] into its procurement policy and tender documents for purchases of goods and/or services valued at EUR 15 000 or above[8], whenever applicable. **Table 17** shows the total number of procurement procedures with environmental considerations (or GPP) incorporated into the procurement documentation from 2018 to 2024.

Table 17: Green public procurement in the period 2018–2024

	2018	2019	2020	2021	2022	2023	2024
Tenders/contracts > EUR 15 000 with GPP not applicable	12	7	7	7	4	6	4
Tenders/contracts > EUR 15 000 with GPP/environmental considerations applicable	6	3	6	6	4	4	4
Total =	18	10	13	13	8	10	8

During this period, 36 out of 83 procedures incorporated environmental considerations, leaving 47 procedures beyond the scope of the GPP product and service groups. The contracts executed in 2024, which incorporated environmental considerations or particular GPP criteria encompassed: hospitality, conference, and associated services; ICT consultancy; learning and development services and certifications in IT and related domains; and office supplies.

The environmental considerations applied in the tenders and contracts included:

-environmentally friendly practices in the training materials,

- measures promoting proximity and off-site work to reduce consultant travel,

- sustainability of the materials used,

- adherence of promotional items to European Union environmental standards.

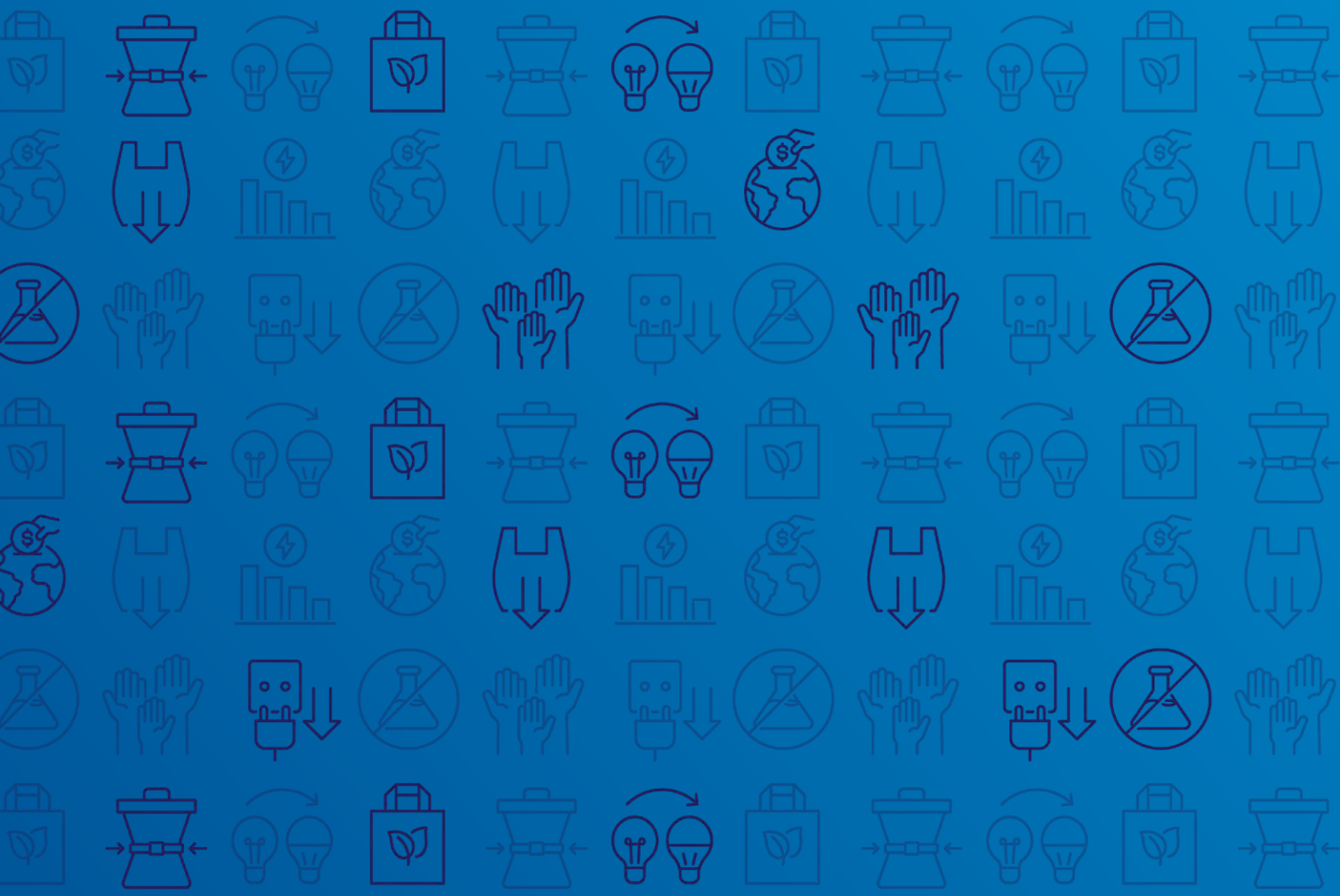
PROGRESS AGAINST THE TARGET

Table 18: Green Public Procurement: progress against the target

INDICATOR	2024 TARGET	2024 RESULT	PROGRESS
EU GPP criteria and/or environmental considerations incorporated into all public procurement procedures	Incorporate into procedures valued at EUR 15 000 or above	Included	**On track**

As mentioned earlier, all tenders and contracts valued at EUR 15 000 or above incorporated GPP criteria and/or environmental considerations, indicating that the target was achieved. This also means that Europol met the benchmark of excellence displayed in the Best Environmental Management Practice for the Public Administration Sector.

[7]EU GPP criteria can be incorporated into public procurement procedures in order to reduce the environmental impact of the purchased goods, services and works.
[8]The threshold derives from the Regulation on the financial rules applicable to the general budget of the Union which as a general rule involves a competitive process.



4 Conclusions

Conclusions

Overall, in 2024 Europol reduced its travel emissions per employee, despite growth in staff numbers. However, the rate of absolute reductions is not sufficient and for a second consecutive year, Europol has been deviating from the decarbonisation trajectory set out in the Environmental Vision 2030.
The emissions in 2024 have also been assessed in terms of intensity. It has once again been confirmed that our emissions have significantly reduced compared to 2023, showcasing Europol's effective management of its emissions.
The 2024 results call for a transition to intensity targets that are more suited to the Agency's organic growth. The transition is set for implementation in the new EMAS perspective 2026–2028.

KEY OUTCOMES

Strong environmental performance in most aspects

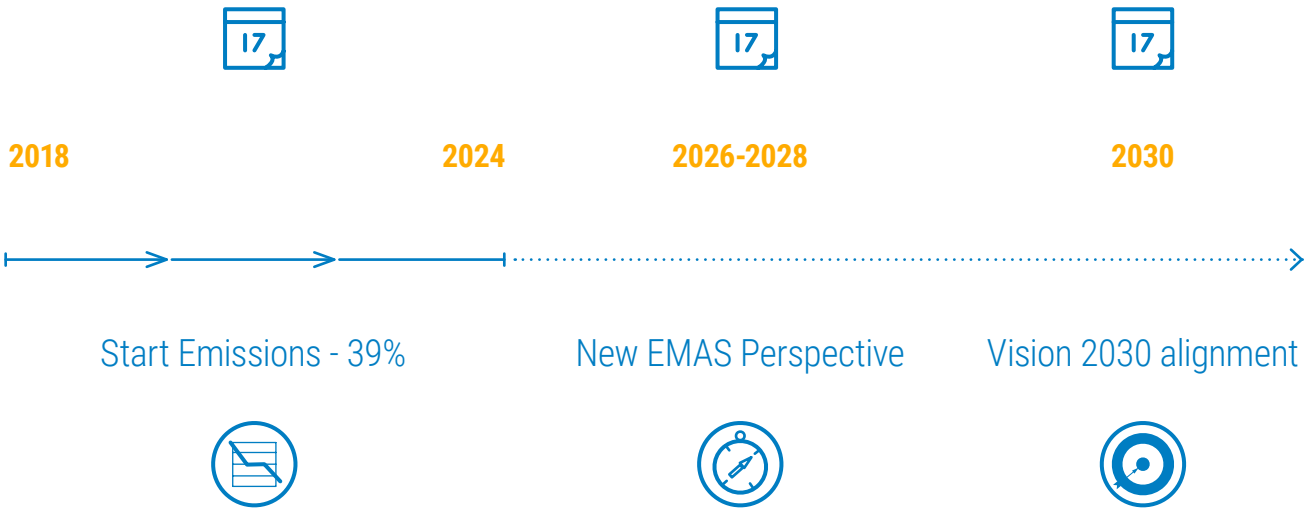
- Overall, Europol met most of its environmental targets, demonstrating a significant improvement in its environmental performance.
- The agency is on the right track in energy efficiency, water consumption, paper consumption, waste management, biodiversity and green public procurement.

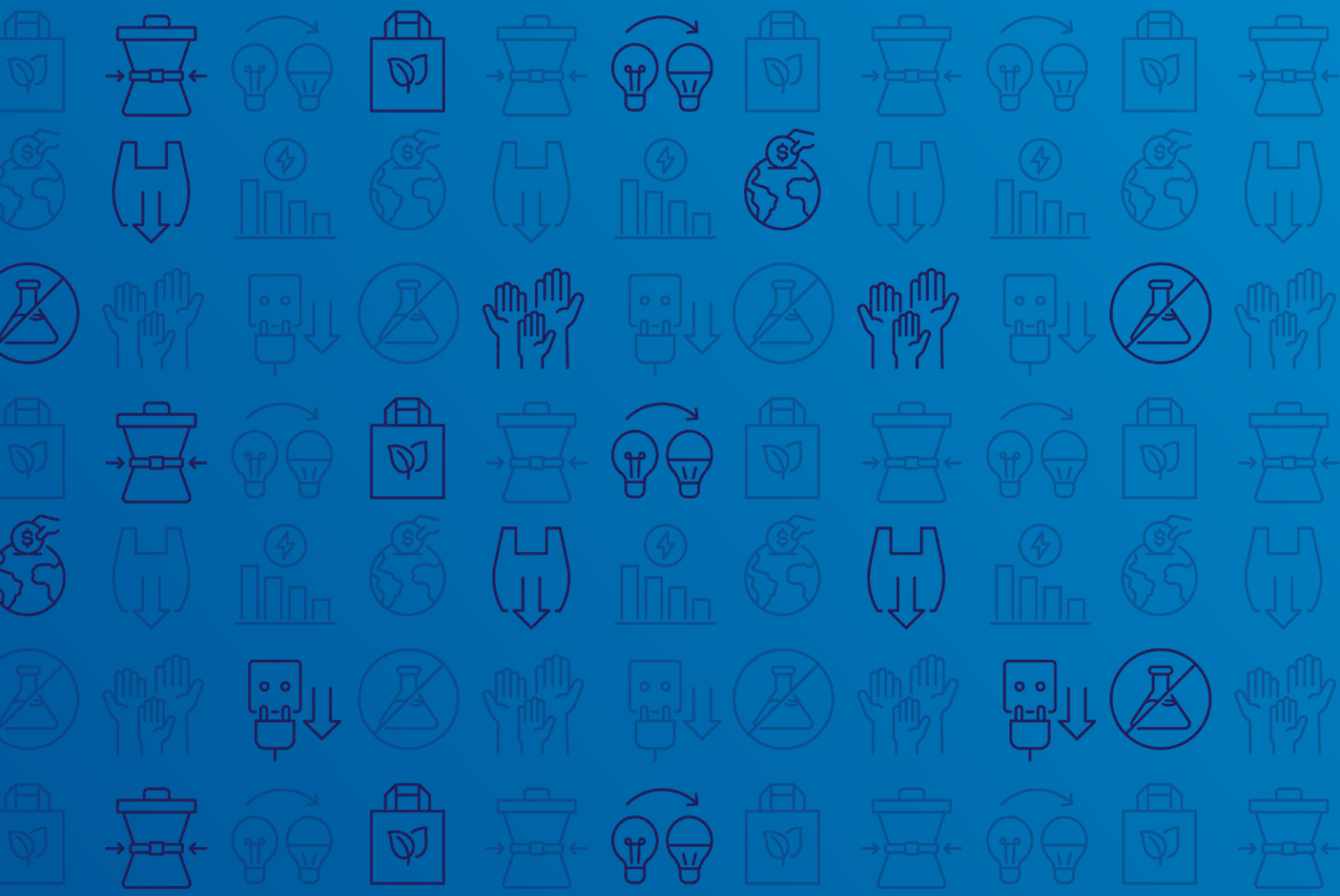
Challenge of emissions reduction and revision of targets

- In 2024, in terms of absolute emissions we fell short of our targets by 13.2%.
- The reason – increase in business travel – raises concerns about Europol's progress towards its decarbonisation goals.
- The Agency continues to grow, thus, focussing on intensity-based targets rather than absolute values is a strategically sound decision.
- Since 2018, Europol has reduced emissions per employee by over 39%, which showcases our employees' growing commitment to climate action.

Continuous progress towards climate ambitions

- It is crucial for Europol to strengthen its efforts, especially to reduce business travel emissions, to be able to enhance performance and achieve long-term sustainability goals.
- These efforts and activities will be reflected in the new EMAS Perspective 2026–2028.
- Today's strategic measures will enable a better alignment of Europol's Environmental Vision 2030 with Agency's operations and initiatives like the Paris Agreement and EU Green Deal.





5 Annexes

Annex 1: External auditor validation

Your partner in progress

European Union Agency for Law Enforcement Cooperation

Environmental Verifier's Declaration on Verification & Validation Activities

BSI Group Italia S.r.l., with EMAS environmental verifier registration number IT-V-0021, accredited for the scope 84.11 "Administration of the State and the economic and social policy of the community", 84.21 "Foreign affairs", 84.23 "Justice and judicial activities, declares to have verified the site indicated in the updated environmental statement of the organisation European Union Agency for Law Enforcement Cooperation (Europol) with registration number NL-000041 meet all requirements of **Regulation (EC) N° 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) and subsequent amendments (Regulation (EC) N°1505/2017 and Regulation (EC) N°2026/2018).**

By signing this declaration, I declare that:

- The verification and validation have been carried out in full compliance with the requirements of Regulation (EC) No 1221/2009,
- The outcome of the verification and validation confirms that there is no evidence of noncompliance with applicable legal requirements relating to the environment,
- The data and information of the updated environmental statement of European Union Agency for Law Enforcement Cooperation (Europol) reflect a reliable, credible and correct image of all the European Union Agency for Law Enforcement Cooperation (Europol) activities, within the scope mentioned in the environmental statement.

This document is not equivalent to EMAS registration. EMAS registration can only be granted by a Competent Body under Regulation (EC) No 1221/2009. This document shall not be used as a stand-alone piece of public communication.

Date: 16/12/2025

David Fardel

BSI Group Italia srl Representative

David Fardel

Digitally signed by David Fardel
Date: 2025.12.30 10:19:15 +01'00'

PF2126 Rev 1

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Annex 2: Key specific compliance obligations applicable to Europol

ENVIRONMENTAL CATEGORY	COMPLIANCE OBLIGATION
Soil	• Conditions for storing gas oil and waste oils used in diesel tanks at the headquarters in aboveground storage tanks.
Air	• Inspection regime, air emissions limits, measurement of air emissions and their demonstrability, maintenance of combustion installations at the headquarters, i.e. gas boilers and emergency generators. • Inspections, maintenance, repairs, decommission and leak tightness control and proper documentation of the cooling installation.
Energy	• Energy efficiency of the building confirmed with an energy label - at least an energy label C (for office buildings in the Netherlands > 100 m2) from 2023. • An energy audit is conducted every four years. • Implementation of energy-saving measures with a payback period of five years, as indicated in the Activities Regulation.
Water	• Requirements for the discharge of water used in the premises. • Discharge of wastewater from food preparation and prevent odour nuisance associated with food preparation - the requirement to be observed by the restaurant at the headquarters. • Conditions for the abstraction of groundwater, installation, and maintenance of an open soil energy system, which applies to the groundwater heat pump used at the headquarters. • Requirements regarding rainwater drainage system.
Noise	• Noise standards for installations and activities in and around the facility.
Hazardous materials	• Requirements for the use of ionising radiation and radioactive substances.
Hazardous products	• Conditions in which hazardous substances, such as cleaning products, must be stored; storage of safety data sheets of chemicals.
Waste	• Proper separation of waste, including hazardous waste separation, the obligation of waste registration.

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

Annex 3: Status of the implementation of environmental objectives and action plan 2023-2025

ENVIRONMENTAL AREA	SOURCE OF IMPACT	ACTION	STATUS	PERFORMANCE 2024
Carbon footprint	Business travel	Develop and adopt a business travel policy and change the business travel approval process in order to achieve the reduction targets for 2030. The travel policy should be supported by the guidelines related to the meetings and events	In progress	The draft of the Carbon Emissions Management Policy and related guidelines covering business travel, meetings, and events organisations have been developed. The policy's introduction will be finalised, and the new intensity emission reduction target will be set.
Carbon footprint	Business travel	Introduce a tool for estimation of the GHG emissions related to air business travel	Implemented	
Carbon footprint	Business travel	Introduce climate criteria for travel agency requirements and flight operators	Implemented	A set of criteria for travel service providers and event management services has been developed. These criteria aim to limit the related carbon footprint that travel and meeting organisations generate. They also cover the scope of required reporting to facilitate the monitoring of emissions and the emissions reduction target.
Carbon footprint	Events and meetings	Consider the climate aspect in the organisation of meetings and events (Development of internal guidelines)	Implemented	Internal guidelines related to the organisation of meetings and events are included in the implementation guidance of the Carbon Emissions Management Policy and Green Events Guide
Carbon footprint	Events and meetings	Develop a Green Events Guide		Guidelines have been developed to reduce the environmental footprint generated by organised meetings and events. They are addressed to all Europol employees.
Carbon footprint	Building	Replace the current refrigeration agents with lower GWP refrigerants	Implemented	In 2024, Europol continued to assess and implement replacing current refrigeration agents with lower GWP alternatives. A revised feasibility study clarified ownership responsibilities between Europol and the Host State (CGREA). It confirmed that CGREA will consider sustainable refrigerants during system replacements but highlighted the need for additional technical and financial analysis before changes are made. Actual implementation and responsibility for replacing refrigerants lie with CGREA, the owner of the HQ building.

Annex 3: Status of the implementation of environmental objectives and action plan 2023-2025

ENVIRONMENTAL AREA	SOURCE OF IMPACT	ACTION	STATUS	PERFORMANCE 2024
Carbon footprint	Building	Replace the current refrigeration agents with lower GWP refrigerants	In progress	In 2024, Europol continued to assess and implement replacing current refrigeration agents with lower GWP alternatives. A revised feasibility study clarified ownership responsibilities between Europol and the Host State (CGREA). It confirmed that CGREA will consider sustainable refrigerants during system replacements but highlighted the need for additional technical and financial analysis before changes are made. Actual implementation and responsibility for replacing refrigerants lie with CGREA, the owner of the HQ building.
Carbon footprint	Vehicle fleet	Replace the duty cars with electric/hydrogen cars	In progress	Europol is replacing diesel vehicles with hybrids and electric cars. In 2023, one diesel car was retired for low-emission alternatives, and two plug-in hybrid petrol cars were leased. Ten new electric charging points were installed in 2023, with the same number in 2024.
Carbon footprint	Commuting and teleworking	Conduct a survey on commuting in order to identify 2-3 measures promoting sustainable commuting	Implemented	A survey has been conducted, allowing for the calculation of GHG emissions. In addition, an analysis has been conducted to identify measures that can promote sustainable commuting among Europol employees.
Carbon footprint	Commuting and teleworking	Implement the chosen sustainable commuting measures	In progress	The November 2023 commuting survey and benchmarking analysis revealed measures to promote sustainable commuting among staff. In 2024, the EMAS Steering Committee approved several initiatives, including awareness campaigns, biannual reimbursement for bicycle services, increased parking, and better facilities for cyclists.
Energy efficiency	Employee awareness	Promote energy saving among employees	Implemented	In 2024, communication efforts promoted energy saving among employees. After the second EED Energy Audit, staff were encouraged to reduce Europol's energy consumption by turning off unused screens, heating only when necessary, unplugging chargers after work, and using electronic devices mindfully.
Energy efficiency	Building	Replace the lighting system with LED and install a control system	In progress	The replacement of 90% of lighting fixtures (6,000 units) with LED lights at Europol Headquarters began on 18 March 2024. By the end of 2024, 98% of these units had been replaced, saving an estimated 363.044 kWh annually. Assuming current energy prices, this would save Europol EUR 123.951,79, achieving an ROI of 3.6 years. The remaining 10% includes fixtures already converted to LED or currently non-convertible.

Annex 3: Status of the implementation of environmental objectives and action plan 2023-2025

ENVIRONMENTAL AREA	SOURCE OF IMPACT	ACTION	STATUS	PERFORMANCE 2024
Water	Employee awareness	Promote water saving among employees	Implemented	In 2024, an organisation-wide water awareness campaign was conducted, covering practical tips on reducing water consumption in areas such as the kitchen, bathroom, and garden. Through various communications, the campaign provided actionable advice and encouraged staff to exchange their own water-saving techniques.
Water	Building	Replace dishwashers	Implemented	The process of replacing the remaining 18 old dishwashers was completed in 2024.
Waste	Employee awareness	Conduct training on the waste separation rules	Implemented	In 2024, an organisation-wide campaign on waste separation rules was conducted. It covered general rules of separation but also addressed problematic waste fractions like paper hygiene products, plastics, and organic materials. Clear guidance was provided through various communications on how to properly dispose of these materials, including specific local procedures for items like glass and PET bottles.
Waste	Building	Conduct ‘waste scan’ (analysis of waste)	Implemented	In 2024, a second waste scan examination was conducted by an external company to analyse which waste fractions the residual waste (corporate waste) consists of and therefore to understand how many recyclable streams are still in the residual waste. Valuable guidelines have been provided on how to improve waste management and ensure high efficiency of waste separation.
Waste	Building	Donate "old" office equipment to charities/local schools	Implemented	In 2024, old furniture and items were donated to charities and organizations specialising in circular use. Donations included household goods like sit bags and pots to community groups, and office furniture such as chairs and desks to specialized companies for refurbishment
Waste	Building	Ban single-use plastic items	Implemented	In 2023, Europol shifted away from single-use to reusable cups at catering outlets. Since then, coffee and tea have been served in porcelain cups which may be returned at the dedicated stations after use. Employees can obtain a discount when bringing their own mugs.
Paper	Employee awareness	Education on how to save paper	Implemented	In 2024, the focus on paper-saving continued with a campaign highlighting the environmental impact of paper use and practical tips to reduce consumption. Topics included responsible printing behaviour, reducing household paper waste, and making use of digital alternatives.

Annex 3: Status of the implementation of environmental objectives and action plan 2023-2025

ENVIRONMENTAL AREA	SOURCE OF IMPACT	ACTION	STATUS	PERFORMANCE 2024
Paper	Communication activities	Reduce the amount of printed promotional material	Implemented	Europol avoids the printing of promotional material. In addition, for broader promotional items requests, a dedicated policy was introduced to reduce their production.
Green Public Procurement	Purchase of goods and services	Introduce the Public Procurement Management Tool	Implemented	The Public Procurement Management Tool (PPMT) was implemented and is mandatory for all procedures above EUR 15 000.
Green Public Procurement	Purchase of goods and services	Integrate additional environmental requirements into the procurement process whenever possible	Implemented	Wherever is applicable, the Procurement Team continues to integrate GPP criteria and/or environmental considerations for tenders/contracts above EUR 15 000.
Biodiversity	Land occupation	Engage in a large-scale tree planting initiative outside Europol facilities	In progress	The technical study to select an offset project, focusing on reforestation is on-going.

Annex 4: Abbreviations, constants and conversion factors

Abbreviations

AHU	Air handling unit
CO2	Carbon dioxide
CO2eq	Carbon dioxide equivalent
EC	European Commission
EED	Energy Efficiency Directive
EMAS	Eco-Management and Audit Scheme
EMS	Environmental Management System
EU	European Union
FTE	Full-Time Equivalent
GHG	Greenhouse gas
GPP	Green Public Procurement
GWP	Global Warming Potential
HVAC	Heating, ventilation, and air conditioning
ICT	Information and communication technology
ISO	International Organisation for Standardization
PMC	Plastic, metal and cartons (for drinks)
SBTi	Science-Based Targets initiative
UPS	Uninterruptible power supply
WEEE	Waste electrical and electronic equipment

Constants and conversion factors

	2018	2019	2020	2021	2022	2023	2024
kgs CO2eq from 1 kWh of electricity (Green - GoO)	0.000	0.000	0.000	0.000	0.000	0.000	0.000
kgs CO2 from 1 kWh of electricity (location-based)	0.361	0.405	0.405	0.369	0.290	0.270	0.270
kgs CO2eq from 1 kWh natural gas	0.215	0.215	0.214	0.237	0.237	0.213	0.218
kgs CO2eq from 1 kWh natural gas compensated	-	-	0.00	0.00	0.000	0.000	0.000
kgs CO2eq from 1 kWh fuel oil	0.292	0.292	0.292	0.292	0.300	0.325	0.325
kgs CO2eq from 1 litre fuel oil	3.185	3.185	3.185	3.185	3.262	3.256	3.256
kWh from 1 Nm³ natural gas	8.79	8.79	8.79	8.79	8.79	9.77	9.77
kgs CO2eq from 1 Nm³ natural gas	1.89	1.89	1.884	2.085	2.085	2.079	2.134
kgs CO2eq from 1 Nm³ natural gas compensated	-	-	0.00	0.00	0.00	0.00	0.00
Paper density (g/m2) A3	80.0	80.0	80.0	80.0	80.0	80.0	80.0
Paper density (g/m2) A4	75.0	75.0	75.0	75.0	75.0	75.0	75.0
Working days in the year	211	215	215	215	215	215	215
Working from home (kg CO2eq / teleworking day)	-	-	0.44215	0.44215	0.44215	0.324	0.324
GWP of R410A (kgCO2eq/kg)	1920	1920	1920	1920	1924	1924	1924
GWP of R134A (kgCO2eq/kg)	1300	1300	1300	1300	1300	1300	1300
GWP of R407C (kgCO2eq/kg)	1620	1620	1620	1620	1620	1624	1624
GWP of R507A (kgCO2eq/kg)	2240	2240	2240	2240	2240	3985	3985
GWP of R449A (kgCO2eq/kg)	-	-	-	-	1282	1282	1282
kWh from one litre diesel	10.89	10.89	10.89	10.89	10.89	10.03	10.03
kWh from one litre petrol	9.42	9.42	9.42	9.42	9.42	9.42	9.42
kgs CO2 from one km car (diesel)	0.213	0.213	0.176	0.180	0.180	0.180	0.180
kgs CO2 from one km car (petrol)	0.224	0.224	0.202	0.204	0.204	0.204	0.204
kgs CO2 from one km plug in hybrid car (petrol)	0.146	0.146	0.125	0.128	0.128	0.125	0.124
kgs CO2 from one km electric car	-	-	-	-	0.085	0.069	0.067
kgs CO2 from one km train (national) / person	0.006	0.006	0.006	0.006	0.002	0.003	0.003
kgs CO2 from one km train (international) / person	0.026	0.026	0.026	0.023	0.026	0.017	0.017
kgs CO2 from one km air travel < 700 km	0.297	0.297	0.297	0.234	0.234	0.234	0.234

Constants and conversion factors

	2018	2019	2020	2021	2022	2023	2024
kgs CO2 from one km air travel 700 km - 2,500 km / person	0.200	0.200	0.200	0.172	0.172	0.172	0.172
kgs CO2 from one km air travel > 2,500 km / person	0.147	0.147	0.147	0.157	0.157	0.157	0.157
kg CO2e from one km bus / person	0.140	0.140	0.140	0.103	0.103	0.109	0.109
kg CO2e from one km metro / person	0.095	0.095	0.074	0.000	0.000	0.000	0.000
kg CO2e from one km tram / person	0.084	0.084	0.066	0.000	0.000	0.000	0.000
kg CO2e from one km bike (electrical) / person	0.007	0.007	0.007	0.006	0.006	0.003	0.003

Sources: www.CO2emissiefactoren.nl; www.RVO.nl

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