

**GRI content index**

<b>Statement of use</b>	The European Centre for Vocational Training (Cedefop) has reported the information cited in this GRI content index for the period 1 January to 31 December 2023 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>LOCATION</b>
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	<ul style="list-style-type: none"> <li>• <a href="#">Who we are</a></li> </ul>
	2-2 Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> <li>• <a href="#">Consolidated Annual Activity Report (CAAR) 2023: II.3 Budgetary and Financial Management (p.23)</a></li> </ul>
	2-3 Reporting period, frequency and contact point	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: Executive summary (p.6)</a></li> </ul>
	2-4 Restatements of information	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: Executive summary (p.6)</a></li> </ul>
	2-5 External assurance	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: PART II b) External Evaluations (p.51)</a></li> <li>• <a href="#">ECA Annual report on EU agencies for the financial year 2022: 3.14. European Centre for the Development of Vocational Training (Cedefop) (p.143)</a></li> </ul>
	2-6 Activities, value chain and other business relationships	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: Implementation of the annual work programme - the year in brief (p.7)</a></li> </ul>
	2-7 Employees	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: II.5 Human Resources Management (p.30)</a></li> <li>• <a href="#">CAAR 2023: Annex III: Establishment plan and additional information on Human Resources management (p.61)</a></li> <li>• <a href="#">CAAR 2023: Annex IV: Human and financial resources by activity (p. 64)</a></li> </ul>
	2-8 Workers who are not employees	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: II.5 Human Resources Management (p.30)</a></li> <li>• <a href="#">CAAR 2023: Annex III: Establishment plan and additional information on Human Resources management (p.61)</a></li> <li>• <a href="#">CAAR 2023: Annex IV: Human and financial resources by activity (p.64)</a></li> <li>• <a href="#">Annual List of Contractors 2023</a></li> <li>• Additional comment: Confidentiality constraints, Information on workers who are not employees is subject to Regulation (EU)</li> </ul>

GRI STANDARD	DISCLOSURE	LOCATION
		2018/1725 of the European Parliament and of the Council of 23 October 2018 on the protection of individuals with regard to the processing of personal data by the EU institutions, bodies, offices and agencies and on the free movement of such data
	2-9 Governance structure and composition	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: Annex II: Organisational chart (p.60)</a></li> </ul>
	2-10 Nomination and selection of the highest governance body	<ul style="list-style-type: none"> <li>• <a href="#">Management Board members</a></li> <li>• <a href="#">Regulation (EU) 2019/128 of the European Parliament and of the Council of 16 January 2019 establishing a European Centre for the Development of Vocational Training (Cedefop) and repealing Council Regulation (EEC) No 337/75: Sections 1,2</a></li> </ul>
	2-11 Chair of the highest governance body	<ul style="list-style-type: none"> <li>• <a href="#">Management Board members</a></li> <li>• <a href="#">Regulation (EU) 2019/128 of the European Parliament and of the Council of 16 January 2019 establishing a European Centre for the Development of Vocational Training (Cedefop) and repealing Council Regulation (EEC) No 337/75: Sections 1,3</a></li> </ul>
	2-12 Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: II.1 Management Board (p.21)</a></li> <li>• <a href="#">CAAR 2023: II.11 Assessment by Management (p.48)</a></li> </ul>
	2-13 Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: II.1 Management Board (p.21)</a></li> <li>• <a href="#">CAAR 2023: II.11 Assessment by Management (p.48)</a></li> <li>• Additional comment: administrative delegations of powers are not published</li> </ul>
	2-14 Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: II.1 Management Board (p.21)</a></li> <li>• <a href="#">CAAR 2023: II.11 Assessment by Management (p.48)</a></li> </ul>
	2-15 Conflicts of interest	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: II.1 Management Board (p.21)</a></li> <li>• <a href="#">CAAR 2023: II.11 Assessment by Management (p.48)</a></li> </ul>
	2-16 Communication of critical concerns	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: II.1 Management Board (p.21)</a></li> <li>• <a href="#">CAAR 2023: II.11 Assessment by Management (p.48)</a></li> </ul>
	2-17 Collective knowledge of the highest governance body	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: II.1 Management Board (p.21)</a></li> <li>• <a href="#">CAAR 2023: II.11 Assessment by Management (p.48)</a></li> <li>• <a href="#">Minutes of the 100th Management Board meeting 6 and 7 October 2022: 8h. Cedefop's pledge to climate neutrality (p.11)</a></li> <li>• <a href="#">Minutes of the 101st Management Board meeting 5 and 6 October 2023: 5. Climate neutrality strategy and roadmap (p.8)</a></li> </ul>
	2-18 Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: II.1 Management Board (p.21)</a></li> <li>• <a href="#">CAAR 2023: II.11 Assessment by Management (p.48)</a></li> </ul>

GRI STANDARD	DISCLOSURE	LOCATION
	2-19 Remuneration policies	<ul style="list-style-type: none"> <li>• <a href="#">Staff Regulations of officials of the EU: Title V. Chapter 1: Section 1: Remuneration, Articles 62-70</a></li> </ul>
	2-20 Process to determine remuneration	<ul style="list-style-type: none"> <li>• <a href="#">Staff Regulations of officials of the EU: Title V. Chapter 1: Section 1: Remuneration, Articles 62-71</a></li> </ul>
	2-21 Annual total compensation ratio	<ul style="list-style-type: none"> <li>• <a href="#">Regulation No 2023/1544 - annual update 2023 of remunerations and pensions</a></li> </ul>
	2-22 Statement on sustainable development strategy	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: II.10 Environment Management: Climate neutrality strategy and roadmap 2030 (p.46)</a></li> <li>• <a href="#">CAAR 2023: Annex V: Environment management (p.65)</a></li> </ul>
	2-23 Policy commitments	<ul style="list-style-type: none"> <li>• <a href="#">Political Guidelines for the Next European Commission 2019-2024</a></li> </ul>
	2-24 Embedding policy commitments	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: PART I Policy achievements of the year (p.11)</a></li> </ul>
	2-25 Processes to remediate negative impacts	<ul style="list-style-type: none"> <li>• <a href="#">Appeals procedure as per SR Article 90(2)</a></li> <li>• <a href="#">The European Ombudsman</a></li> </ul>
	2-26 Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> <li>• <a href="#">Appeals procedure as per SR Article 90(2)</a></li> <li>• <a href="#">Contact us</a></li> <li>• <a href="#">Public access to documents</a></li> </ul>
	2-27 Compliance with laws and regulations	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: III.1 Effectiveness of the Internal Control systems (p.52)</a></li> <li>• <a href="#">CAAR 2023: II.7.3 European Court of Auditors (ECA) (p.38)</a></li> </ul>
	2-28 Membership associations	<ul style="list-style-type: none"> <li>• <a href="#">Networks</a></li> <li>• <a href="#">EUAN</a></li> </ul>
	2-29 Approach to stakeholder engagement	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: Implementation of the annual Work Programme – the year in brief (p.7)</a></li> </ul>
	2-30 Collective bargaining agreements	<ul style="list-style-type: none"> <li>• <a href="#">Staff Regulations of officials of the EU</a></li> </ul>
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	<ul style="list-style-type: none"> <li>• <a href="#">Have your say until 25 May 2023: public consultation on EU Agencies: EUROFOUND, CEDEFOP, ETF and EU OSHA</a></li> </ul>
	3-2 List of material topics	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: PART I Policy achievements of the year (p.11)</a></li> </ul>
	3-3 Management of material topics	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: PART I Policy achievements of the year (p.11)</a></li> </ul>
<b>GRI 201: Economic Performance 2016</b>	201-3 Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"> <li>• <a href="#">Staff Regulations of officials of the EU: Title III. Chapter 4: Section 5: Retirement, Articles 52-53</a></li> </ul>
	201-4 Financial assistance received from government	<ul style="list-style-type: none"> <li>• <a href="#">Statement of revenue and expenditure for the 2023 financial year – European Centre for the Development of Vocational Training (Cedefop) 2023/C 73/01</a></li> </ul>
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-2 Significant indirect economic impacts	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: II.3 Budgetary and Financial management (p.23)</a></li> </ul>

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<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	<ul style="list-style-type: none"> <li>• <a href="#">Annual List of Contractors 2023</a></li> </ul>
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: II.9 Follow-up of observations from the Discharge Authority, Internal control No 20 (p.43)</a></li> <li>• <a href="#">Cedefop Anti-fraud strategy 2024-2026</a></li> </ul>
	205-2 Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: II.7.2 Other sources of assurance (p.37)</a></li> <li>• <a href="#">Cedefop Anti-fraud strategy 2024-2026</a></li> </ul>
	205-3 Confirmed incidents of corruption and actions taken	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: II.8b Follow up of recommendations issued following investigations by the European Anti-Fraud Office (OLAF), Internal control – no. 20 (p.43)</a></li> <li>• <a href="#">CAAR 2023: II.7.3 European Court of Auditors (ECA) (p.38)</a></li> <li>• <a href="#">Annual report on EU agencies for the financial year 2022, European Court of Auditors (p.143)</a></li> </ul>
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: Annex V: Environmental management (p.65)</a></li> </ul>
	302-4 Reduction of energy consumption	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: Annex V: Environmental management (p.65)</a></li> </ul>
<b>GRI 303: Water and Effluents 2018</b>	303-5 Water consumption	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: Annex V: Environmental management (p.65)</a></li> </ul>
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: Annex V: Environmental management (p.65)</a></li> <li>• Additional comment: more detailed information on Cedefop's carbon footprint for 2023 can be found at the Cedefop EMAS environmental statement, to be published early 2025</li> </ul>
	305-2 Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: Annex V: Environmental management (p.65)</a></li> <li>• Additional comment: more detailed information on Cedefop's carbon footprint for 2023 can be found at the Cedefop EMAS environmental statement, to be published early 2025</li> </ul>
	305-3 Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: Annex V: Environmental management (p.65)</a></li> <li>• Additional comment: more detailed information on Cedefop's carbon footprint for 2023 can be found at the Cedefop EMAS environmental statement, to be published early 2025</li> </ul>
	305-5 Reduction of GHG emissions	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: Annex V: Environmental management (p.65)</a></li> <li>• Additional comment: more detailed information on Cedefop's carbon footprint for 2023 can be found at the Cedefop EMAS environmental statement, to be published early 2025</li> </ul>
<b>GRI 306: Waste 2020</b>	306-3 Waste generated	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: Annex V: Environmental management (p.65)</a></li> </ul>

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<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> <li>• <a href="#">Directive 2014/24/EU: Annex X</a></li> </ul>
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: Annex III: Establishment plan and additional information on Human Resources management (p.61)</a></li> <li>• Additional comment: Information unavailable by age group for new hires or by age group, gender &amp; nationality for turnover. Subject to <a href="#">Regulation (EC) No 45/2001</a> on the protection of individuals with regard to the processing of personal data by the EU institutions &amp; bodies</li> </ul>
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> <li>• <a href="#">Staff regulations of officials of EU</a></li> </ul>
	401-3 Parental leave	<ul style="list-style-type: none"> <li>• <a href="#">Staff Regulations of officials of the EU: Title III, Chapter 2, Section 6: Parental or Family Leave: article 42(a)</a></li> </ul>
<b>GRI 402: Labor/Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	<ul style="list-style-type: none"> <li>• <a href="#">Staff Regulations of officials of the EU: Title I. General provisions, Article 9</a></li> </ul>
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: II.5 Human Resources Management (p.30)</a></li> <li>• Additional comment: Cedefop has a joint Health and Well-being Committee</li> </ul>
	403-3 Occupational health services	<ul style="list-style-type: none"> <li>• <a href="#">Ex-ante Publicity Notice for the provision of services of a Medical Officer for Cedefop</a></li> <li>• Additional comment: the on-site Medical Officer provides preventive &amp; occupational health services (pre-recruitment examinations, annual medical check-ups, information about relevant health issues) Cedefop also provides an employee assistance programme which is 24/7 access to psychological counselling on work or personal issues</li> </ul>
	403-4 Worker participation, consultation, and communication on occupational health and safety	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: II.5 Human Resources Management (p.30)</a></li> </ul>
	403-5 Worker training on occupational health and safety	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: II.5 Human Resources Management (p.30)</a></li> <li>• Additional comment: Cedefop offers to staff training on First-aid leading to certification</li> </ul>
	403-6 Promotion of worker health	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: II.5 Human Resources Management (p.30)</a></li> </ul>

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 404: Training and Education 2016</b>	404-2 Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: II.5 Human Resources Management (p.30)</a></li> <li>• <a href="#">CAAR 2023: II.9 Follow-up of observations from the Discharge Authority, Staff Policy – no.10 and Internal control – no.26 (p.41)</a></li> </ul>
	404-3 Percentage of employees receiving regular performance and career development reviews	<ul style="list-style-type: none"> <li>• <a href="#">Staff Regulations of officials of the EU: Title III, Chapter 3, Reports, advancement to a higher step and promotion: articles 43 and 44</a></li> </ul>
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: Annex II: Organisational chart (p.60)</a></li> <li>• <a href="#">CAAR 2023: Annex III: Establishment plan and additional information on Human Resources management (p.61)</a></li> <li>• <a href="#">Cedefop equal opportunities and diversity policy</a></li> </ul>
	405-2 Ratio of basic salary and remuneration of women to men	<ul style="list-style-type: none"> <li>• <a href="#">Regulation NO 2016/C 466/07 - An overview of the basic salary and allowances</a></li> <li>• Additional comment: an official who is duly appointed is entitled to the remuneration carried by his or her grade and step, not by gender, as defined in the Staff Regulations</li> </ul>
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> <li>• Staff Regulations of officials of the EU: Title I: General provisions, <a href="#">article 1d, 12a, 24</a></li> </ul>
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: II.9 Follow-up of observations from the Discharge Authority, Other comments – no. 36, (p.45)</a></li> <li>• <a href="#">European Year of Skills Festival</a></li> </ul>
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	<ul style="list-style-type: none"> <li>• <a href="#">Directive 2014/24/EU, Annex X</a></li> <li>• Additional comment: all new suppliers are screened for compliance to statutory obligations regarding tax and social contributions and minimum wage.</li> </ul>
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<ul style="list-style-type: none"> <li>• <a href="#">CAAR 2023: II.9 Follow-up of observations from the Discharge Authority, Other comments – no. 35 (p.45)</a></li> </ul>