

Assessment EMA - Offer by Denmark - Copenhagen		
Criterion/specific issue	Information provided in the Offer	Commission assessment
<p>1) The assurance that the agency can be set up on site and take up its functions at the date of the United Kingdom's withdrawal from the Union</p> <p><i>This criterion concerns in particular the availability of appropriate office premises in time for the Agency to be able to take up its functions at the new location at the withdrawal date. This should include the necessary logistics and sufficient space for offices, meeting rooms and off-site archiving, high-performing telecommunication and data storage networks as well as appropriate physical and IT security standards.</i></p>		
<p>1.1 Necessary logistics and sufficient space (a total of 27,000 m² of office space) for...</p>	<p>"Copenhagen Towers will meet all EMA's needs for a new location." (p. 9)</p> <p>"Overall 27,000 m² office space [...] including 6,000 m² conference facilities an on-site archive room and filing rooms [...]</p> <p>Specific needs met in Copenhagen Towers: v" (p. 9)</p> <p>Appendices (confidential): [confidential]</p>	<p>The offer indicates proposed premises, the <i>Copenhagen Towers</i> (office space of at least 27,000 m²).</p>
<p>1.1.1 ...offices, to host 890 members of staff. EMA has 18,500 m² in offices and open-plan with capacity for 1,300 office work stations and adequate internal meeting rooms</p>	<p>"18,500 m² office and open plan [...] Capacity for 1,300 office workstations [...] Specific need met in Copenhagen Towers: v " (p. 9)</p>	<p>The offer indicates the availability of 18,500 m² offices and open-plan with capacity for 1,300 workstations in the proposed building.</p>
<p>1.1.2 ...meeting rooms, a total of 6,000 m². These meeting rooms should have internet 4G connection, audio and video conference facilities, broadcasting and recording equipment and a voting system per seat. EMA has:</p>	<p>See 1.1</p> <p>"All of EMA's technical requirements will be met in Copenhagen Towers. This includes cabling for workstations, telecommunications, networks, 4G, data storage, access control systems, closed circuit television (CCTV), voting system, audio and video conference facilities." (p. 11)</p> <p>" [...] Including 6,000 m² conference facilities and on-site archive room and filing rooms." (p. 9)</p>	<p>The offer indicates the availability of 6,000 m² of meeting rooms and conference facilities.</p>
<p>1.1.2.1 five rooms with 70-120 seats</p>	<p>"5 conference rooms with 70-120 seats [...] 4G internet connection, Audio and video facilities, Broadcasting and recording equipment, Voting system per seat [...] Specific needs met in Copenhagen Towers: v " (p. 9)</p>	<p>The offer indicates the availability of 5 meeting rooms with 70-120 seats in the proposed building.</p>
<p>1.1.2.2 two rooms with 35 seats</p>	<p>"2 conference rooms with 35 seats [...] 4G internet connection, Audio and video facilities, Broadcasting and recording equipment, Voting system per seat [...] Specific needs met in Copenhagen Towers: v" (p. 9)</p>	<p>The offer indicates the availability of 2 meeting rooms with 35 seats in the proposed building.</p>

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1.1.2.3 ten rooms with 4-24 seats	"10 conference rooms with 4-24 seats [...] 4G internet connection, Audio and video facilities, Broadcasting and recording equipment, Voting system per seat [...] Specific needs met in Copenhagen Towers: ✓" (p. 9)	The offer indicates the availability of 10 meeting rooms with 4-24 seats in the proposed building.
1.1.3 ...one enclosed lounge of 500 m² and another lounge for 50 persons, both lounges with desk/workstations and storage facilities	"1 lounge of 500 m ² [...] Desk/workstations and storage facilities [...] Specific needs met in Copenhagen Towers: ✓" [...] "1 lounge for 50 persons [...] Desk/workstations and storage facilities [...] Specific needs met in Copenhagen Towers: ✓" (p. 9)	The offer indicates the availability of 1 lounge of 500 m ² and 1 lounge for 50 persons in the proposed building.
1.1.4 ...an auditorium for around 300 people	"1 auditorium for 300 people+ [...] Specific needs met in Copenhagen Towers: ✓" (p. 9). "EMA's facilities for large conferences (300+) are located at the parterre level in direct connection to the Atrium." (p. 11)	The offer indicates the availability of an auditorium for 300+ people in the proposed building.
1.1.5 ...a 250 m² reception area, with disability access as well as with adequate security structure in the vicinity	"250 m ² reception area [...] Disability access [...] Specific needs met in Copenhagen Towers: ✓" (p. 9). "The East Wing holds the EMA reception area" (p. 11). "The entire complex is accessible for people with physical disabilities." (p. 11)	The offer indicates 250 m ² of reception area, with disability access but does not provide information on security in the vicinity of the building.
1.1.6 ...archiving facilities:		
1.1.6.1 EMA's off-site archive is 600 m² and 9m high	"Off-site archive 600 m ² , 9 m high [...] Capacity to store at least 34,000 boxes [...] Specific needs met in Copenhagen Towers: ✓" (p. 9). "EMA can have access to a spacious, off-site archive of at least 600m ² and up to 9m high. The best option for off-site archiving from the range of options available in Copenhagen will be identified in agreement with EMA, with assistance in lease negotiation from the Danish Building and Property Agency." (p. 11)	The offer provides general information on the availability of an off-site archive of 600 m ² and 9 m high.
1.1.6.2 On site, EMA has an archive room of approx. 30 m² as well as on-floor filing rooms on floors 1 and 5-10 of 5 m² each	"EMA will have on-site archive rooms of up to 250m ² as well as filing rooms on office floors of 5m ² each ." (p. 11)	The offer indicates the availability of on-site archive and filing rooms exceeding 250 m ² .
1.2 Appropriate physical security standards	"Security [...] CCTV and access control system [...] Specific needs met in Copenhagen Towers: ✓" (p. 9)	
1.2.1 Access control systems	see 1.2	The offer indicates the availability of access control system in the proposed building.
1.2.2 Closed Circuit Television (CCTV)	see 1.2	The offer indicates the availability of Closed Circuit Television in the proposed building.
1.3 Appropriate IT systems and security standards	"IT facilities [...] Centralised uninterruptible power supply, WiFi throughout the premises, technical rooms, main and secondary equipment rooms, IT build and IT store rooms [...] Specific needs met in Copenhagen Towers: ✓" (p. 9)	

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1.3.1 Centralised Uninterruptible Power Supply	see 1.3	The offer indicates the availability of centralised uninterruptible power supply in the proposed building.
1.3.2 WiFi throughout the premises	see 1.3	The offer indicates the availability of WiFi throughout the proposed building.
1.3.3 Technical rooms, main and secondary equipment rooms, IT build and IT store rooms	see 1.3	The offer indicates the availability of technical and equipment rooms and IT build and store rooms in the proposed building.
1.3.4 A telecommunications network with high capacity digital network and with high-speed connectivity		The offer does not indicate the availability of a telecommunications network.
1.3.5 High-performing data storage networks	"Off-site network and data storage [...] Security and operational IT standards apply [...] Specific needs met in Copenhagen Towers: ✓" (p. 9)	The offer indicates the availability of off-site network and data storage.
1.3.6 A main and a backup data centre for disaster recovery, both to be accessible from EMA premises via a fast high volume internet or fibre connection. Security and operational IT standards apply	"Off-site network and data storage [...] Security and operational IT standards apply [...] Specific needs met in Copenhagen Towers: ✓ Backup data centre [...] For disaster recovery [...] Specific needs met in Copenhagen Towers: ✓ " (p. 9)	The offer indicates the availability of off-site data centres.
1.4 Availability	"The Danish Government has therefore already reserved a prestigious building - Copenhagen Towers" (p. 8) - "the Danish EMA transition plan [...] shows that staff can begin to move into the office parts of the building from January 2019". (p. 10)	The offer indicates the premises being available for launch of relocation in January 2019.
1.5 Other	The building offers a sky lounge at floor 21 (p.9) and has "an exclusive catering service area for around 390 persons." (p. 11) "Copenhagen Towers has private "underground parking for cars and bikes with direct access to the Tower." (p. 14)	The offer provides additional information on the proposed premises as regards possible additional lounge, on catering services and on parking for cars and bikes.

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GENERAL ASSESSMENT OF CRITERION 1		The offer indicates the proposed premises, <i>Copenhagen Towers</i> (27,000 m ²), which, according to the offer, fulfil all EMA requirements covering the offices/workstations, meeting rooms with conference facilities, lounges, auditorium, reception (security features in the vicinity not mentioned), on-site and off-site archives, physical security and IT systems and standards. The offer indicates that the proposed premises would be available for EMA as of January 2019.
2) The accessibility of the location <i>This criterion concerns the availability, frequency and duration of flight connections from the capitals of all EU Member States to the airports close to the location, the availability, frequency and duration of public transportation connections from these airports to the location, as well as the quality and quantity of accommodation facilities. In particular, the criterion implies the capacity to allow for the continuation of the volume and intensity of current meeting activities of the Agency.</i>		
2.1 Flight connections from the capitals of all EU Member States to the airports close to the location		
2.1.1 Availability	<i>"All capitals of the EU Member States, except Bratislava, are serviced by direct scheduled flights." (p. 15)</i>	The offer indicates the availability of direct flights between Copenhagen and all EU capitals, except Bratislava.
2.1.2 Frequency	The offer indicates the weekly frequency of flights between Copenhagen and the EU capitals. The range of frequency varies from a minimum of 2 flights per week between Copenhagen and Larnaca, Cyprus and Copenhagen and Malta; and a maximum of 122 flights per week between Copenhagen and Stockholm. There are 64 flights between Copenhagen and Brussels, Belgium. (p. 15)	The offer indicates the frequency of flights per week between Copenhagen and EU capitals, varying between 2 flights and 122 flights per connection.
2.1.3 Duration	The offer indicates the duration of all flights between Copenhagen and EU capitals, varying from 63 minutes to 258 minutes (pg. 15)	The offer indicates the range of duration of flights between Copenhagen and EU capitals, varying from 63 minutes to 258 minutes.

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2.2 Public transportation connections from these airports to the location	<p>"REGIONAL TRAINS: 2 minutes' walk from Copenhagen Towers Frequency: Every ten minutes from 6am to midnight and every 30 minutes from midnight to 6am. Duration to and from the airport: 5 minutes. Price: 3.25 euro for a two zone ticket. METRO: 2 minutes' walk from Copenhagen Towers Frequency: The metro runs around the clock, every 4 minutes during rush hour from 07:00- 09:00am and 2:00-6:00pm, every 6 minutes outside rush hour and weekends, Sun-Thu 00:00-5:00am every 20 minutes, Fri-Sat 01:00- 07:00am every 15 minutes. Duration to and from the airport: 30 minutes (changing of metro lines is needed). Price: 4.85 euro for a three zone ticket. SHUTTLE SERVICE: By the entrance of Copenhagen Towers Shuttle service to and from the airport. Frequency: Every half hour daily from 6am to 11pm. Duration to and from the airport: 8 minutes. Price: 2 euro " (p. 14)</p>	
2.2.1 Availability	see 2.2	The offer indicates the availability of public transportation from the airport to the location.
2.2.2 Frequency	see 2.2	The offer indicates the range of frequency of public transportation between the airport and the location, varying from every 4 minutes to every 30 minutes.
2.2.3 Duration	see 2.2	The offer indicates the range of duration of public transportation between the airport and the location, varying from 5 minutes to 30 minutes.
2.3 Accommodation facilities		
2.3.1 Quality	<p>Denmark indicates 5 hotels in the vicinity of the proposed building, which range from a hostel to 4 star hotels.</p> <p>The offer indicates accommodation in Copenhagen: Total 2017: 18.139 hotels rooms. Expected total number of rooms in Copenhagen in 2018: 21.416. (p. 33)</p>	The offer indicates the quality of existing accommodation facilities, ranging from hostels to 5 star hotels (as well as not classified accommodation).
2.3.2 Quantity (daily peak hotel capacity needed of 350 rooms)	"Five hotels are located within 5 minutes' travel of Copenhagen Towers, with more than enough capacity to support the daily peak requirement of 350 rooms ." (p. 16)	The offer indicates the availability of 5 hotels in the vicinity of the proposed building with a capacity of covering capacity of 2,572 rooms per day with a further total capacity in the Copenhagen area of 15,567 rooms.

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2.4 Other	<p>"Copenhagen Airport is the largest hub in Northern Europe, with 165 direct international destinations – of which more than 100 are European." (p. 15)</p> <p>Hotel capacity in Copenhagen to expected to further increase in the period 2018-2020. (p. 16)</p>	The offer provides additional information on the Copenhagen airport and on future increase in hotel capacity.
GENERAL ASSESSMENT OF CRITERION 2		<p>The offer indicates the availability of direct flights to Copenhagen from all EU capitals, except Bratislava, with a frequency ranging from 2 to 122 flights per week and a duration ranging from 63 to 258 minutes.</p> <p>The offer indicates the availability of public transportation connections between the airport and the proposed location with a frequency ranging from every 4 to 30 minutes and a duration ranging from 5 to 30 minutes.</p> <p>The offer indicates the availability of 18,139 rooms, ranging from hostels to 5 star hotels.</p>
<p>3) The existence of adequate education facilities for the children of agency staff</p> <p><i>This criterion concerns the availability of multi-lingual, European-oriented schooling that can meet the needs for education facilities for the children of the current staff as well as the capacity to meet also the future education needs.</i></p>		
<p>3.1 Availability of multi-lingual, European-oriented schooling that can meet the needs for education facilities for the children of the current staff as well as the future education needs. As of September 2016, EMA's 890 members of staff have 648 children aged 0 to 18, of which...</p>	<p>"The European School Copenhagen is an accredited school under the internationally acknowledged system of European Schools. It offers a multicultural and multilingual, European-oriented education for nursery, primary and secondary students" (p.18) "The European School Copenhagen includes two language sections – Danish and English – and will open a third language section (French or German) in 2019 [...] It will move into its newly constructed and centrally located premises in 2018 [...]in the so-called Carlsberg area in Copenhagen close to metro, railway and bike lanes and near to the city centre. The city of Copenhagen will supply day care and schooling facilities for all children of the Agency staff from the day they relocate to Copenhagen." (p. 18). There are also international private schools, most of which have English as their primary language, while others teach primarily in German or French. (p. 18)</p>	

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3.1.1 ... 117 in nursery/day care; 96 in pre-school; 231 in primary school;	See 3.1	<p>The offer indicates the availability of a European school and international private schools offering schooling in Danish, English, French and German, without specifying the linguistic offer and available places.</p> <p>The offer indicates the city of Copenhagen's commitment to supply day care and schooling facilities for all children of EMA staff from the date of relocation.</p>
3.1.2 ... 149 in second level;	See information in Section 3.1.	<p>The offer indicates the availability of a European school and international private schools offering schooling in Danish, English, French and German, without specifying the capacity of linguistic offer and available places.</p> <p>The offer indicates the city of Copenhagen's commitment to supply schooling facilities for all children of EMA staff from the date of relocation.</p>
3.1.3 ... 55 in third level/university	<p>"Copenhagen alone has two universities in EU27 top 10 of the 100 most innovative universities in Europe 2017, one of the best business schools in Europe as well as world-renowned schools for architecture, design and film. The 2017 ranking of the strongest institutions for advancing science and inventing new technologies puts University of Copenhagen and the Technical University of Denmark in 7th and 8th place among the EU27. The QS 2017 ranking of Business and Management Studies ranks Copenhagen Business School as 13th in the world and 4th in EU27 ." (p.19)</p>	<p>The offer indicates universities and higher level educational facilities in Copenhagen, without specifying the availability of foreign language programmes.</p>
3.2 Other	<p>"[...] the Danish state provides financial support to all Danes over the age of 18 enrolled in a secondary or higher education programme. Foreign citizens have the possibility of applying for equal status with Danish citizens and thus being approved to receive financial support, if for instance they arrived with their parents before the age of 20 or have lived in Denmark for a minimum of five continuous years. The State Educational Grant and Loan Scheme can even be used to support studies abroad" (p. 19)</p> <p>Concerning enrolment of children from six months to six years in day care, nurseries and kindergartens, "A child-minding-guarantee promises your child a place within two months after the child is registered on a waiting list. Places offered via the guarantee will be either day care places or places at a nursery within four kilometres from the child's home. If the child is older than 2 years and 10 months, the child is guaranteed a place in a kindergarten within three months from the date of registration on the waiting list.</p> <p>Approximate monthly costs of childcare/ nursery in Copenhagen area:</p> <ul style="list-style-type: none"> • 460 euro with lunch. • 380 euro without lunch. <p>Approximate monthly costs of pre-schools in the Copenhagen area:</p> <ul style="list-style-type: none"> • 340 euro with lunch. • 275 euro without lunch." (p. 18) "[...] Copenhagen offers a variety of international schools, including a European school which is free of charge. It is nevertheless also possible to attend a Danish public school locally and free of charge ." (p. 18) 	<p>The offer provides additional information on the Danish education system, in particular as regards state financial support for secondary and higher education of Danes and certain foreign citizens, guaranteeing places for child day-care and kindergarten and the cost of childcare.</p>

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GENERAL ASSESSMENT OF CRITERION 3		<p>The offer indicates the city of Copenhagen's commitment to supply day care and schooling facilities for all children of EMA staff from the date of relocation. The offer indicates the existence of a European school and international private schools offering schooling in Danish, English, French and German, without specifying the linguistic offer and available places.</p> <p>The offer indicates universities and higher level educational facilities in Copenhagen, without specifying the availability of foreign language programmes.</p>
<p>4) Appropriate access to the labour market, social security and medical care for both children and spouses</p> <p><i>This criterion concerns the capacity to meet the needs of the children and spouses of the current as well as of future staff for social security and medical care as well as the availability to offer job opportunities for these.</i></p>		
<p>4.1 Capacity to meet the needs of the children and spouses of the current as well as of future staff as regards...</p>		
<p>4.1.1 ... social security</p>		<p>The offer does not provide information on access to social security for children and spouses of EMA staff.</p>
<p>4.1.2 ... medical care</p>	<p>Denmark gives full and free access to the public Danish healthcare system to EU migrant workers and their families. (p.12 & 22). "EMA employees, and their family members who take residence in Denmark, will have free access to public healthcare [...] Citizens in need of hospital care may, within certain limits, freely choose any public and some private hospitals [...] All hospital medicines are paid for by the regions and all treatments in public hospitals, including medicines, are provided free of charge to the patient. A comprehensive system entitles patients to reimbursement when they buy medicine from a private pharmacy ." (p. 22)</p>	<p>The offer indicates that children and spouses of EMA staff have access to medical care.</p>

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4.2 Job opportunities for children and spouses of current and future staff	<p>"There are on average five hundred job vacancies in English in the Copenhagen area alone. English is the corporate language in six out of ten Danish companies operating internationally. Via workindenmark.dk, a public employment service for highly qualified international candidates looking for a job, Danish employers are matched with foreign candidates. The 11 UN agencies/organisations with seats in Copenhagen are a good example of an international workplace where there are always plenty of open vacancies. Starting your own business is also an option, particularly given that Denmark topped this year's EuCham study as the best for business." (p. 21)</p>	<p>The offer indicates an average of 500 job vacancies in English in the Copenhagen area and provides general information on international workplaces. The offer also indicates a national service matching Danish employers with foreign candidates.</p>
4.3 Other	<p>"[...] the Danish labour market is the most dynamic in the EU and that Danish employees have the highest job satisfaction in the EU. And job satisfaction does not apply only to Danes: 80 per cent of the expats working in Denmark are satisfied with their job" (p. 21)</p> <p>"Copenhagen has prepared a range of free services to help partners find a job. For example, London information meetings for partners about job search and career opportunities in Denmark [...]." (p. 26)</p>	<p>The offer provides additional information concerning employee satisfaction in Denmark.</p> <p>The offer also indicates Denmark's intention to provide free services to help EMA staff partners find a job in Denmark.</p>
GENERAL ASSESSMENT OF CRITERION 4		<p>The offer does not provide information on access to social security for children and spouses of EMA staff. The offer indicates that children and spouses of EMA staff have access to medical care. The offer indicates an average of 500 job vacancies in English in the Copenhagen area and provides general information on international workplaces. The offer also indicates a national service matching Danish employers with foreign candidates, as well individualised services to be offered to spouses of EMA staff about job research and carer opportunities in Denmark.</p>

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<p>5) Business continuity <i>This criterion is relevant given the critical nature of the services provided by the Agencies and the need therefore to ensure continued functionality at the existing high level. The criterion relates to the timeframe required to fulfil the four criteria above. It concerns amongst other things the ability to allow the Agencies to maintain and attract highly qualified staff from the relevant sectors, notably in case not all current staff should choose to relocate. Furthermore, it concerns the capacity to ensure a smooth transition to the new locations and hence to guarantee the business continuity of the Agencies which should remain operational during the transition.</i></p>		
<p>5.1 Timeframe required to fulfil the four criteria above</p>	<p>The offer provides a timeframe with different activities from a transition plan - see Section 5.3. Starting date of transition plan: date of a decision on EMA new location; finish date: latest by March 2019.</p>	<p>The offer indicates the time frame required to fulfil the four criteria, starting when a decision on EMA new location is reached and running until March 2019.</p>
<p>5.2 Ability to allow EMA to maintain and attract highly qualified staff from the relevant sectors</p>	<p><i>"Copenhagen [...] offers a world-class research environment where expertise and easy access to both researchers and professional research collaborations provide an excellent setting for the activities of EMA. Denmark is also home to an innovative and vibrant Life Sciences industry comprising world leading pharmaceutical, biotech and medtech companies. These companies, both national and international, will provide a highly professional work environment and ensure that there is a highly competent and professionally skilled workforce for EMA to tap into. The Danish Life Sciences cluster is constantly evolving, with new expertise and resources being added. For example, the Copenhagen Centre for Regulatory Science (CORS) was established at the University of Copenhagen in 2015, in cooperation with both authorities and industry. It aims to influence and conduct regulatory research and education with an international perspective to the benefit of patients, authorities, industry and other stakeholders. CORS will contribute to the scientific expertise necessary for the continued work of EMA, and could contribute new staff specialised in the relations between law and pharmaceutical science .</i></p> <p><i>"According to the Global Talent Competitiveness Index 2017 Copenhagen is the best city in the world in terms of growing, attracting, retaining and creating attractive conditions for talent. The Capital Region of Copenhagen has a unique global pool of talents and has built a large recruitment base of mobile international candidates with specialist skills in various fields" (p. 26) "the Capital Region of Denmark has prepared a number of activities (e.g. targeted talent attraction), which can assist EMA in finding relevant permanent and temporary staff, ensuring replacement resources can be recruited in case of staff loss. If this should occur, the Capital Region offers a tailor made campaign for EMA" (p. 27)</i></p> <p>The offer provides detailed information on a specific service it plans to provide to EMA staff and their families pre- and post-relocation, to allow EMA to maintain staff. (p. 25)</p>	<p>The offer indicates the possibility for EMA to recruit relevant staff from Denmark's talent pool, including Denmark's life science sector, and on a number of activities that Denmark plans to carry out in order to assist EMA with recruitment.</p> <p>The offer indicates pre- and post- arrival service organised free of charge by the city of Copenhagen for international citizens.</p> <p>The offer indicates in a detailed way a specific service it plans to provide to EMA staff and their families pre- and post-relocation.</p>

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<p>5.3 Smooth transition to the new locations - EMA can remain operational during the transition</p>	<p>Denmark provides for a transition plan, with specific activities relating to preparing the new building, relocating EMA staff and business continuity. <i>"The transition plan ensures that EMA can be fully operational at its new location in Copenhagen by March 2019."</i> The plan is to be set in motion as soon as a decision has been taken on EMA's new location. <i>"[...] the plan accounts for necessary office adaptations to be finalised by early 2019. Details will be finalised in negotiation with the landlord after a decision has been made."</i> <i>"Denmark has carefully handpicked a professional transition team that will work in close cooperation with representatives from EMA to ensure a smooth relocation and settlement."</i> Activities are planned to ensure continuity for EMA's core activities during the transition. <i>"Such activities include identification of EMA recruitment needs and pre-screening; as well as transition and migration of IT infrastructure and services."</i> (p. 5) Denmark provides a transition plan to help EMA recruit resources in order to compensate for any staff loss. (p. 27) It also offers transition of EMA IT in the final stage in 2019. (p. 28)</p>	<p>The offer indicates a plan to ensure EMA a smooth transition to the new location, covering three issues: the new building, relocation of staff and business continuity.</p>
<p>5.4 Other</p>	<p><i>"The linguistic capabilities of Danes – among the best non-native English speakers in the world – will also make working and living in Copenhagen convenient and attractive for employees of EMA and their families. English can be used in all aspects of everyday life. However to aid integration, expats living in Denmark are offered free access to 250 hours of teaching in labour market related Danish for up to 18 months."</i> (p. 6) <i>"Denmark will reach out to EMA staff before the move to provide information on living in Denmark"</i> (p. 12)</p> <p><i>"The City of Copenhagen offers free of charge pre- and post-arrival services organised by International House Copenhagen (IHC). IHC is the region's one-point entry service to all international citizens in Greater Copenhagen, specialised in receiving and retaining international citizens. Resources will be dedicated to relocation services for EMA employees, ensuring sufficient capacity and high professional standards. IHC has successfully supported the relocation of several companies and their employees, supported the establishment of the UN City and eased the settling-in phase for international staff at Danish universities. EMA employees and families can rest assured that a well-functioning structure and experienced, helpful staff will guide them through the transition. The transition plan below shows the three main tracks in retaining staff: Information and identifying needs, solving practical matters and assisting partners and families"</i> (p.25). <i>"Information is essential for EMA employees and families to get to know Copenhagen as a new home and how relocation can be made easy. IHC will therefore set up a local help desk at EMA in London and arrange introductory and information meetings for both EMA employees and their partners prior to the move. They will also assist in practical citizen services such as appropriate registration, healthcare access cards and insurance, residence and work permits etc. covering 31 municipalities in the Greater Copenhagen area. The help desk will be staffed by IHC employees and will be able to provide support on all type of relocation questions. To ensure the best possible support, IHC will establish the needs of EMA staff and their families through interviews or questionnaires. Likely areas of concern will include housing, career opportunities for accompanying partners, children need for schools/day care, and residing in Denmark. This support process will be initiated immediately after a decision on the new location is made and maintained throughout the transition period – ensuring the same options are given employees whenever they make their relocation decision"</i> (p. 25)</p>	<p>The offer provides additional Information on the linguistic capabilities of Danes and on courses to facilitate integration for EMA staff, children and spouses.</p> <p>The offer indicates in a detailed way a specific service it plans to provide to EMA staff and their families pre- and post-relocation.</p>

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GENERAL ASSESSMENT OF CRITERION 5		<p>The offer indicates a plan to ensure the agency a smooth transition to the new location, with indication of the time frames needed for the new building, the relocation of staff and business continuity, starting when a decision on EMA new location is reached and running until March 2019.</p> <p>The offer indicates the possibility for EMA to recruit new staff from Denmark's talent pool, including in the life science sector, and on a number of activities that Denmark plans to carry out in order to assist EMA in that regard.</p> <p>The offer indicates in a detailed way a specific service it plans to provide to EMA staff and their families pre- and post-relocation, to allow EMA to retain staff.</p>
<p>6) Geographical spread <i>This criterion relates to the agreed desirability of geographical spread of the agencies' seats, and to the objective set in December 2003 by the representatives of the Member States, meeting at Head of State or Government level and confirmed in 2008</i></p>	<p>"Copenhagen has a track record of successfully hosting international organisations, including the European Environment Agency [...]" (p. 5)</p>	<p>Denmark hosts one EU decentralised agency, the European Environmental Agency (EEA) in Copenhagen.</p>
SPECIFIC ISSUES		
a) The Member State's plan for...		
... when would the relocation take place	see information under 5	<p>The offer indicates a plan according to which relocation will take place from January by March 2019, with preparation measures being taken from November 2017 onwards.</p>
... how would the relocation take place?	see Section 5.	<p>The offer indicates a plan with specified measures to take as regards the building, relocation of staff and business continuity.</p>

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How would this plan ensure that the Agency remains operational?	see Section 5.	The offer indicates a plan to, specifically, identify EMA recruitment needs and pre-screening; as well as transition and migration of IT infrastructure and services.
GENERAL ASSESSMENT OF SPECIFIC ISSUE a)		<p>The offer indicates a plan according to which relocation will take place from January by March 2019, with preparation measures being taken from November 2017 onwards.</p> <p>The offer indicates a plan with specified measures to take as regards the building, relocation of staff and business continuity (such as identify EMA recruitment needs and pre-screening; as well as transition and migration of IT infrastructure and services.)</p>
b) The premises that would be offered to be rented or put at the disposal of the Agency indicated in the offer, including temporary premises	See Section 1.	The offer indicates the proposed premises, the <i>Copenhagen Towers</i> .
How would these premises meet the specific needs of the Agency?	<p>"<i>Copenhagen Towers will meet all EMA's needs for a new location .</i>" (p. 9)</p> <p>"<i>EMA will be invited to actively participate in the relocation process, for example as regards:</i></p> <ul style="list-style-type: none"> • <i>Preparation of the final requirements for the EMA offices and conference rooms interior design, layouts for the different flooring in the offices, etc. The requirement specification must be approved by EMA and will also be an appendix to the lease.</i> • <i>Participation in steering group meetings regarding remodelling and preparing the building based on the requirements to ensure compliance with EMA's expectations and continuous operation.</i>" (p. 12) 	The offer indicates in a detailed way how these premises fulfil all EMA requirements.
GENERAL ASSESSMENT OF SPECIFIC ISSUE b)		The offer indicates the proposed premises, <i>the Copenhagen Towers</i> , and indicates in a detailed way how these premises fulfil all EMA requirements.
c) The financial terms for the Agency's use of these premises	" <i>The Danish Government has already reserved a prestigious building – Copenhagen Towers – and offers to lease the premises on EMA's behalf for a period of 20 years.</i> " (p. 8)	The offer does not provide information on the financial terms for EMA's use of the building, besides Denmark's intention to pay rent and charges for 20 years.
Would the Member State pay the rent for a given period or indefinitely?	See c1)	The offer indicates Denmark's intention to pay the rent for the proposed premises for 20 years.

Criterion/specific issue	Information provided in the Offer	Commission assessment
GENERAL ASSESSMENT OF SPECIFIC ISSUE c)		The offer does not provide information on the financial terms for EMA's use of the building, besides Denmark's intention to pay rent and charges for 20 years.
d) The terms concerning maintenance of the building		The offer does not provide information on the terms concerning maintenance of the proposed building.
The terms concerning upgrading the building or future extensions of the building	It is possible to redesign the premises allocated to EMA in order to meet the agency's specific requirements. (p. 8)	The offer provides general information on the possibility to redesign the building.
GENERAL ASSESSMENT OF SPECIFIC ISSUE d)		The offer provides general information on the possibility to redesign the proposed premises, without indicating the terms for their maintenance, upgrading or future extension.
e) Any special conditions offered with regard to all costs and dedicated infrastructures	<p>"Denmark will defray the following costs and expenses:</p> <ol style="list-style-type: none"> 1. Payment of the consulting architect for preparation of the final requirements specification – taking into account EMA's needs and wishes. 2. Deposit to the lessor. 3. Rent, taxes and service fee for 20 years. 4. The lessee's share of running costs (electricity, water and heating), including in respect of facilities and areas shared with other lessees for 20 years. 5. Costs relating to remodelling of the premises in accordance with EMA's requirements. 6. Cabling of the premises. 7. Additional IT equipment (CCTV, audio and video conference facilities etc ." (p. 11) 	The offer indicates Denmark's intention to defray certain costs and expenses in relation to preparing and leasing the proposed building and the lessee's share of the running costs of the building for 20 years.
f) Any benefits that would be granted to the Agency and/or its staff (in addition to those following from Protocol No 7 on the privileges and immunities of the European Union)	"A headquarters agreement with EMA will be based on Protocol 7 conditions and privileges and with due respect to the Commission's guidelines for headquarters agreements of EU decentralised agencies. " (p. 12)	The offer does not indicate benefits in addition to those following from Protocol No. 7.
Member State's commitment to confirm the conditions offered in a headquarters agreement with EMA	"A headquarters agreement with EMA will be based on Protocol 7 conditions and privileges and with due respect to the Commission's guidelines for headquarters agreements of EU decentralised agencies. " (p. 12)	The offer indicates that the Member State will sign a headquarters agreement with EMA.
OTHER POSSIBLY RELEVANT ISSUES MENTIONED IN THE OFFER		
Proximity to national medicines agency	<p>"The proposed EMA location is only 5 kilometres away from the Danish Medicines Agency and will allow this close co-operation to flourish.</p> <p>Denmark's strong regulatory setting, active role in the work of EMA and the strong Life Sciences cluster in Greater Copenhagen [...] offer the optimal conditions for EMA to fulfil its mission to protect human and animal health." (p.8)</p>	

Criterion/specific issue	Information provided in the Offer	Commission assessment
Quality of life	According to the offer, Danes are one of the happiest people in the world because they enjoy high quality of life. Denmark is the least corrupt country in the world. Copenhagen is a cultural city, with culture contributing to employment and job creation. Copenhagen is green and clean, with a range of larger recreational areas. It is a great city for family with children. Denmark offers the best work-life balance in the world. "Copenhagen [...] is consistently ranked among the most liveable cities in the world" (p. 5) - "Copenhagen is a safe city - the safest capital in the EU", "high quality of life", "Copenhagen is ranked number 1 among XL-cities by the European Commission in 'The Cultural and Creative Cities Monitor'", "Copenhagen is a green and clean city located by the sea", "A range of larger recreational areas are within easy reach ." (p. 6)	
Good governance	<i>"In 2016, Denmark was once again named the least corrupt country in the world and shares the honour with Norway of being the most cyber-secure country. Denmark is a global leader and ranks best in the EU with regard to government effectiveness." (p. 6)</i>	
Housing	<i>"Copenhagen offers an accessible real estate market that is expanding year by year. New buildings are being constructed and older ones are being renovated. Plans are in place to construct more than 8,000 new houses or apartments in the city of Copenhagen during 2017 [...] The cost of living in Copenhagen is similar to that of other large European cities and rental prices are considerably lower than many – for example, London, Paris, Vienna and Amsterdam. Salaries in Copenhagen are the third highest in the world – surpassed only by Zürich and Geneva. Many welfare services that strain household budgets (cost of living) in other countries are either free or state-subsidised in Denmark." (p. 22)</i>	