

Assessment EMA - Offer by Poland - Warsaw		
Criterion/specific issue	Information provided in the Offer	Commission assessment
<p><b>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</b>  <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>Proposed building 1) <i>"The Agency would be located in the Business Garden buildings, situated in the office center of Warsaw, in close proximity to Warsaw Chopin Airport. 4 buildings provide overall office space 56 710 sqm "</i> (p. 2).</p> <p>Proposed building 2) <i>"Alternatively, in case the Agency would prefer a single building, the Warsaw Hub building will be ready in 4Q 2019. This building will be situated in one of the most prestigious areas of the Polish capital and in the very center of Warsaw [...].The rentable area will be 37 000 sqm across 30 floors "</i> (p. 3).</p>	
<p><b>1.1 Necessary logistics and sufficient space (a total of 27,000 m<sup>2</sup> of office space) for...</b></p>	<p>See Section 1</p> <p><i>"If Warsaw is chosen, the office premises will include sufficient space for offices, meeting rooms and off-site archiving ."</i> (p. 2)</p> <p>1) <i>"Office interiors can be managed and arranged with a high degree of freedom, making it easy to adapt the rental space to the requirements of the Agency in order to provide an adequate number of staff office rooms (or open space, if preferable), meeting rooms, space for storage and other service promises as well as reception and lobby. "</i> (p. 2)</p> <p>2) -</p>	<p>The offer indicates two alternative premises: first, the <i>Business Garden buildings</i> (56,710 m<sup>2</sup>) and second, <i>Warsaw Hub building</i> (37,000 m<sup>2</sup>).</p>
<p><b>1.1.1 ...offices, to host 890 members of staff. EMA has 18,500 m<sup>2</sup> in offices and open-plan with capacity for 1,300 office work stations and adequate internal meeting rooms</b></p>	<p>See section 1.1</p>	<p>The offer provides general information on the availability of sufficient space for offices, without providing specific information on the number of work stations.</p>
<p><b>1.1.2 ...meeting rooms, a total of 6,000 m<sup>2</sup>. 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:</b></p>	<p>See section 1.1</p>	<p>The offer provides general information on the availability of meeting rooms, without providing specific information on the number of available m<sup>2</sup> and the equipment.</p>
<p><b>1.1.2.1 five rooms with 70-120 seats</b></p>		<p>The offer does not provide specific information on meeting rooms with 70-120 seats.</p>
<p><b>1.1.2.2 two rooms with 35 seats</b></p>		<p>The offer does not provide specific information on meeting rooms with 35 seats.</p>
<p><b>1.1.2.3 ten rooms with 4-24 seats</b></p>		<p>The offer does not provide specific information on meeting rooms with 4-24 seats.</p>
<p><b>1.1.3 ...one enclosed lounge of 500 m<sup>2</sup> and another lounge for 50 persons, both lounges with desk/work stations and storage facilities</b></p>		<p>The offer does not provide information on the availability of lounges.</p>
<p><b>1.1.4 ...an auditorium for around 300 people</b></p>		<p>The offer does not provide information on the availability of an auditorium.</p>

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1.1.5 ...a 250 m <sup>2</sup> reception area, with disability access as well as with adequate security structure in the vicinity	1) see Section 1.1 2) -	The offer indicates a general commitment on the availability of a reception area for building 1), without providing specific information on disability access or security structure. The offer does not provide information on the availability of a reception area for building 2).
1.1.6 ...archiving facilities:		
1.1.6.1 EMA's off-site archive is 600 m <sup>2</sup> and 9m high	see Section 1.1	The offer indicates a general commitment for the availability of off-site archives for EMA, without providing specific information on the number of available m <sup>2</sup> .
1.1.6.2 On site, EMA has an archive room of approx. 30 m <sup>2</sup> as well as on-floor filing rooms on floors 1 and 5-10 of 5 m <sup>2</sup> each		The offer does not provide information on the availability of on site archive rooms.
1.2 Appropriate physical security standards		
1.2.1 Access control systems	1) "All installations, including air conditioning, ventilation, access control and surveillance will be monitored by a building management system (BMS) to ensure efficient functioning and effectively optimize operating expenses ." (p. 2) 2) -	The offer indicates the availability of access control systems for building 1). The offer does not provide information on the availability of access control systems for building 2).
1.2.2 Closed Circuit Television (CCTV)		The offer does not provide information on the availability of CCTV.
1.3 Appropriate IT systems and security standards	1) "High-performing telecommunications and data storage networks as well as appropriate physical and IT security standards would be provided in the building ." (p. 2) 2) -	
1.3.1 Centralised Uninterruptible Power Supply		The offer does not provide information on the availability of Centralised Uninterruptible Power Supply.
1.3.2 WiFi throughout the premises		The offer does not provide information on the availability of WiFi.
1.3.3 Technical rooms, main and secondary equipment rooms, IT build and IT store rooms		The offer does not provide information on the availability of technical rooms.
1.3.4 A telecommunications network with high capacity digital network and with high-speed connectivity	1) See Section 1.3 2) -	The offer indicates the availability of high-performing telecommunications networks for building 1). The offer does not provide information on the availability of a telecommunications network for building 2).
1.3.5 High-performing data storage networks	1) See Section 1.3 2) -	The offer indicates the availability of high-performing data storage networks for building 1). The offer does not provide information on the availability of data storage networks for building 2).
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	"As far as data centres are concerned, Poland has a highly developed IT market fully capable of providing data centres by external providers ." (p. 2)	The offer indicates the availability of data centres in Poland, without providing specific information on their accessibility to EMA.

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<b>1.4 Availability</b>	<p>"The office premises will be available in time for the Agency to be able to take up its functions at the new location at the withdrawal date. This shall be confirmed in a headquarters agreement with the Agency ." (p. 9)</p> <p>1) "The attractive premises of the proposed office will be available from December 2018, in time for the Agency to take up its functions before the Exit date ." (p. 2)</p> <p>2) "Alternatively, in case the Agency would prefer a single building, the Warsaw Hub building will be ready in 4Q 2019 ." (p. 2)</p>	The offer indicates that building 1) would be available by December 2018 and building 2) would be available in 4Q 2019.
<b>1.5 Other</b>	2) "This building will be situated in one of the most prestigious areas of the Polish capital and in the very center of Warsaw (Sienna St./Towarowa St. Warsaw). With bus and tram lines and an intersection of two metro lines in close vicinity, The Warsaw Hub building provides excellent transport links which will be appreciated by employees and visiting business partners ." (p. 2)	The offer indicates that building 2) is well connected in Warsaw.
<b>GENERAL ASSESSMENT OF CRITERION 1</b>		The offer indicates two alternative premises: first, the Business Garden buildings (56,710 m <sup>2</sup> ) and second, Warsaw Hub building (37,000 m <sup>2</sup> ), which, according to the offer, would fulfil certain EMA requirements, without commenting on individual requirements. According to the offer, building 1) would be available by December 2018 and building 2) would be available in 4Q 2019.
<b>2) The accessibility of the location</b> <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>	<p>"Warsaw offers 2 international airports with over 180 flight destinations to 65 countries around the world. The city's two airports handle around 16 m passengers a year." (p. 4)</p> <p>Airport 1): Warsaw Chopin Airport Airport 2): Warsaw Modlin Airport</p>	
<b>2.1 Flight connections from the capitals of all EU Member States to the airports close to the location</b>		
<b>2.1.1 Availability</b>	The offer indicates that "Warsaw is well-connected with all EU capitals and major cities, to name a few: [...]" (p. 3) and then provides the flight times to 11 EU capitals. (p. 4)	The offer indicates the availability of flight connections to all EU capital and provides specific information on flights to 11 EU capitals.
<b>2.1.2 Frequency</b>		The offer does not indicate the frequency of flight connections to EU capitals.

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<b>2.1.3 Duration</b>	The offer indicates the duration of direct flights to 11 EU capitals, ranging from 1h10 (Prague or Budapest) to 2h55 (Dublin). (p. 4)	The offer indicates the duration of flight connections to 11 EU capitals, ranging from 1h10min. to 2h55min.
<b>2.2 Public transportation connections from these airports to the location</b>	<p><i>"Chopin Airport, the main airport, is located about 10 kilometers from the city centre. Chopin Airport is served by five public bus routes, all of them with stops at Warsaw's key transport roads and biggest hotels. There are two routes connecting the airport with the city centre, and they run daily between c. 4.30 am – 11.00 pm. There is also one night route running daily between 11.15 pm – 04.49 am. Transfer to the location takes approx. 45 minutes. Buses travel on that line almost 120/60 times a day. Chopin Airport is also linked to the city centre by a railway service operating from 6.00 am to 11.00 pm 3 times per hour. The transfer to the location takes approx. 40 minutes. Trains operate on that line almost 54 times a day."</i> (p. 3)</p> <p><i>"Warsaw Modlin Airport is located around 35 kilometers north-west of the city centre. There is a carrier (ModlinBus) that offers direct bus connections from Warsaw Modlin Airport (WMI) to Warsaw city centre (Plac Defilad, opposite the entrance to the Palace of Culture and Science) - the transfer takes 40 minutes. Buses travel on that line almost 50 times a day both ways, and the timetable is adapted to departure and arrival schedule. There is also a train running every hour from the city centre (the journey takes approx. 1 h)." (p. 3)</i></p>	
<b>2.2.1 Availability</b>	See 2.2  Building 1) is located in close proximity to Warsaw Chopin Airport, while building 2) is located in Warsaw city centre. (p. 2)	The offer provides detailed information on the availability of public transportation (buses and trains) connecting both airports with Warsaw city centre. Building 1) is located in close proximity to Warsaw Chopin Airport, while building 2) is located in Warsaw city centre.
<b>2.2.2 Frequency</b>	See 2.2	The offer indicates the frequency of public transportation connecting Chopin Airport and the city centre at between 3 times/hour by train to 120/60 times a day by bus. The frequency of public transportation connecting Warsaw Modlin Airport and the city centre is every hour by train and 50 times a day by bus.
<b>2.2.3 Duration</b>	See 2.2	The offer indicates a duration of public transportation connecting Chopin Airport and the city centre of 40 minutes by train and 45 minutes by bus and a duration of public transportation connecting Warsaw Modlin Airport and the city centre of 40 minutes by bus and 1 hour by train.
<b>2.3 Accommodation facilities</b>	<p><i>"Infrastructure for visitors</i>  <i>- 80 hotels</i>  <i>- 24,000 hotel beds</i>  <i>- 13,000 hotel rooms</i>  <i>- 11 five-star hotels, 17 four-star hotels</i></p> <p><i>Warsaw has the advantage of having a high number of four- and five-star hotels. The majority represents international hotel chains such as Accor, Best Western, Carlson Rezidor, Hilton, InterContinental, Marriott and Starwood, as well as others from Polish hotel groups. Most of the hotels are located in the city centre and many of them are within walking distance of the proposed EMA site. "</i> (p. 4)</p>	
<b>2.3.1 Quality</b>	See 2.3	The offer indicates the availability of hotels of different quality.

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<b>2.3.2 Quantity (daily peak hotel capacity needed of 350 rooms)</b>	See 2.3	The offer indicates the availability of 13,000 hotel rooms.
<b>2.4 Other</b>		
<b>GENERAL ASSESSMENT OF CRITERION 2</b>		<p>The offer indicates the availability of flights between Warsaw and all EU capitals. The offer provides specific information on flights to 11 EU capitals, with a duration ranging from 1h10min. to 2h55min, without providing specific information on the frequency of these flights. The offer indicates the availability of public transportation connections between the two Warsaw airports and Warsaw city centre, with a duration ranging from 40min. to 1 hour and a frequency ranging from every 1 hour to 120/60 times a day. Building 1) is located in close proximity to Warsaw Chopin Airport, while building 2) is located in Warsaw city centre.</p> <p>The offer also indicates the availability of 13,000 hotel rooms hotel rooms of different quality.</p>
<b>3) The existence of adequate education facilities for the children of agency staff</b> <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>		
<b>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...</b>	<i>"Poland will provide access to educational facilities for the children of the staff of the Agency. Warsaw offers a wide range of multilingual, European-oriented schooling facilities ranging from pre-school through primary and secondary education. There is a wide selection of schools offering teaching in foreign languages (e.g. English, French, German and others). A European school or an accredited European school will soon be established in order to provide education for the children of the staff of EU institutions based in Warsaw (in accordance with the provisions of the Frontex Headquarters agreement). The launch of the accreditation procedure is preliminarily scheduled for September 2017. [...] The City of Warsaw offers a wide range of primary and secondary bilingual schools and can help incoming employees find appropriate educational facilities for their children. There are currently 2048 places in 44 public primary schools offering English, French, German or Spanish classes." (p. 5)</i>	

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3.1.1 ... 117 in nursery/day care; 96 in pre-school; 231 in primary school;	See 3.1	The offer does not provide information as regards the existence of nurseries/day care centres. The offer provides general information on the existence of pre-schools with teaching in English, French, German and other languages, without providing specific information on the availability of places. The offer indicates the availability of 2048 places in 44 public primary schools with teaching in English, French, German and Spanish, without providing specific information on the availability of places in the different European languages. The offer also indicates the intention of Poland to launch the procedure to establish an accredited European school to provide education for the children of the staff of EU institutions based in Warsaw.
3.1.2 ... 149 in second level;	See 3.1	The offer provides general information on the existence of secondary schools with teaching in English, French, German and other languages, without providing specific information on the availability of places.
3.1.3 ... 55 in third level/university	<p>"Moreover, Warsaw-based universities offer a vast variety of study programs in English ." (p. 5)</p> <p>"Warsaw is a leading Polish academic center with the best and largest Polish universities. There are 61 private and 15 public universities in Warsaw, with approximately 240 000 students and 57 000 graduates. [...] Warsaw public universities also occupy top places in recognized national rankings.[...] Warsaw has a long list of recognized non-public graduate schools, which specialize in economics and IT [...]. The potential of Warsaw universities also lies in its modern R&amp;D infrastructure and innovation centers. [...]Within the framework of the consortium of leading universities and research institutes in Warsaw, the most cutting-edge institute – the Centre for Advanced Materials and Technology in Central and Eastern Europe - was constructed. This state-of-the-art research centre for materials and technologies of the future is open to cooperation with research teams from Poland and abroad ."</p> <p>(p. 6)</p>	The offer indicates the availability of study programmes in English at university level, without providing specific information on the number of available places.
3.2 Other		

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<b>GENERAL ASSESSMENT OF CRITERION 3</b>		The offer does not provide information as regards the existence of nurseries/day care centres. The offer indicates the existence of pre-schools and secondary schools with teaching in English, French, German and other languages, without providing specific information on the availability of places. The offer indicates the availability of 2,048 places in 44 public primary schools with teaching in English, French, German and Spanish, without providing specific information on the availability of places in the different European languages. The offer also indicates the intention of Poland to launch the procedure to establish an accredited European school to provide education for the children of the staff of EU institutions based in Warsaw. The offer provides general information about the existence of Warsaw-based universities offering a vast variety of study programmes in English.
<b>4) Appropriate access to the labour market, social security and medical care for both children and spouses</b> <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>		
<b>4.1 Capacity to meet the needs of the children and spouses of the current as well as of future staff as regards...</b>		
<b>4.1.1 ... social security</b>	<i>"The staff of the Agency would be exempt from any compulsory contribution to the national social security system. As a result, they wouldn't be covered by the national social security regulations unless they voluntarily join the national security system. The same provisions would apply to family members unless they are employed in Poland by an employer other than the Agency or receive social security benefits from Poland. Poland recognises the Joint Sickness Insurance Scheme of the European Union." (p. 8)</i>	The offer indicates access to social security for children and spouses of EMA staff.
<b>4.1.2 ... medical care</b>	<i>See 4.1.1</i>  <i>"There are more than 1200 medical facilities in Warsaw, including 67 hospitals. Warsaw also offers walk-in centres as well as overnight and holiday healthcare facilities. Access to those facilities is not limited and the medical staff speaks English. [...] There are medical benefit packages available on a basis of private medical insurance in most of private medical facilities." (p. 8)</i>  <i>The offer provides a list of English speaking private medical centres in Warsaw. (p. 8)</i>	The offer indicates more than 1200 medical facilities in Warsaw, including 67 hospitals, as well as the availability of English speaking medical staff.

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<b>4.2 Job opportunities for children and spouses of current and future staff</b>	<p>"[...]Poland offers an open and stable job market that could easily meet the needs of the children and spouses of the Agency's staff. [...] Citizens of EU-member states do not need work permits to take up employment in Poland, while most residents of non EU-member countries will require a work permit. Over 2700 international companies operated from Warsaw in 2016. The city is home to the largest number of Business Services Centers in Poland (155, incl. 126 foreign centers) with over 35 000 employees. The centers operate worldwide, which makes the knowledge of foreign languages EMA's staff and families are likely to bring to the job market a highly desirable asset. [...] Aside from Germany, the United Kingdom and the USA, business services centers most frequently serve customers from Poland, France and Switzerland. [...] 37 languages are used at business services centers in Poland. 86% of them employ foreigners".</p> <p>The offer then lists four process categories creating over 3/4 of the jobs in the sector: IT services (37% of employees), finance and accounting (19%), financial services (11%) and customer operations (10%). (p. 6-7)</p>	<p>The offer provides information on job opportunities in Warsaw for foreign nationals, pointing at a business services sector which employs 35,000 people in Warsaw mainly in four activities (IT services, finance and accounting, financial services and customer operations) and in 37 languages.</p>
<b>4.3 Other</b>	<p>"The City of Warsaw Labour Office's support in finding employees:</p> <ul style="list-style-type: none"> <li>- refund of equipment for the new workplace costs</li> <li>- trainings for new employees recruited via Labour Office</li> <li>- use of platforms for employers with job advertisements</li> <li>- use of bulletin boards located in city council offices to advertise investor's offers</li> <li>- grant for the employment of people over 50 years old</li> <li>- month internship/stage " (p. 8)</li> </ul>	<p>The offer indicates the existence of a Labour Office, providing services in finding employment.</p>
<b>GENERAL ASSESSMENT OF CRITERION 4</b>		<p>The offer indicates access to social security and medical care for children and spouses of EMA staff. The offer indicates more than 1200 medical facilities in Warsaw, including 67 hospitals, as well as the availability of English speaking medical staff. The offer provides information on job opportunities in Warsaw for foreign nationals, pointing to the business services sector which employs 35,000 people in Warsaw and in 37 languages, as well as the existence of a Labour Office, providing services in finding employment.</p>



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<p><b>5) Business continuity</b>  <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><b>5.1 Timeframe required to fulfil the four criteria above</b></p>	<p><i>"In light of the fact that criteria 1-4 are already met, a smooth transition to the new location will be ensured and business continuity guaranteed. In particular, the office premises will be available in time for the Agency to be able to take up its functions at the new location at the withdrawal date. This shall be confirmed in a headquarters agreement with the Agency ." (p. 9)</i>  <i>"The attractive premises of the proposed office will be available from December 2018, in time for the Agency to take up its functions at the withdrawal date ." (p. 2)</i>  <i>"The relocation timetable will be confirmed in a headquarters agreement concluded with the Agency ." (p. 2)</i></p>	<p>The offer indicates that criteria 1-4 are already met and that the office premises would be available from December 2018. The offer indicates that a relocation timetable will be confirmed in a headquarters agreement concluded with the Agency.</p>
<p><b>5.2 Ability to allow EMA to maintain and attract highly qualified staff from the relevant sectors</b></p>		<p>The offer does not provide information on the ability of EMA to maintain and attract highly qualified staff from the relevant sectors.</p>
<p><b>5.3 Smooth transition to the new locations - EMA can remain operational during the transition</b></p>	<p><i>"Poland will establish a relocation support team responsible for all practical issues pertaining to EMA relocation activities and responsible for helping EMA employees settle in a new place." (p. 11)</i></p>	<p>The offer indicates Poland's intention to establish a support team responsible for relocation activities, without providing specific information on how the Agency would remain operational during the transition.</p>

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<p><b>5.4 Other</b></p>	<p><i>"Poland is currently the largest pharmaceutical market in Central and Eastern Europe and the sixth largest across the continent, one with bright prospects for the coming years. This provides a great opportunity for further pharmaceutical collaboration, Polish companies leveraging scientific and medical exchanges and joining international networks. This makes Poland and its capital city a perfect destination for the relocation of the European Medicines Agency (EMA)." (p. 1)</i></p> <p><i>Intellectual potential of the Polish pharmaceutical sector</i></p> <p><i>Young intellectual potential to absorb:</i></p> <ul style="list-style-type: none"> <li>- approximately 8 000 pharmaceutical science students at 12 universities; approximately 2 000 pharmaceutical science graduates per year</li> </ul> <p><i>Skilled and experienced labour force:</i></p> <ul style="list-style-type: none"> <li>- over 100 companies manufacturing drugs; approximately 22 000 people employed in 2013; - and almost 100 000 posts related to the industry; Quality Management systems, Good Manufacturing Practice (GMP), biotechnology</li> </ul> <p><i>Active cooperation with academia and external institutes:</i></p> <ul style="list-style-type: none"> <li>- Pharma and chemistry faculties of the best Polish universities; Pharmaceutical Institute, Institute of Biotechnology and Medicines, National Institute of Health; 2 science and technology parks creating conditions for the effective commercialisation of R&amp;D works." (p. 1)</li> </ul> <p><i>"There are numerous expat agencies and communities in Warsaw which can help new employees with every needed procedure and provide practical information about living in Warsaw and enjoying it. Moreover, the City of Warsaw can organize free of charge programs for new employees, which will introduce them to the city and facilitate their integration with Warsaw's residents." (p. 11)</i></p>	<p>The offer argues that Warsaw offers an ideal environment for EMA's activity, as it is home to a leading pharmaceutical industry, together with its intellectual potential.</p>
<p><b>GENERAL ASSESSMENT OF CRITERION 5</b></p>		<p>The offer indicates that criteria 1-4 are already met and that the proposed premises would be available from December 2018. The offer indicates Poland's intention to establish a support team responsible for relocation activities and indicates that a relocation timetable will be confirmed in a headquarters agreement concluded with the Agency.</p> <p>The offer does not provide information on how the Agency would be able to maintain and attract highly qualified staff from the relevant sectors and how it would remain operational during the transition.</p> <p>The offer indicates the availability of a relocation support team responsible for helping EMA employees settle in a new place.</p>

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<b>6) Geographical spread</b> <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>	<i>"Relocating EMA to Warsaw, a city at the heart of Central and Eastern Europe, will have the advantage of meeting the geographical spread criterion in accordance with the objective set in December 2003 by the representatives of the EU Member States meeting at the Head of State or Government level in 2008." (p. 11)</i>	<b>Poland hosts one decentralised agency, the European Border and Coast Guard Agency (Frontex) in Warsaw.</b>
<b>Specific issues</b>		
<b>a) The Member State's plan for...</b>		
<b>... when would the relocation take place</b>	<i>"Poland is ready to ensure that relocation will take place in due time, before withdrawal date. All details concerning the relocation process will be agreed upon with parties concerned and at a later stage of the procedure to ensure a smooth transition to the new location." (p. 11)</i> <i>"The relocation timetable will be confirmed in a headquarters agreement concluded with the Agency." (p. 2)</i>  <i>"[...] the office premises will be available in time for the Agency to be able to take up its functions at the new location at the withdrawal date." (p. 9)</i>	The offer indicates Poland's intention to ensure that relocation will take place in time, before the UK withdrawal's date.
<b>... how would the relocation take place</b>		The offer does not provide information on how the relocation would take place.
<b>How would this plan ensure that the Agency remains operational?</b>	<i>"Poland will establish a relocation support team responsible for all practical issues pertaining to EMA relocation activities and responsible for helping EMA employees settle in a new place ." (p. 11)</i>	The offer provides general information on the establishment of a support team responsible for relocation activities, without providing specific information on how the Agency would remain operational during the transition.
<b>GENERAL ASSESSMENT a)</b>		<b>The offer indicates Poland's intention to ensure that EMA relocation will take place in time, before the UK withdrawal's date, without providing information on how the relocation would take place. The offer provides general information on the establishment of a support team responsible for relocation activities, without providing specific information on how the Agency would remain operational during the transition.</b>
<b>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</b>	See 1.1	The offer indicates two alternative premises: first, the <i>Business Garden buildings</i> and second, <i>Warsaw Hub building</i> .
<b>How would these premises meet the specific needs of the Agency?</b>	See 1.1	The offer includes a general commitment that the proposed alternative premises will include sufficient space for offices, meeting rooms and off-site archiving.

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GENERAL ASSESSMENT b)		The offer indicates two alternative premises: first, the <i>Business Garden</i> buildings and second, <i>Warsaw Hub</i> building, which, according to the offer, will meet certain EMA requirements, without commenting on individual requirements.
c) The financial terms for the Agency's use of these premises	<p>"The financial terms for the use of the premises will be as follows:</p> <ul style="list-style-type: none"> <li>- Asking rent per sq m per month: 14 EUR</li> <li>- Rent for parking per month: 90 EUR</li> <li>- Service charge per sq m per month: 16 PLN</li> <li>- Minimum lease term: 60 months " (p. 3)</li> </ul> <p>"It is worth mentioning, that in case of buildings recommended for EMA, developer offers additional resources for fitting-out building, tailored for EMA needs, ranging from 180 to 500 euro/m<sup>2</sup> ." (p. 3)</p>	The offer indicates the financial terms for EMA's use of the proposed buildings with a minimum lease duration of 60 months, monthly rent for offices of 14 EUR/m <sup>2</sup> , with a service charge per m <sup>2</sup> of 16 PLN per month. Additional resources for fitting-out the buildings, tailored for EMA needs, is indicated as ranging from 180 to 500 euro/m <sup>2</sup> .
Would the Member State pay the rent for a given period or indefinitely?	"Poland pledges to pay 50% of the rent and service charges for 10 years, in accordance with the given technical specifications ." (p. 3)	The offer indicates Poland's intention to pay 50% of the rent and service charges for 10 years.
GENERAL ASSESSMENT c)		The offer indicates the financial terms for EMA's use of the proposed buildings, with a minimum lease duration of 60 months, monthly rent for offices of 14 EUR/m <sup>2</sup> , with a service charge per m <sup>2</sup> of 16 PLN per month. Additional resources for fitting-out the buildings, tailored for EMA needs, is indicated as ranging from 180 to 500 euro/m <sup>2</sup> . The offer indicates Poland's intention to pay 50% of the rent and service charges for 10 years.
d) The terms concerning maintenance of the building		The offer does not provide information on the terms for the maintenance of the buildings.
The terms concerning upgrading the building or future extensions of the building		The offer does not provide information on the terms for upgrading or extensions of the proposed premises.
GENERAL ASSESSMENT d)		The offer does not provide information on the terms for the maintenance, upgrading or extension of the proposed premises.
e) Any special conditions offered with regard to all costs and dedicated infrastructures		The offer does not indicate special conditions offered with regard to all costs and dedicated infrastructures.

Criterion/specific issue	Information provided in the Offer	Commission assessment
<b>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)</b>	<p><i>"An equivalent scope of privileges and immunities as those adopted for the staff of the European Border and Coast Guard Agency (Frontex), beyond the Protocol's provisions, would be granted, namely:</i></p> <ul style="list-style-type: none"> <li><i>- Extending to the director and the top management of the Agency the same privileges and immunities as accorded to diplomatic agents accredited in Poland.</i></li> <li><i>- The VAT exemptions (up to 20 000 PLN) for purchasing furniture and households articles within 2 years from the establishment the Agency in Poland and for the new employees (employed for a period of 1 year or more);</i></li> <li><i>- The VAT and excise exemption for purchasing, in Poland, one motor vehicle per one staff member for personal use, once for every 3 years for the staff employed for a period of 1 year or more" . (p. 11)</i></li> </ul>	<p><b>The offer indicates additional benefits to be granted to EMA staff, which include:</b></p> <ul style="list-style-type: none"> <li><b>- extended immunity for the EMA director and top management;</b></li> <li><b>- certain VAT exemptions for EMA and its staff.</b></li> </ul>
<b>Member State's commitment to confirm the conditions offered in a headquarters agreement with EMA</b>	<p><i>"In particular, the office premises will be available in time for the Agency to be able to take up its functions at the new location at the withdrawal date. This shall be confirmed in a headquarters agreement with the Agency." (p. 9)</i></p>	<p>The offer indicates Poland's readiness to enter into a headquarters agreement.</p>
<b>OTHER POSSIBLY RELEVANT ISSUES MENTIONED IN THE OFFER</b>		
<b>High life satisfaction in Warsaw</b>	<p><i>"94% of citizens are happy with the place they live in 81% of those who chose to live in Warsaw feel good in the city and more than half of inhabitants appreciate the career opportunities Warsaw has to offer 80% of the population has a good opinion regarding public transport 90% are satisfied with the metro services." (p. 9)</i></p>	