

The Agency's management and staff members are aware and uphold the values through their own behaviour, working methods and decision-making.

The Agency deploys cost-effective measures to prevent harassment, conflict of interests and fraud, as well as to ensure whistleblowing channels exist.

Component: 1.3 Management responsibility

Principles: Establishing authority and responsibility to support accountability and empowerment, ensuring proportionality and decision-making at a level corresponding to the risk.

Characteristics

The Agency's management is committed to implementing and improving its Integrated Management System, combining the elements of quality, internal control, sustainability, environmental, security and business continuity aspects. The Integrated Management System is aligned with ECHA's strategy, mission and vision while minimising bureaucracy and formalism.

The Agency's management is supporting effective decision-making by clear definition of responsibilities, authority and appropriate segregation of duties, where decisions are taken at the lowest possible level corresponding to the process risk.

The Agency's management actively promotes staff empowerment and delegation of powers in order to contribute to the efficiency of processes, competence development and flexibility, while keeping the balance between cost, risk and benefit.

Component 1.4 Human Resources

Principles: Committing to competence, high performance and staff development as part of ECHA's Human Resource Strategy¹

Characteristics

The Agency's management continuously enhances staff and competence development, management and leadership capabilities, needed for the achievement of the strategic priorities of the organisation, thus effectively and efficiently contributing to a motivating and flexible work environment with focus on high performance and adequate work-life balance for staff.

Senior management is ensuring that the available competencies as well as staff selection and recruitment contribute to the achievement of the Agency's strategic plan and priorities, via regularly identifying competency gaps and needs, and monitoring and assessing staff performance in an objective, equal and transparent way.

¹ Management Board document MB/52/2018.