



**ANNUAL
REPORT
2023**

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org](http://www.euopris.org)

About EuroPris

The European Organisation of Prison and Correctional Services (EuroPris) is a non-political, non-governmental organisation that was founded in 2011 and is registered in the Netherlands.

Membership is open to public institutions or organisations in the Council of Europe region, which provide prison or correctional services on a legal or statutory basis.

EuroPris brings together prison practitioners with the specific intention of promoting ethical and rights-based imprisonment, exchanging information, and providing expert assistance to support this agenda.

The organisation exists to improve co-operation among European Prison and Correctional Services, with the aim of improving the lives of prisoners and their families, enhancing public safety and security; reducing reoffending; and advancing professionalism in the corrections' field.

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Foreword

Dear EuroPris Members and Colleagues,

As we reflect on the strides made in 2023, I am pleased to present the annual report of EuroPris. This past year marked another chapter of growth, collaboration, and evolution for our organisation.

Building upon the foundation laid in the previous year, 2023 was characterised by significant developments and milestones. Notably, we welcomed Ukraine as an honorary member, further expanding our reach and strengthening our commitment to fostering international cooperation within the field of prisons and probation.

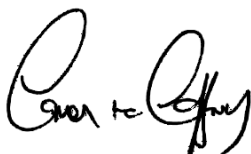
Moreover, the decision regarding the European Prison Training Academies (EPTA) joining EuroPris underscores our ongoing efforts to enhance the effectiveness and efficiency of prison systems throughout Europe. This integration paves the way for increased collaboration and knowledge-sharing among training institutions, ultimately bolstering professional development within the European prison arena. Amidst these developments, we remained steadfast in our mission to facilitate dialogue, exchange expertise, and address the challenges facing prison professionals across Europe. Through our continued engagement with members and stakeholders, we have fostered a dynamic community committed to advancing professional prison practice and driving positive change within our respective jurisdictions.

I would like to express my sincere gratitude to our members for their unwavering support and dedication. Your active participation and contributions have been instrumental in shaping the direction of EuroPris and ensuring its continued success. Together, we have created a platform for sharing experiences, insights, and innovations, enabling us to learn from one another and collectively address the complex issues confronting our field.

Looking ahead, we remain steadfast in our commitment to promoting transparency, accountability, and excellence in prison management. As we embark on the next phase of our journey, let us continue to harness the power of collaboration and collective action to drive progress and innovation within the European prison community.

I am confident that by working together, we can overcome the challenges that lie ahead and build a brighter future for correctional systems across Europe.

With warm regards,



Caron McCaffrey
EuroPris President





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REPORT OF THE BOARD OF DIRECTORS

2023: Reinventing the EuroPris network

Since its formation, EuroPris was operating according to certain standards and formats. These standards and formats were largely adapted to fit the requirements of the EU operating grant, a fundamental part of EuroPris income.

The Covid years proved EuroPris position as a platform for professional exchange and opened for new ways of thinking, but it was equally a challenging time for the network and international cooperation in general. After two years of recovery and consolidation, 2023 would be the year where EuroPris reinvented itself by engaging with the members and creating more needs-based and flexible forms of operating.

Through the new liaison network, we have strengthened the bonds between members and created an important level of connections under the network of Director Generals. Moreover, by training chairpersons of the expert groups in meeting techniques and work methods, we invested in the coordination and management of the important expert groups.

In terms of activities several new formats were introduced, for example the crossover expert group meetings where ICT and Real Estate experts met to discuss and shared topics and future joint projects built on synergies and innovation. At the “Meet the Experts” roundtable in Helsinki, participants were invited to share their challenges directly with EuroPris experts and get feedback on their questions.

The strategic plan for 2021 - 2024 entails four strategic objectives:

1

European expertise centre and central point of contact for prison services and related organisations

Establishing EuroPris as a ‘Centre of Expertise’ means that it takes the role of a central contact point in Europe on all matters relating to prisons. As such, we will provide the network with high-quality information and maintain a collection of statistical and operational data. To facilitate comparisons we will provide tools for benchmarking in different areas. We will initiate new partnerships, aiming at delivering relevant outcomes for members.

EuroPris partnerships were reviewed and strengthened.

The agreement with the partners in the Criminal Justice Platform Europe, CJPE, was revised, generating renewed energy and trust. A joint training event linked the CJPE to the European Penitentiary Academies Network, EPTA. This is another example of how EuroPris actively involves and connects partners for positive outcomes.

Moreover, we renewed our cooperation with the International Corrections and Prisons Association (ICPA), by organising CRS, a joint research symposium in Portugal. To fortify the cooperation with ICPA, we also signed a new MoU for the coming years.

Furthermore, the second edition of Prison Achievement Award was launched, capturing ideas and developments from all over Europe, to be shared in EuroPris' communication channels and at the AGM. The online services EPIS and KMS were further developed in 2023. A new EPIS instruction video was published and more than 30 KMS requests were shared between members.

2

Representative network for cooperation, exchange of knowledge and best practice among European Prison Services

With 36 members, whereof 25 represent EU countries, EuroPris has a high credibility in the European arena. This broad membership will be maintained, and we will keep organising events for exchange of knowledge, networking and inspiration. Communications will be of greater priority and new ways of interacting with members will be established. Post-Covid, EuroPris will provide a platform for study visits and staff exchanges.

The liaison network was fully implemented in 2023.

An online information meeting started the procedure, continuing with individual sessions with almost all members. Finally, a liaison workshop was organised in Ireland, to stimulate bonding and exchange of work methods, tips, and tricks to work in international cooperation.

New ways of supporting the sharing of prison practices were developed. In addition to EuroPris own activities, we were active partners in supporting the organisation of three major member events:

- International conference on Foreign Nationals in Prison and Probation, Ter Apel, Netherlands
- International conference on Organised Crime in Prison, The Hague, Netherlands
- High-Level International Conference on Innovations in the Rehabilitation and Resocialisation Process of inmates and probationers, Tbilisi, Georgia

3**Advisory, a practice-based resource to policymakers in Europe**

In connection with its membership, EuroPris has access to a wide range of information about developments in European prisons. With contacts and this knowledge, EuroPris provides feedback on European legal initiatives and supports the European Commission in the implementation of legislation. As observer to the Council for Penological Cooperation, EuroPris contributes to the development and implementation of Council of Europe Recommendations.

In a topical webinar on Pre-Trial Detention, EuroPris increased awareness of the 2022 Commission Recommendation on procedural rights of suspects and accused persons subject to pre-trial detention and on material detention conditions.

The Council of Europe PCCP working group finalised its work on drafting a recommendation on the use of Artificial Intelligence in prison and probation, later adopted by the Council of Ministers. Two of the three scientific experts for this recommendation are members of the EuroPris expert group for ICT. A new recommendation on mental health in corrections was initiated.

EuroPris participated in the PCCP working group meetings and contributed to the drafting process of these two documents. At the plenary in October EuroPris' Executive Director gave a presentation on the developments of organised crime and the role prisons can play in preventing and countering organised crime.

4**Self-sustaining / self-financing future-proof entity with a consolidated secretariat**

EuroPris will ensure its long-term existence and stability by installing a number of sustainability measures, all within the framework of a business continuity plan. This plan will include policies for HR, privacy and environment, and a strategy for finance and organisational capacity.

The business continuity plan was finalised, building on a risk analysis of EuroPris' operations, organisation, and business environment.

During 2023, several actions were taken about cyber security, organisational resilience, and financial stability.

The EPTA members' vote for an integration of their network of training academies with EuroPris will contribute to further consolidation of the EuroPris secretariat, being able to support both EPTA and EuroPris via all functions of the Secretariat. This change also strengthens the central position of EuroPris as the main actor in the area of prison issues in Europe.



Members

EuroPris' membership consists of 36 national prison agencies across Europe. In accordance with the statutes, national prison agencies from all European countries in the Council of Europe region can join EuroPris.

Member jurisdiction (as per 31 December 2023):



Albania
General Directorate of Prisons



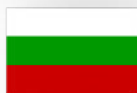
Austria
Federal Ministry of Constitutional Affairs,
Reforms, Deregulation and Justice



Basque Country
Basque Government



Belgium
Belgian Prison Service



Bulgaria
General Directorate Execution of Sentences



Catalonia
Secretariat of Criminal Sanctions,
Rehabilitation and Victim Support



Croatia
Ministry of Justice: Directorate of the Prison
System and Probation



Cyprus
Ministry of Justice and Public Order:
Department of Prisons



Czech Republic
Prison Service of the Czech Republic



Denmark
Department of Prisons and Probations



Estonia
Ministry of Justice: Department of Prisons



England / Wales
His Majesty's Prison and Probation Service



Finland
Criminal Sanctions Agency



France
Ministry of Justice: Department of
Prisons



Georgia
Special Penitentiary Service of the
Ministry of Justice



Germany
Federal Ministry of Justice



Hungary
Hungarian Prison Service



Italy
Ministry of Justice: Department of
Penitentiary Administration



Ireland
Irish Prison Service



Latvia
Latvian Prison Administration



Lithuania
Lithuanian Prison Service



Luxembourg
Ministry of Justice: Department of
Prisons



The Netherlands
Dutch Custodial Institutions Agency



Malta
Department of Correctional Services



Northern Ireland
Northern Ireland Prison Service



Norway
Directorate of Norwegian Correctional Service



Portugal
Directorate-General of Reintegration and Prison Services



Romania
National Administration of Penitentiaries



Slovakia
General Directorate of the Corps of Prison and Court Guard



Scotland
Scottish Prison Service



Slovenia
Prison Administration of the Republic of Slovenia



Spain
General Directorate of Prison Administration



Sweden
Swedish Prison and Probation Service



Switzerland
Federal Office of Justice: Execution of Sentences
and Measures Unit

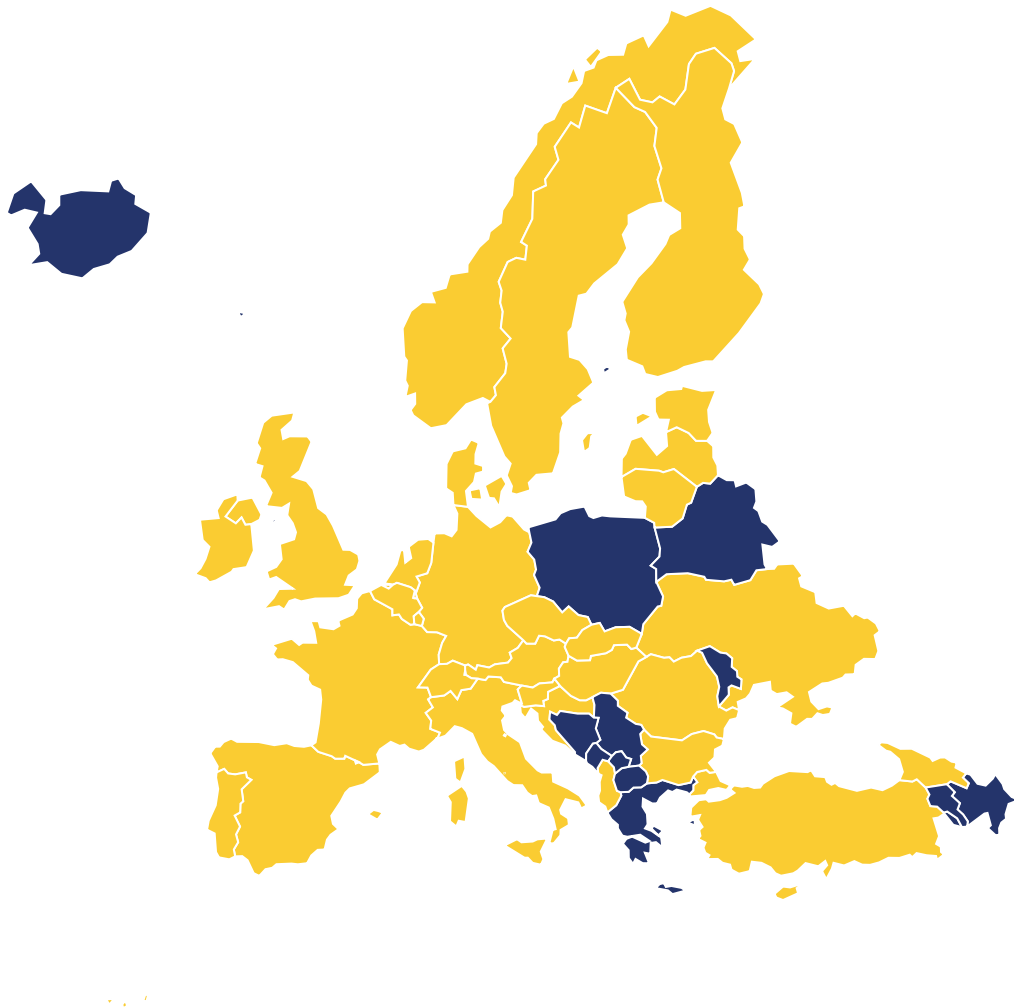


Türkiye
General Directorate of Prisons and Detention Houses



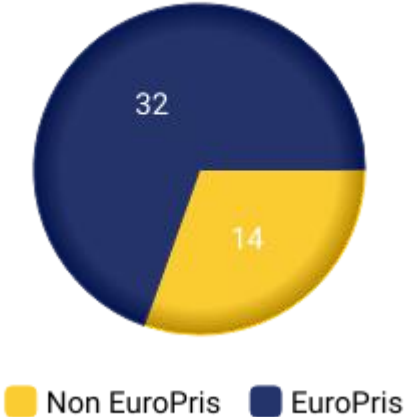
Ukraine
State Penitentiary Service of Ukraine

Below is an interactive map showcasing the distribution of EuroPris members as of 2023 across various countries. Hover your cursor over any country to reveal the corresponding members and their respective jurisdictions.



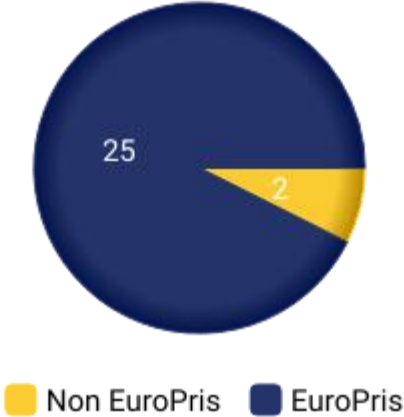
Jurisdictions from 32 countries out of the 46 CoE member states are now EuroPris members (the three-member jurisdictions of England/Wales, Scotland, and Northern Ireland make up one CoE country: United Kingdom; similar for the three jurisdictions within Spain: Spain, Catalonia and Basque Country).

Council of Europe



EuroPris members now cover 25 EU countries, which accounts for 93 percent of the European Union.

European Union



Sustainability and Member Engagement

Continuity planning

EuroPris started as a project. Many of its structures, including management and leadership, have been project-based. A key task for the Board and the Executive Director has been to transform EuroPris from a project organisation into a future-proof permanent organisation. A comprehensive risk analysis initiated in 2022 was finalised and presented to the Board in 2023. In the analysis, both prevention and mitigation measures are included. The analysis resulted in several areas to improve to secure the continuity of the organisation:

- Corporate governance
- Operations
- Membership
- Communications
- Finances
- Cyber security
- Human Resources
- Crisis situations
- Reputation
- Diversity

Activities have been identified for each area, to be actioned according to an agreed time plan.

Membership fees

Since the foundation of the organisation in 2011, EuroPris membership fees remained unchanged. This is despite the fact that over the last 12 years, the organisation has developed almost beyond recognition in terms of the services provided and the scale of activity undertaken to the benefit of the members.

Likewise, the ambition to grow into the future and ensure EuroPris is best placed to support cooperation and the sharing of knowledge at a European level, is stronger than ever.

Over the course of 2023, the Board prepared a change in the membership fees, moving from a 3-tier to a 2-tier system. Dialogues were held with/offered to all members in preparation for this reform.

At the AGM the members voted in favour of the proposal, ensuring the stability of EuroPris finances for the years to come.

Integration of EPTA

For several years EuroPris secretariat served as the secretariat not only for the EuroPris membership but also for EPTA, the network for European Penitentiary Training Academies.

Through two EU-funded projects, EPTA's activity programme was developed and EuroPris involvement in the network was deepened. With the projects ending in 2023, the EPTA membership voted for a merger with EuroPris.

The transition into an expert network within EuroPris will be realised in 2024. With its 37 prison academies, EPTA will be a strong partner in creating relevant cross-European training for prison professionals. Under the same umbrella, EuroPris and EPTA will be able to provide even better services to their members.

Liaison network

The liaison officers of each member are key stakeholders for EuroPris. Liaisons are the ambassadors of EuroPris mission, vision, and values. Equally, they are the gatekeepers to each jurisdiction.

During 2023 a network of liaisons was built through a number of activities. We started by confirming all liaison contacts and agreeing on a general profile for the role.

Later EuroPris organised an online meeting to update all liaisons on the state of play in EuroPris and the upcoming events and priorities. In October a liaison workshop was organised in Ireland, to further strengthen international cooperation and fine-tuning the role of member liaisons. This activity was kindly hosted by the Irish prison service and highly appreciated by all participants.



Communications

In 2023, we successfully identified the areas of improvement for our communication efforts and initiatives. Through review and processing, EuroPris was able to answer questions such as "How can we communicate and contribute a strong positioning of ourselves among members?" or "How can members be further involved in EuroPris activities?". In this process, we also created a plan of action that can help strengthen our communications with the members. Starting with creating a corporate story, EuroPris, together with founders and key stakeholders were able to lay out the values we aim to share.

This helped in the creation of the EuroPris promotional video, a video that aims to not only highlight the core values of EuroPris but also emphasise the impact and responsibilities the members have within the prison arena.

With a solid understanding of EuroPris' values and aims, we also started to put together a new website that is designed to help members navigate through different content seamlessly and introduce a fresh look with the help of a more structured and consistent layout. One of the main focuses of the new website is to represent the different members of EuroPris. In 2023, we had the pleasure of asking for image contributions from different prison administrations to use in both our website display as well as other communication material.

Communication channels

E-mail is the most direct way of communication with members, who are heads of services and liaisons. The newsletter and event campaigns are sent to the whole network, comprising members, newsletter subscribers, former event participants, and close associates of EuroPris. LinkedIn is used to publish news items from the correctional field and to raise attention to EuroPris activities.

We meet annually with our expert groups and hold a few shorter meetings online. The Annual General Meeting (AGM) is organised for heads of services where we discuss all the internal business of EuroPris. Webinars are also organised a few times a year, focusing on a topic that is a current issue for the hosting agency which requires a creative solution.

EuroPris Video

In 2023, EuroPris finalised its promotional video, a testament to the organisation's dedication to advancing custodial services. The video was also a result of collaborative efforts between EuroPris and the Dutch Custodial Institutions Agency (DJI). Unveiled in 2024, this collaboration underscores EuroPris's commitment to fostering partnerships and innovation within the field.

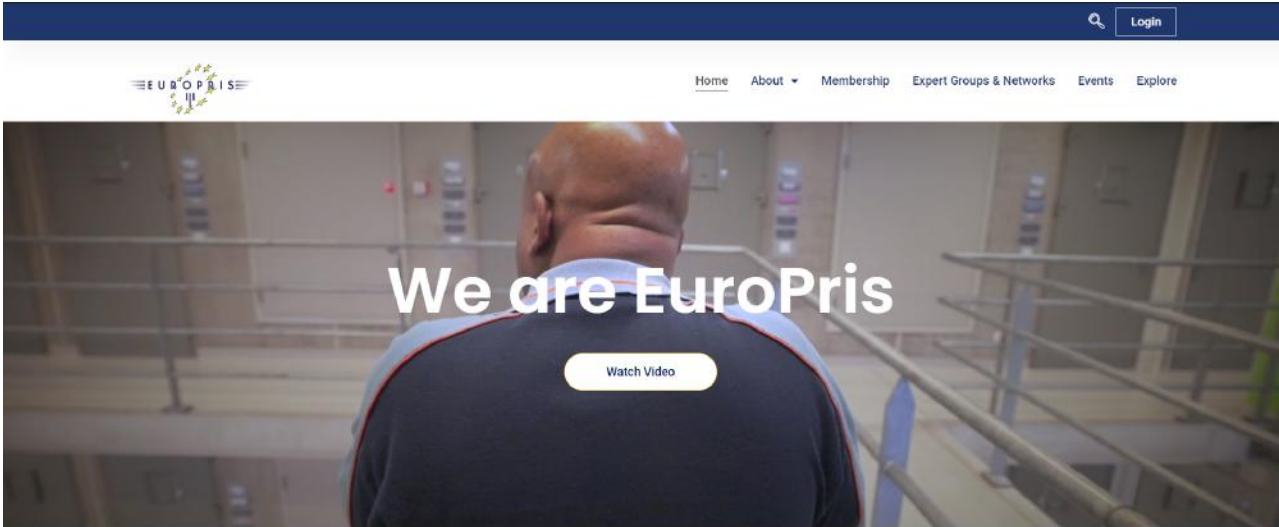
The video serves as a powerful tool in showcasing the vital work undertaken by EuroPris, highlighting our dedication, and innovation in addressing the needs of those working within the European prisons arena.






EuroPris Website

In 2023, EuroPris embarked on a transformative journey to enhance our online presence by developing a new website. Taking cues from the existing platform, we aimed to provide visitors with a more intuitive and comprehensive understanding of EuroPris's mission and initiatives. This involved meticulous updates to visuals, restructuring of pages, and improving the organisation of resources to ensure a seamless user experience.

With a strong focus on transferring a substantial amount of data and information from the previous site, our team dedicated efforts to make the new website more user-friendly and accessible. As part of our strategic roadmap, initial phases of updating the Knowledge Management System (KMS) also commenced during this period. While the launch of KMS 2.0 and EPIS is scheduled for the latter half of 2024, the groundwork laid in 2023 sets the stage for future advancements in our digital infrastructure.



Member Benefits

| | | |
|---|---|---|
|  <p>Expert Groups Get involved with our expert groups, providing a unique opportunity to contribute your expertise and learn from others.</p> |  <p>Member Activities Access some of EuroPris' member-exclusive activities tailored for prison professionals across Europe.</p> |  <p>Online Services Unlock access to the Knowledge Management System and European Prison Information System. Collaborate, share information, and connect with European prison services.</p> |
|---|---|---|



Stock Photos

In pursuit of our goal to accurately represent the European prisons arena and enhance our communication efforts, EuroPris started on a collaborative project in 2023 to collect stock photos from our esteemed members. Through outreach efforts, we invited our member institutions to contribute images of prisons within their respective countries.



These photos will play a pivotal role in enriching our visual content, not only on the EuroPris website but also in various communication materials. Each contribution acknowledges the valuable contribution of our members in promoting transparency and integrity within the European prison system.



(In ascending order: Department within the Ministry of Justice of Italy, General Directorate of Prisons and Detention Houses of Türkiye, Hungarian Prison Service).

EPIS Tutorial Video

In 2023, we produced a tutorial video aimed at assisting individuals in navigating the European Prison Information System (EPIS). This tutorial video serves as a user-friendly guide, providing step-by-step instructions to streamline the process of accessing and utilizing the EPIS platform effectively.

Through clear explanations and visual demonstrations, we aimed to empower users with the knowledge and confidence to make the most out of this vital resource for prison-related information across Europe.



Expert Group / Network Developments

Foreign Nationals in Prison and Probation

Established in 2013, the expert group on Foreign Nationals in Prison and Probation (FNPP), is a joint initiative by EuroPris and CEP, with EuroPris being in the lead. The group consists of experts from prisons and probations, researchers, as well as representatives from NGOs working with nationals imprisoned abroad to provide support to their nationals in other countries or foreign nationals in their country. The aim was to work with the CoE-Recommendation on Foreign Prisoners (2012), share national guidelines and regulations, and arrangements, and disseminate operational practices from members for foreign prisoners in Europe.

In May 2023, EuroPris organised together with CEP a conference on Foreign Nationals in Ter Apel, the Netherlands. This event provided an opportunity for first-line practitioners from Ter Apel Prison and international experts, including members of the EuroPris/CEP Expert Group on FNPP, to gather and exchange knowledge and best practices. Experts delivered presentations on a variety of topics, including European statistics, deprivation, repatriation, rehabilitation aims, cross-border crime, radicalisation, and the North African group. Towards the end of the year, EuroPris and CEP started a new call for expert nominations. The group was just recently renewed with 10 new member countries involved, 5 from the prison area, and 5 from the probations field. A new work plan is to be launched in 2024.

Framework Decision 909 on the Transfer of Prisoners

The EuroPris expert group, rather a network, on the transfer of foreign national prisoners was established in 2012 to assist members with the implementation of European Council Framework Decision 2008/909/JHA (FD909) and examine lessons that could be learned through shared exchange of information. Over the years, the expert network has convened in different formations and sought to share the recommendations of best practice amongst other EuroPris members and European Union Member States.

Due to the importance of this measure to Member States and its impact on the rehabilitation of prisoners, the European Commission (EC) provided additional funding to EuroPris to invite all 28 EU Member States (this included the UK) to attend the expert meetings from 2015 on. EuroPris also continued with the collection of annual statistics from all EU Member States on incoming and outgoing transfer requests and completed transfers, as well as the total number of EU nationals in EU prisons.

In September 2023, the annual FD909 meeting was held online, due to a reduction in the operating grant received from the European Commission (EC). It was attended by experts from 21 EU Member States. The EC provided an update on EC matters and spoke about transfer of proceedings, digitalisation of criminal justice systems and the Lisbonisation Study. The group held discussions on FD909 in relation to Article 5(3) of FD 2002/584/JHA, the transfer of mentally disordered offenders, detention conditions, overcrowding and the rights of victims. A presentation was also given by Raquel Venancio, Head of Directory for international Judicial Cooperation and Human Rights at Innovative Prison Systems on the REUNION Project (rehabilitation of foreign inmates within the scope of FD 2008/909/JHA).

Real Estate and Logistics

The Real Estate Expert Group was first formed in 2015 and has identified several topics to help with the future development of knowledge and best practices in the design, operation, and construction of correctional facilities. During 2023 their focus has been on progressing the major topic of Sustainability, which is a very topical issue as we globally move to tackle climate change, reduce energy consumption, and preserve our biodiversity.

There is an increasing need across the European prison community to focus on the efficiency of prison buildings and better manage energy use to achieve cost savings. Due to the unique nature of the prison estate (with buildings occupied all-year round and having grounds to introduce biodiversity), prisons can be amongst the most impactful in introducing and driving sustainability measures within governments.

During 2023, five vacancies were filled with new experts through a call for nominations. The addition of these new experts helped to broaden the knowledge of the group. The new experts provided information that expanded the population of the groups' prominent Sustainability Matrix with data from all expert countries. It consists of a rating per country on the areas of Management in Energy, Water, Waste & Recycling, Environmental, Travel & Transport, Sustainable Procurement, and Bio-Diversity. Another output on sustainability is the design of a series of Information leaflets covering a range of sustainability categories providing examples of good practices occurring within member countries.

The Leaflets and the Matrix provide for the benchmarking of sustainability solutions and offer some helpful examples of best practices to improve the efficiency of the design, operation and construction of prisons. The Sustainability leaflets will be published and presented at a Sustainability Workshop in 2024.

In addition to the above the Real Estate and Logistics Expert Group is also working collaboratively with the ICT Expert Group. Having previously identified areas of overlap between two expert groups, a joint crossover meeting was held in June in Luxembourg. The meeting provided a pilot for EuroPris to bring two expert groups together to identify synergies and explore opportunities for joint working. Both groups benefitted from this shared crossover meeting which resulted in the formation of a sub-group of shared experts (both Real Estate and ICT) working together on a joint paper on the use and installation of technology within prisons. The guidance will examine the variation in ICT adoption across Europe, assessing the factors that have led to this, and offer guidance on how technology could be incorporated into new and existing facilities.

The chair of the expert group was nominated to the programme committee of the global conference IPIC, Innovative Prison Infrastructure Conference, which is a collaboration with our partner organisation ICPA. It will take place in 2024, but the work and paper selection by the programme committee started already in 2023.

ICT in Prisons

The ICT Expert Group was the first expert group established by EuroPris in 2012 and one which remains equally as important and valid today. The demand is growing not least until the digital push during the pandemic. The expert group met quite often online to exchange technical solutions and work on different outputs. In this year, selected experts prepared articles on Prison Digitalisation, describing situations, risks, and benefits in this area. This output can be useful for EuroPris members to reflect on the use and implementations of digital solutions in Europe in a comprehensive piece.

Two experts of this group were selected as scientific experts for the CoE PCCP working group on the recommendation on Artificial Intelligence, which was finalised in 2023. The ICT expert group is an example of best practice regarding expert groups in EuroPris. They became more visible through a contact profile on the homepage and introduced a new form of event, a roundtable, which took place in October 2023 in Helsinki. External professionals including other member countries and researchers, were invited to meet the EuroPris expert groups for a Q&A session, where they introduced themselves and were approachable for participants. Discussions around current digital developments in the European arena followed. One topic was smart system solutions based on the example of the Finnish smart prison Hämeenlinna, which was visited during the roundtable.

Another outcome of the ICT Expert Group is the collaborative work with the Real Estate Expert Group. Having previously identified areas of overlap between two expert groups, a joint crossover meeting was held in June in Luxembourg. The meeting provided a pilot for EuroPris to bring two expert groups together to identify synergies and explore opportunities for joint working. Both groups benefitted from this shared crossover meeting which resulted in the formation of a sub-group of shared experts (both ICT and Real Estate) working together on a joint paper on the use and installation of technology within prisons. The guidance will examine the variation in ICT adoption across Europe, assessing the factors that have led to this, and offer guidance on how technology could be incorporated into new and existing facilities. Two members of the ICT expert group, the Chair, and the Irish expert, were nominated to the programme committee of the prominent and global conference TIC, Technology in Corrections, which is a collaboration with our partner organisation ICPA. It will take place in 2024, but the work and paper selection by the programme committee started already in 2023.



(ICT in Prisons Roundtable 2023, Helsinki)

Prison Security

This expert group is new and was established in 2023 after a call for expert nominations was launched. The interest was high for this group. After the first Kick-off meeting in The Hague, the group agreed on a work plan for the term of the next two years. Dynamic Security was considered, but one of their main topics to address will be Organised Crime in Prisons. The need for this focus was recognised after agreeing, that the prison sector is often a forgotten sector when governments discuss solutions to tackle organised crime. As an awareness-raising campaign, the Prison Security Expert Group decided to organise a roundtable in Brussels inviting different multi-disciplinary stakeholders and externals – during the Belgium EU presidency in 2024. Preparations were going in 2023.

Another output in this regard is a written piece with the title: “Identify best practices and recommendations to address challenges of organised crime in prisons.” The first step was to work on a short paper overview regarding the state-of-the-art in each agency in relation to organised crime (measures and challenges). Furthermore, an Impact Statement was created following the structure: Personal/people (staff, prisoner, visitor), Internal security (escapes, riots, disturbances), and External security (Smuggling, Drones). Areas of good practice, as well as recommendations to address challenges of organised crime in prisons, is one part of it.

Staff Wellbeing

This expert group is new and was established in 2023 after a call for expert nominations was launched. After the first Kick-off meeting in The Hague, the group agreed on a work plan for the term of the next two years. The group decided to create a Handbook and work on the chapters in subgroups. First of all, the group saw the need for a European overall definition, which was drafted with the help of common definitions by known institutions like the WHO. The chapters contain an Introduction, Physical Work Environment (buildings, overcrowding, materials, risks, hazards), Psychosocial Work Environment (relationships, social environment, financial well-being, absenteeism/presenteeism, workload), Personal Health Resources (mental and physical health, financial support, training), Organisation Community Involvement (recruitment, equality policies, purpose engagement), Overall Wellbeing and Conclusion (Organisation action insights, Leader action insights, leadership insights overview). Further potential for collaboration with training academies is recognised, like with EPTA. Two experts in the group are also EPTA representatives.

European Penitentiary Training Academies (EPTA)



EPTA is an informal network that supports the sharing of training methodologies and training content across Europe. EPTA aims at developing cooperation that enhances the initial and continuous training of correctional staff. The network also boosts awareness of the correctional staff's work in prison and probation settings. All penitentiary staff training academies in the Council of Europe region can become members of EPTA. The EPTA network is headed by an annually rotating Presidency, which is responsible for organising and hosting the Annual Conference. In the periods between the meetings, members enter bilateral sharing of information, and participate in workshops and mutual visits to facilitate direct exchanges.

To provide stability and continuity, the Secretariat of EPTA has been managed for many years by EuroPris. Also, EuroPris was involved in providing a permanent seat on the EPTA Steering Committee. Since EPTA is not a legal entity, it was managed through two EPTA projects funded by the EU, coordinated by NHC as our partner organisation.

In 2023, EPTA had 37 members from 34 countries. Appreciated activities like three cross-border trainings in Ireland, Romania, and Croatia, were realised. During the Annual Conference in Tallinn under the Estonian Presidency, the EPTA members made a relevant decision after a thorough discussion. With the projects ending in 2023, the EPTA members voted on the recommendation made by the Steering Committee.

The result of the vote was a 95% majority in favour of the merger of EPTA with EuroPris. This integration will ensure the continuation and stability of EPTA, including a developed work program. The transition into an expert network within EuroPris will be realised in 2024, which can be seen as a transition year. This builds a bridge between EPTA and EuroPris, which can achieve more for their members together than alone.

Events and Activities

Correctional Research Symposium (CRS)

The International Correctional Research Symposium (CRS) on "Rehabilitating Reintegration: Research and Reflections on What Works" took place in Porto, Portugal in 2023. Organised by EuroPris and ICPA in collaboration with the Portuguese Reintegration and Prison Service (DGRSP), the symposium brought together over 200 delegates from more than 40 countries, showing once again that correctional professionals wish to attend to the research and evidence-base in their field. Discussions centered on evidence-based interventions and innovative programs for offender rehabilitation and reintegration, fostering collaborations aimed at enhancing offender outcomes and successful community reintegration. This 3rd Symposium was organised around four sub-themes including "Reintegration Best Practice Examples", "Reintegration for Special/Vulnerable Groups", "Innovation and New Directions in Reintegration Practice" & "Partnerships for Supporting Reintegration"

Pre-trial Detention Webinar

EuroPris organised a webinar centred on Pre-Trial Detention, highlighting the implications of the newly adopted EU Commission recommendation on pre-trial detention, emphasising the importance of imposing it only when strictly necessary and as a measure of last resort. Presentations delved into the use of pre-trial detention and its impact, alongside discussions on procedural rights and material detention conditions for suspects and accused persons. A subsequent panel discussion and Q&A session fostered dialogue among experts, policymakers, and practitioners to enhance the fairness and effectiveness of pre-trial detention systems across jurisdictions.

Annual General Meeting

The 12th EuroPris Annual General Meeting convened in Berlin, Germany on June 5, with delegates from 33 member jurisdictions and observers from the Council of Europe (CoE) and the Confederation of European Probation (CEP) in attendance. Key decisions were made during the event, including the approval of the Annual Report of 2022 and the Planning for 2024. Board elections resulted in the re-election of Jan-Erik Sandlie (Norway) and Phil Copple (England & Wales), alongside the election of three new board members: Rait Kuuse (Estonia), Kerstin Ashauer (Germany), and Michel Daccache (France). Their term extends to the Annual General Meeting in 2026.

Membership fees were revised with 26 votes in favor and 6 against, overseen by two independent adjudicators due to the contentious nature of the issue. Additionally, Ukraine was unanimously granted honorary membership of EuroPris. During the conference, members discussed global prison trends, crisis management leadership, and staff well-being. The event concluded with the presentation of the Prison Achievement Award for 2023 to Catalonia's Justice Department for their "VRespect.ME" program, showcasing our dedication to rehabilitation excellence.

Summer Course

The 2023 edition of the International Criminal Justice Summer Course on Mental Health Issues in Criminal Justice took place in Barcelona, Spain. This joint initiative by EuroPris, the Confederation of European Probation (CEP), and the European Forum for Restorative Justice (EFRJ) was organised in collaboration with the Centre for Legal Studies in Barcelona. This year's course focused on the theme of "Understanding and Addressing Mental Health Challenges in Criminal Justice."

Led by experienced practitioners and researchers, including experts from various disciplines such as psychology, psychiatry, and law, the sessions delved into comprehensive discussions and practical strategies for dealing with mental health issues within the criminal justice system. Attendees actively participated in group exercises, sharing insights and experiences to enhance mutual learning and deepen professional knowledge.

ICT Roundtable – Meet the Experts

EuroPris hosted the "ICT in Prisons – Roundtable with the EuroPris Expert Group" event in Helsinki, Finland, on October 17-18. This specialised gathering, hosted by the Finnish Prison and Probation Service, convened ICT professionals from EuroPris member countries and researchers in the technology field. The event focused on expert-level discussions on digitalisation trends within European prisons, featuring presentations on current technological solutions and a Q&A session with EuroPris experts. Attendees also had the opportunity to visit Hämeenlinna Smart Prison, exploring its innovative approach to digital smart technology in prison management.

Human Rights in Prisons Webinar

EuroPris convened a webinar on "Human Rights in Prisons", emphasising our dedication to upholding human rights in European correctional settings. Panellists presented relevant policy examples such as the new guidance document on the European Prison Rules developed by Penal Reform International and the Council of Europe and A Soft Law overview to support practitioners in Swiss Corrections. The introductory session was followed by a practice-oriented break-out session focusing on issues of human dignity, LGBTIQ+ prisoners, and solitary confinement in prisons. Through engaging presentations and discussions, attendees shared best practices and strategies to enhance inmate treatment, fostering collaboration among prison professionals, policymakers, and human rights experts to advance human rights standards within correctional systems.

Preventing and Countering Violent Extremism (PCVE) in prisons workshop

On 14 and 15 November, EuroPris organised a closed-door workshop on "Preventing and Countering Violent Extremism (PCVE) in Prisons" in Rome, Italy. Bringing together around 40 experts from EuroPris member countries, the workshop focused on evaluating recent efforts and future strategies in addressing politically motivated crime within European prison systems. Discussions included assessing the effectiveness of existing prison regimes, tools, and measures for various extremist groups.

Personal Resilience Webinar

On 24 November 2023, the Personal Resilience Webinar took place. EuroPris recognises the unique challenges inherent in leading a prison service, where demanding situations are a daily occurrence. Understanding the importance of maintaining personal resilience for both well-being and effective leadership, this webinar was tailored specifically for leaders within the prison service. The webinar aimed to provide invaluable insights and strategies to fortify resilience when navigating through challenging circumstances. Facilitated by Liam Sheedy, a distinguished expert from Teneo, the Personal Resilience Webinar focused on the importance of leadership in a crucial role.

EPIS and KMS

The EuroPris Knowledge Management System (KMS) supports inter-agency collaboration and European Prison Services who want to enquire or benchmark on specific topics with a wide network of European colleagues. EuroPris built a system that allows them to digitally share such questions with their European network and to produce a structured report within a very short period. The report is then accessible to all respondents and others having an interest in these issues.

The need for such a benchmarking tool is well reflected in the number of KMS requests received from EuroPris members. In 2023, there were a total of 30 KMS reports produced with 29 different prison services responding. The data collected through KMS are archived and accessible on the EuroPris website.

In 2023, the Irish Prison Service (IE) submitted the highest number of KMS requests. The Belgian Prison Service (BE) and the National Administration of Penitentiaries of Romania (RO) were the most active responding agencies. The KMS submitted on seatbelt use in prison cellular vehicles (030723) and the use of biometrics in the prison system (191222) had the highest number of responses (15 each).

KMS example – Türkiye

[301023: Studies to determine recidivism rates](#)

"As the Ministry of Justice of Türkiye, the concept of recidivism has been handled sociologically and criminologically, instead of its definition in the Turkish Penal Code. Accordingly, a study was carried out by including an investigation conducted against the person on suspicion of a new crime into the statistics of recidivism. In this study, a certain year was taken as a sample (those who were released from the penitentiary institution in 2015), and recidivism statistics were formed by using the data of the penitentiary institution, the prosecutor's office, and the court by looking at the cases of a person being involved in crime again until 2023 after leaving the penitentiary institution. To present an international perspective to our study and to make our data meaningful by comparing it, examples of different country practices are needed."

PRISON ACHIEVEMENT AWARDS



Prison Achievement Awards

Started in 2022, EuroPris introduced its second “Prison Achievement Award” in the year 2023. EuroPris brings a focus to local prison initiatives, and the engagement of prison professionals. It is an initiative through which EuroPris aims to award to a European prison to highlight and celebrate developments, overcoming challenges, and initiatives that have been implemented in local prisons across Europe. Many excellent examples of practice and innovation have been implemented in recent years. EuroPris gave a chance to prisons to share this experience with the correctional arena in Europe.

37 nominations from 17 countries were received. An independent multi-disciplinary jury working in different areas (academia, UNODC, PRI, CoE, former DG) looking from different angles at applications, selected five shortlisted candidates. The winner was the Centre Penitenciari Quatre Camins & the Centre Peniteciari Mas d’Enric – Catalonia (Spain) for the development of ‘Immersive Virtual Reality in Intimate Gender Violence Rehabilitation Programs in Prison’. The winner presented the use of a tool in a prison environment for the rehabilitation of intimate partner violence perpetrators with a particular focus on practical aspects based on experience. The winners were highlighted and invited to the AGM in Berlin in June and received the Prison Achievement Award.

The shortlisted candidates were:

- PRISON AND REMAND PRISON ILAVA (Slovakia)
- OCAÑA - 2 PRISON (Spain)
- JUSTIZVOLLZUGSANSTALT IN DIEZ (Germany)
- A LAMA PENITENTIARY IN PONTEVEDRA (Spain)



Extracurricular Activities

To establish and promote our central role in the European penitentiary field, EuroPris must be visible. As a network organisation, networking becomes an important aspect of the work: to be up-to-date on developments in Europe, to know the main actors, and to make them familiar with the work of EuroPris. Therefore, EuroPris' representatives are also participating and presenting at events of other organisations, not only in Europe but globally.

Podcast

[Leadership Challenges, International Network for Criminal Justice – Executive Director Gustav Tallving](#)



**International Network
for Criminal Justice**

Podcast:
Leadership Challenges:
Jana Spero (CEP)
Gustav Tallving (EuroPris)

IN-CJ

@intcjnetwork
<https://criminaljusticenetwork.net>

The graphic features two portrait photos: Gustav Tallving on the left and Jana Spero on the right. The background is a vibrant green. The text is in white and blue, with 'Podcast:' in pink. The IN-CJ logo is a blue circle with white text. The social media handle and website URL are at the bottom right.

Physical or Online events

- **Prison Officer of 21st century (PO21), final conference (Lisbon, Portugal)** - Executive Director Gustav Tallving and Deputy Director Justina Dzienko
- **International conference on Foreign Nationals in Prison and Probation (Ter Apel, Netherlands)** – Expert Group on Foreign Nationals in Prison and Probation, Executive Director Gustav Tallving
- **European Commission online conference: Judicial Training: The Right Skills to Embrace the Digitalisation of Justice** - Executive Director Gustav Tallving
- **International conference on Organised Crime in Prison, (The Hague, Netherlands)** - Executive Director Gustav Tallving and Deputy Director Justina Dzienko
- **German Prison Governors Conference (Bremen, Germany)** - Deputy Director Justina Dzienko
- **'Future proofing' the rights of children with imprisoned parents, Children of Prisoners Europe Roundtable (Athens, Greece)** – Deputy Director Justina Dzienko
- **EPTA Annual Conference (Tallinn, Estonia)** - Executive Director Gustav Tallving and Deputy Director Justina Dzienko
- **ICPA Annual Conference (Antwerp, Belgium)** – President Caron McCaffrey, Vice-President Jan-Erik Sandlie and Executive Director Gustav Tallving
- **High-Level International High-Level Conference on Innovations in the Rehabilitation and Resocialisation Process of inmates and probationers (Tbilisi, Georgia)** - Executive Director Gustav Tallving
- **International Congress: Prison Social Education: rights, professionalisation and reintegration (Madrid, Spain)** - Executive Director Gustav Tallving
- **Measures and responses to high-risk domestic violence perpetrators: Towards a European framework.** Online roundtable organised by Working With Perpetrators - Executive Director Gustav Tallving

Consultations

EuroPris contributed to the French parliamentary consultation on overcrowding and regulatory mechanisms: *Mission d'information sur les alternatives à la détention et l'éventuelle création d'un mécanisme de régulation carcérale*. Executive Director Gustav Tallving presented examples of amnesties, presumption for alternative sanctions, and regulatory mechanisms across Europe.

Partnerships and Cooperation



Council of Europe

EuroPris has an observer status at the Council for Penological Cooperation (PCCP) and participates in their expert panels and annual plenary meetings. EuroPris provides input from a practitioner’s point of view and creates links with the work of EuroPris expert groups. In 2023, EuroPris provided input on the drafting of the Recommendation on Artificial intelligence and its use by prison and probation services and the recommendation on mental health in prison and probation. Moreover, at the plenary in October EuroPris’ Executive Director gave a presentation on the developments of organised crime and the role prisons can play in preventing and countering organised crime. EuroPris also supports the development of the agenda of the annual CoE conference for Prison and Probation Directors (CDPPS).

Children of Prisoners Europe (COPE)

COPE is a pan-European network working with and on behalf of children with imprisoned parents. The network encourages innovative perspectives and practices to ensure that the rights of children with imprisoned parents are fully respected and that action is taken to secure their well-being and healthy development. They seek to boost awareness and achieve new ways of thinking, acting, and interacting on issues concerning children affected by parental imprisonment. The organisation has been contributing to the work of EuroPris’ expert group on Children of Prisoners. In 2023, EuroPris participated in a round table meeting in Athens, Greece, organised by COPE.

European Commission DG Justice

Within the 2022-2025 Framework Partnership Agreement of the Justice Programme, EuroPris received in 2023 European Commission (EC) co-financing through an Operating Grant. Being financed by the EC means that the work program of EuroPris is aligned with the priorities of the Justice Directorate. Therefore, the secretariat maintains close contact with the Commission and provides them with reports and updates on our activities.

The value of EuroPris for the EC is the competence of the network, being able to reflect on prison practice, and on understanding how policy and legislation might impact this practice. EuroPris facilitates a link between European policymakers and national agencies. Its input is based on its collective professional knowledge and expertise in the creation of standards and regulations and in the implementation of EU legislation. In 2023, EuroPris took a very active approach towards the EC and met several times with senior officials, starting at the beginning of the year with a meeting between Commissioner Didier Reynders and President Caron McCaffrey in Brussels, Belgium.

Penal Reform International (PRI)

Penal Reform International (PRI) works globally to promote criminal justice systems that uphold human rights for all and do no harm. In a recently signed partnership agreement, EuroPris and PRI agree to jointly promote improved detention standards and non-discriminatory justice systems. The agreement provides for deepened cooperation and synergies between the two organisations. Over the year, two webinars were jointly organised with good results. In 2023, EuroPris and PRI organised the Pre-trial Detention Webinar with Executive Director Olivia Rope, on the panel for this meeting.

Criminal Justice Platform Europe (CJPE)

The CJPE is a collaborative effort between EuroPris, the Confederation of European Probation (CEP), and the European Forum for Restorative Justice (EFRJ). The three organisations have cooperated in this informal network since 2013 and have organised several joint events for their networks. In 2023 the CJP organised the 5th edition of the International Criminal Justice Summer Course, dedicated to Mental Health Issues in Criminal Justice. In this course, organisation members of CJPE addressed different topics with EuroPris focusing on mental health challenges in closed correctional settings and how to create a safer environment.

Confederation of European Probation (CEP)

In an affiliation agreement between EuroPris and CEP, it is agreed that the two organisations will cooperate each year on at least two subjects. One subject is 'Foreign Nationals in Prison and Probation (FNPP)', which was taken up from the beginning of the cooperation and will continue with expert meetings and occasional workshops. The other subject(s) can vary every year.

International Corrections and Prisons Association (ICPA)

Without having a formalised relationship, EuroPris works closely with ICPA in the organisation of large-scale worldwide conferences. ICPA is a global organisation and is a valuable partner when it comes to organising events that aim for worldwide knowledge sharing. ICPA is a partner in the Technology in Corrections conference (2015, 2017, 2019 and 2021) and the Correctional Research Symposium (2017 & 2018). In collaboration with the Portuguese Reintegration and Prison Service (DGRSP) as well as ICPA, the 3rd international Correctional Research Symposium (CRS) took place on 27-30 March 2023 in Porto, Portugal. The theme of the 2023 CRS was "Rehabilitating Reintegration: Research and Reflections on What Works", where we welcomed both evidence-based and practice-informed discussions on meaningful reintegration, and how it can be achieved.

Radicalisation Awareness Network (RAN)

The RAN Prison and Probation (P&P) working group is one of the eight thematic working groups of the Radicalisation Awareness Network (RAN), an EU-wide umbrella network that has been established by the European Commission to tackle radicalisation leading to terrorism and violent extremism. EuroPris collaborated with RAN as an associate partner in this group. On 14 – 15 November 2023, EuroPris held a closed-doors workshop on preventing and countering violent extremism (PCVE) in prisons workshop which had a RAN representative as a key presenter and moderator.

University of Lausanne

The Council of Europe Annual Penal Statistics (SPACE) provide statistics on imprisonment and penal institutions annually since 1983. Data is submitted by a network of national correspondents and are then verified, processed and analysed by a team of researchers at the University of Lausanne, Switzerland. A Memorandum of Understanding between EuroPris and the University of Lausanne (UNIL) was formed in 2019. This has resulted in data sharing on specified indicators through the exchange of datasets and has allowed EuroPris to display interactive and country-specific longitudinal graphs on the EPIS system using data from SPACE initiative. With this, historical trends on key indicators are visualised on the EuroPris website.

Netherlands Helsinki Committee (NHC)

NHC is a non-governmental organisation that promotes human rights and strengthens the rule of law and democracy in all countries of Europe. Their work lies primarily in executing projects to strengthen legal protection and improve public policies that affect vulnerable or disadvantaged groups. The partnership with the Netherlands Helsinki Committee (NHC) goes back to the founding of EuroPris. Recently, NHC and EuroPris cooperated through the EPTA projects, providing structure and additional services to the training academies within the EPTA network. The extended project, EPTA II – Innovating Together, runs for three years until 2024.

During the 2023 EPTA conference, discussions centered on the prospective direction of the network. The EPTA Steering Committee suggested its ongoing management by EuroPris following the conclusion of the EU-funded EPTA II project. A predominant survey consensus favoured this shift, and EPTA members overwhelmingly voted (95%) in support of merging with EuroPris. This decision guaranteed the stability of EPTA and the implementation of an advanced work program. Although the EPTA project is set to conclude in November of 2024, the NHC intends to extend it until May 2024, accompanied by a comprehensive transition plan to facilitate a smooth handover.



(EPTA Annual Conference 2023)

Management and Organisation

Registration

Since 14 December 2011, EuroPris is registered at the Chamber of Commerce The Hague, Netherlands as the European Organisation of Prison and Correctional Services (EuroPris) under the registration number 54119715.

Board

EuroPris is headed by an international Board of a maximum of 8 European (Deputy) Director Generals that are elected by the AGM. The Board consists of the following members (as per 31 December 2023):

- Caron McCaffrey – Ireland, President
- Jan-Erik Sandlie – Norway, Vice-President
- Michel Daccache – France, Board member
- Phil Copple – England & Wales, Board member
- Kerstin Ashauer – Germany, Board member
- Ioana Morar – Romania, Board member
- Rait Kuuse – Estonia, Board member

Since October 2019, the composition of the Board no longer contains a treasurer. The responsibilities of the treasurer are delegated to Rob Cottis-Wells, Senior Finance Business Partner for Prisons, England & Wales.

Board meetings

There was one online Board meeting during 2023. In-person meetings were organised in March in Tallinn, Estonia, in June in Berlin, Germany, and in September in Tromsø, Norway. The Executive Committee consists of the President, Vice-Presidents, Treasurer and the Executive Director. There was no need to hold separate Executive Committee Meetings in 2023.

Annual General Meeting (AGM)

The 12th EuroPris Annual General Meeting convened in Berlin, Germany on June 5, with delegates from 33 member jurisdictions and observers from the Council of Europe (CoE), the Confederation of European Probation (CEP), United Nations Office on Drugs and Crime (UNODC), Penal Reform International (PRI) and International Corrections and Prison Association (ICPA).

Key decisions were made during the event, including the approval of the Annual Report of 2022 and the Planning for 2024. Board elections resulted in the re-election of Jan-Erik Sandlie (Norway) and Phil Copple (England & Wales), alongside the election of three new board members: Rait Kuuse (Estonia), Kerstin Ashauer (Germany), and Michel Daccache (France). Their term extends to the Annual General Meeting in 2026.

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During the conference, members discussed global prison trends, crisis management leadership, and staff well-being. The event concluded with the presentation of the Prison Achievement Award for 2023 to Catalonia's Justice Department for their "VRespect.ME" program, showcasing our dedication to rehabilitation excellence.



(Annual General Meeting 2023)

Secretariat

The EuroPris secretariat is based in The Hague, the Netherlands, and consisted at the end of 2023 of an Executive Director, (Gustav Tallving), Deputy Director, (Justina Dzienko), Office and Event Manager (Eugenia van Engelenhoven), Communication Manager (Brodie Bavidge) and a Financial Manager (Umu Kultume Kassim). Two staff members worked from distant locations. Those were FD 909 Coordinator Nalini Hussain (seconded, London) and FNPP Coordinator Petra Pavlas (seconded, Vienna).

To be cost-efficient, all staff members are working part time. In total, 4,1 FTE equivalents are on the payroll of the EuroPris secretariat. Secondments are in-kind contributions from EuroPris members His Majesty's Prison and Probation Service (England/Wales) and Federal Ministry of Justice (Austria).

Moreover, a salary assessment of the Executive Director was conducted by an independent HR specialist from the Dutch Custodial Sanctions Agency. This resulted in a robust benchmark relating to salaries in the Dutch public sector.

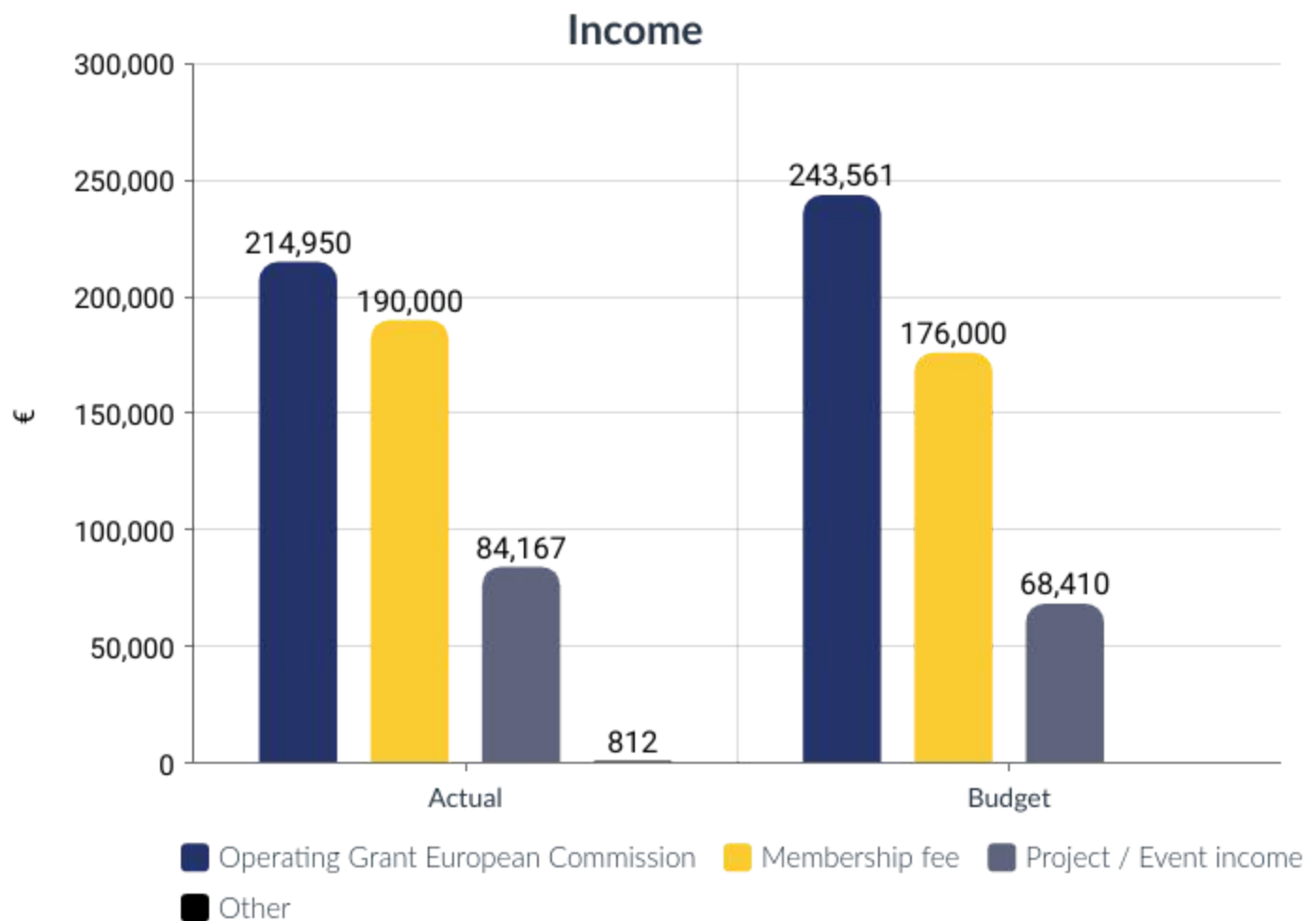
In the course of 2023, a few staff changes took place in the Secretariat. In May, the previous finance officer left the organisation and in November the Communication manager was replaced. Careful attention was put into the transition and onboarding of the new team members.

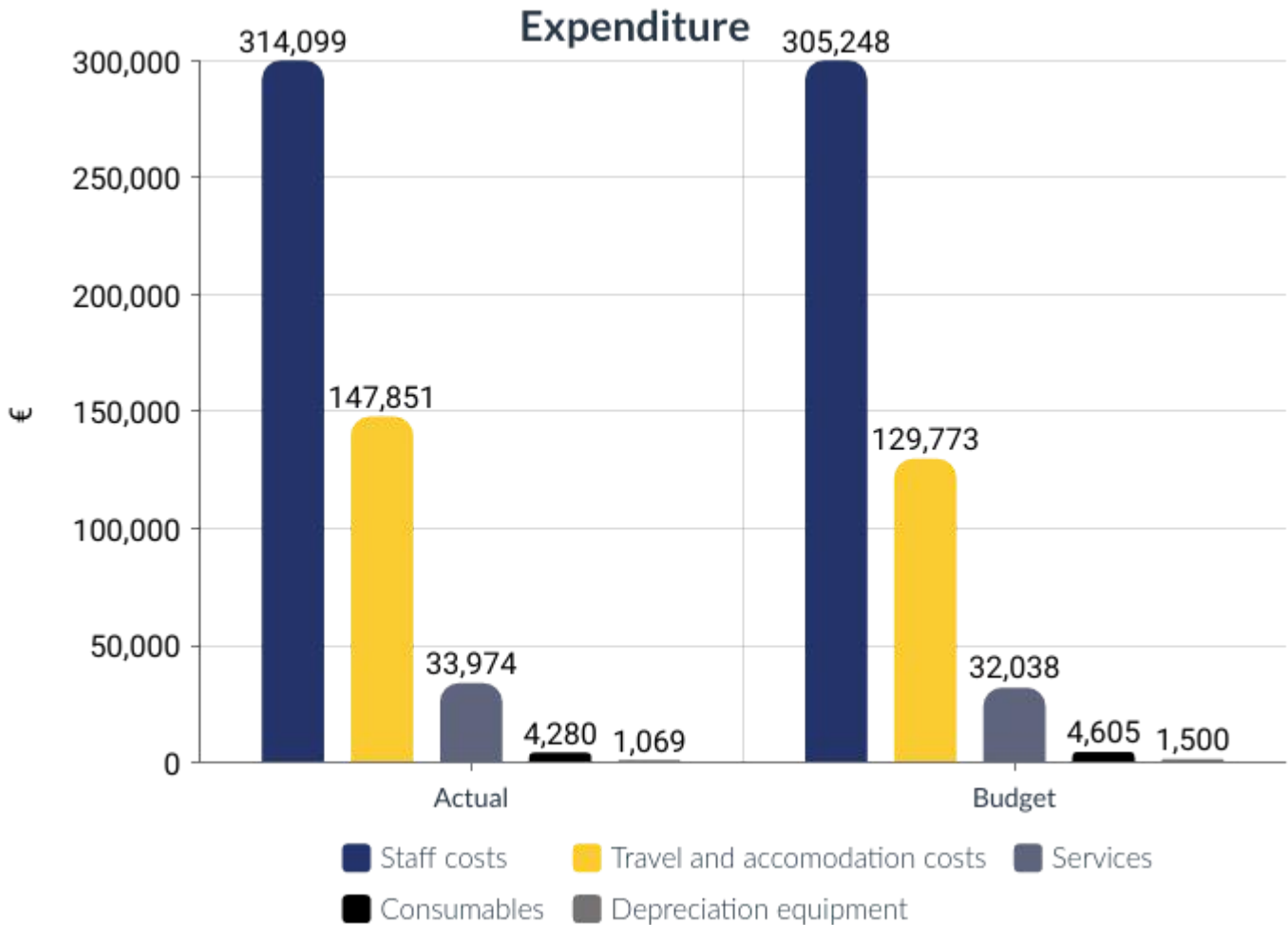
Finance Summary 2023

EuroPris ended 2023 with a negative result on ordinary Income and Expenditure of € 7.359. € 2.000 is added to the Staff Training Reserve and € 9.359 is deducted from the Special Purpose Reserve.

The result of operations of - € 11.343 is € 34.446 less than the budget, mainly due to the reduction of the Operating Grant of the European Commission with € 28.611. This reduction is compensated with € 14.000 more income from membership fees.

The income for 2023 € 489.930, and expenditures € 501.272, comprise as follows:





EuroPris keeps a continuity reserve that serves as a financial safeguard if funding from the European Commission stops or is less than expected. The continuity reserve is € 150.000 which is the maximum value decided by the Board. The Board also decided on a staff training reserve. € 2.000 will be added annually up to a maximum of € 10.000.

A new reserve was created in 2021 to cover the consequences of the 30% tax reduction that applies to the Executive Director and Deputy Director and which impacts on the payment in case of longer-term illness (up to half a year) of the Executive Director and Deputy Director, for the amount of € 25.000. The Special Purpose Reserve is formed on the results of the years and the spending of this reserve has been agreed upon by the Board and facilitates amongst others the capacity and sustainability of the secretariat.

After deducting the negative result 2023 from the Special Purpose Reserve, the balance of this reserve on 31 December 2023 is € 102.195.

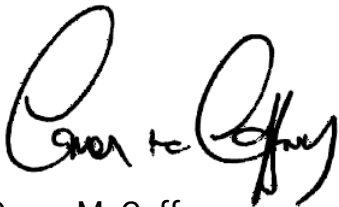
Budget 2024

| | |
|--|-----------|
| Income Membership Fee | € 277.500 |
| Income Operating Grant EC | € 252.255 |
| Project Income | € 3.000 |
| Event Income | € 25.000 |
| Total Income | € 557.755 |
| Expenditures Operating Grant | € 315.455 |
| Staff Costs Outside Operating Grant | € 141.190 |
| Activity Costs Outside Operating Grant | € 74.400 |
| Other Costs | € 18.436 |
| Total Expenditures | € 549.481 |
| Result on Ordinary Activities | € 8.274 |

EuroPris applied for a grant of € 252.255 for 2024. The European Commission granted the full amount.

The result will be added to the Special Purpose Reserve. The balance of the Special Purpose Reserve 1st of January 2024 is € 102.195. The balance on 31st of December 2024 will be € 110.469.

Den Haag, 17 April 2024



Caron McCaffrey
President of EuroPris



Rob Cottis-Wells
Treasurer of EuroPris



FINANCIAL REPORT 2023

Balance Per 31 December 2023

| ASSETS | 31 Dec 2023 | 31 Dec 2022 |
|---------------------------------|--------------------|--------------------|
| Fixed Assets | | |
| Fixed Assets | € 2.176 | € 1.795 |
| Current Assets | | |
| Receivables & Accruals | € 240.907 | € 16.765 |
| Cash & cash equivalents | € 519.380 | € 435.488 |
| | <u>€ 760.287</u> | <u>€ 452.253</u> |
| Total | <u>€ 762.464</u> | <u>€ 454.048</u> |
| | | |
| RESERVES AND LIABILITIES | | |
| Reserves | | |
| Continuity reserve | € 150.000 | € 150.000 |
| Special purpose reserve | € 102.195 | € 115.256 |
| Staff training reserve | € 5.371 | € 3.653 |
| Reserve illness risk employees | € 25.000 | € 25.000 |
| | <u>€ 282.567</u> | <u>€ 293.909</u> |
| Current Liabilities | | |
| Payables & Accruals | € 479.897 | € 160.138 |
| Total | <u>€ 762.464</u> | <u>€ 454.048</u> |

Statement of Income and Expenditures 2023

| | Realisation 2023 | Budget 2023 | Realisation 2022 |
|---|---------------------|------------------|---------------------|
| Income | | | |
| Membership fee | € 190.000 | € 176.000 | € 183.000 |
| Governmental grants - European Commission Operating Grant | € 214.950 | € 243.561 | € 200.000 |
| Project income - EPTA | € 10.660 | € 4.800 | € 6.333 |
| Correctional Research Symposium (CRS) | € 51.680 | € 42.610 | |
| Criminal Justice Summercourse | € 21.828 | € 21.000 | € 9.756 |
| Other income | € 812 | € 0 | € 39 |
| Total Income | € 489.930 | € 487.971 | € 399.128 |
| Expenditures | | | |
| Expenditures on the Operating Grant | € 261.427 | € 304.450 | € 251.045 |
| Staff costs outside Operating Grant | € 131.192 | € 138.230 | € 127.872 |
| Activities outside Operating Grant | € 16.532 | € 18.474 | € 14.002 |
| Expenditures on projects (incl staff costs) | € 22.009 | € 6.574 | € 17.322 |
| Correctional Research Symposium (CRS) | € 46.201 | € 42.610 | |
| Criminal Justice Summercourse | € 17.340 | € 18.000 | € 9.947 |
| Other Spending (Incl unforeseen) | € 2.588 | € 5.436 | € 11.299 |
| Total expenditures on ordinary activities | € 497.289 | € 533.774 | € 431.488 |
| Result on ordinary Income and Expenditures | -€ 7.359 | -€ 45.803 | -€ 32.361 |
| Expenditures from Special Purpose Reserve | € 3.701 | € 0 | € 7.669 |
| Expenditures from Staff Training Reserve | € 282 | € 0 | € 4.831 |
| Result of operations | -€ 11.343 | -€ 45.803 | -€ 44.860 |

Appropriation of the result:

There will be € 2.000 added to the staff training reserve, the result on ordinary income and expenditure (€ 7.359) plus the dotation to the Staff Training Reserve (€ 2.000) will be deducted from the Special Purpose Reserve.

Cashflow Statement

| | 2023 | | 2022 | |
|--|------------|-----------|-----------|-----------|
| | € | € | € | € |
| Cash & cash equivalents January 1st. | | € 435.488 | | € 515.124 |
| Cashflow from operational activities | | | | |
| Result of operations | -€ 11.343 | | -€ 44.860 | |
| Increase/Decrease of current assets | -€ 224.142 | | -€ 6.670 | |
| Increase/Decrease of current liabilities | € 319.759 | | -€ 28.602 | |
| Depreciations | € 1.069 | | € 964 | |
| | | € 85.342 | | -€ 79.169 |
| Cashflow from investment activities | | | | |
| Investments | -€ 1.450 | | -€ 699 | |
| Desinvestments | € 0 | | € 231 | |
| | | -€ 1.450 | | -€ 468 |
| Cash & cash equivalents December 31st. | | € 519.381 | | € 435.488 |

Explanatory Notes to Balance Sheet Statement

| ASSETS | 31 Dec 2023 | 31 Dec 2022 |
|--|--------------------|--------------------|
| Fixed Assets | | |
| 1st of January | € 5.618 | € 5.151 |
| investments | -€ 3.823 | -€ 2.860 |
| depreciation | <u>€ 1.795</u> | <u>€ 2.291</u> |
| Bookvalue 1st of January | | |
| Investments during the year | € 1.450 | € 699 |
| Desinvestments during the year | € 0 | -€ 231 |
| Depreciation in the year | -€ 1.069 | -€ 1.195 |
| Depreciation on desinvestments during the year | <u>€ 0</u> | <u>€ 231</u> |
| Movements | € 381 | -€ 496 |
| 31st of December | € 7.068 | € 5.618 |
| investments | -€ 4.892 | -€ 3.823 |
| depreciation | <u>€ 2.176</u> | <u>€ 1.795</u> |
| Bookvalue 31st of December | | |
| Current Assets | | |
| Receivables & accruals | | |
| Debtors | € 623 | € 0 |
| Debtors, pre invoiced for 2024 | € 208.775 | |
| Prepayments on events/projects | € 23.680 | € 16.698 |
| Other receivables and accruals | <u>€ 7.829</u> | <u>€ 67</u> |
| | € 240.907 | € 16.765 |
| Cash & cash equivalents | | |
| Rabo Verenigingspakket | € 5.246 | € 29.345 |
| Rabo Bedrijfsspaarrekening | <u>€ 514.134</u> | <u>€ 406.143</u> |
| | € 519.380 | € 435.488 |

Reserves and Liabilities

| RESERVES AND LIABILITIES | 31 Dec 2023 | 31 Dec 2022 |
|--|--------------------|---------------------|
| Specification of reserves | | |
| Continuity reserve | | |
| Balance 1st of Januari | € 150.000 | € 150.000 |
| Result of operations | € 0 | € 0 |
| | <u>€ 150.000</u> | <u>€ 150.000</u> |
| Special-purpose reserve (SPR) | | |
| Balance 1st of Januari | € 115.256 | € 157.285 |
| Expenditures from Special Purpose Reserve | -€ 3.701 | -€ 7.669 |
| Deduction / Dotation from result | -€ 9.359 | -€ 34.360 |
| | <u>€ 102.195</u> | <u>€ 115.256</u> |
| Staff training reserve | | |
| Balance 1st of Januari | € 3.653 | € 6.484 |
| Expenditures from staff training reserve | -€ 282 | -€ 4.831 |
| Dotation from result | € 2.000 | € 2.000 |
| | <u>€ 5.371</u> | <u>€ 3.653</u> |
| | 31 Dec 2023 | 31 Dec. 2022 |
| Reserve illness risk employees | | |
| Balance 1st of Januari | € 25.000 | € 25.000 |
| Current liabilities - payables & accruals | | |
| Accounts payable | € 3.311 | € 3.761 |
| European Commission | € 158.901 | € 131.960 |
| HLB Den Hartog auditors | € 7.986 | € 7.502 |
| Wage taks | € 5.641 | € 5.774 |
| Other payroll related | € 9.018 | € 7.900 |
| Invoiced and partly received for 2024 | € 291.799 | |
| Others | € 3.241 | € 3.241 |
| | <u>€ 479.897</u> | <u>€ 160.138</u> |
| Total current liabilities | € 479.897 | € 160.138 |

Explanatory Notes to the Statement of Income and Expenditure

| | Realisation 2023 | Budget 2023 | Realisation 2022 |
|--|---------------------|------------------|---------------------|
| Expenditures | | | |
| Expenditures on the Operating Grant | | | |
| Staff | | | |
| Executive director | € 22.105 | € 0 | € 92.393 |
| Office manager | € 37.636 | € 40.250 | € 37.154 |
| Communication manager | € 42.438 | € 40.537 | € 0 |
| Deputy director | € 59.380 | € 79.657 | € 15.180 |
| | € 161.559 | € 160.444 | € 144.727 |
| Travel | € 67.777 | € 111.299 | € 76.825 |
| Equipment | € 1.069 | € 1.500 | € 1.195 |
| Consumables | € 4.280 | € 4.605 | € 3.274 |
| Other costs and services | | | |
| Financial audit | € 7.563 | € 7.000 | € 7.502 |
| Publications | € 321 | € 2.100 | € 585 |
| Digital Services | € 16.898 | € 13.752 | € 9.416 |
| Venue rent | € 1.468 | € 2.000 | € 5.675 |
| Other | € 493 | € 1.751 | € 1.846 |
| | € 26.743 | € 26.602 | € 25.024 |
| Total expenditures on the Operating Grant | € 261.427 | € 304.450 | € 251.045 |
| Staff costs outside Operating Grant | | | |
| Financial management | € 36.786 | € 26.511 | € 30.492 |
| Systems/ Office manager | € 57 | € 0 | € 0 |
| Excecutive Director | € 74.746 | € 100.631 | € 9.941 |
| Communication manager | € 0 | € 0 | € 36.409 |
| Deputy director | € 6.110 | € 3.463 | € 45.540 |
| CRS/TIC staff costs | € 11.320 | € 6.125 | € 2.690 |
| General staff expenses (Payroll costs,flowers, presents etc) | € 2.174 | € 1.500 | € 2.800 |
| Total staff costs outside Operating Grant | € 131.192 | € 138.230 | € 127.872 |

| | Realisation 2023 | Budget 2023 | Realisation 2022 |
|--|---------------------|-----------------|---------------------|
| Activities outside Operating Grant | | | |
| Travel cost outside EU (participation ICPA) | € 1.944 | € 1.634 | |
| 2 International conferences + 2 meetings network members | € 7.937 | € 3.160 | € 1.736 |
| Real Estate workshop | € 0 | € 13.680 | |
| Board meeting Norway | € 4.039 | € 0 | |
| Lunch coordination meeting Summercourse | € 0 | € 0 | € 160 |
| Activity costs not eligible for the Operating Grant | € 2.613 | € 0 | € 12.106 |
| Total activities outside Operating Grant | € 16.532 | € 18.474 | € 14.002 |
| Expenditures on projects | | | |
| Staff costs EPTA project | € 21.349 | € 6.574 | € 16.135 |
| Other costs EPTA project | € 660 | € 0 | € 1.187 |
| Total expenditures on projects | € 22.009 | € 6.574 | € 17.322 |
| Summer course Criminal Justice Platform | € 17.340 | | € 9.947 |
| Correctional Research Symposium (CRS) | € 46.201 | | € 0 |
| Other Spending | | | |
| EPIS development/website development | € 0 | € 0 | € 5.690 |
| Contingencies/Other | € 2.588 | € 5.436 | € 5.609 |
| | € 2.588 | € 5.436 | € 11.299 |
| Expenditures from Special Purpose Reserve | | | |
| Promotional Video | € 3.701 | € 0 | € 7.669 |
| Other | € 0 | € 0 | € 0 |
| Total expenditures from Special Purpose Reserve | € 3.701 | € 0 | € 7.669 |
| Expenditures from Staff Training Reserve | | | |
| Advice communication strategy | € 282 | € 0 | € 2.850 |
| Stakeholder analysis workshop | € 0 | € 0 | € 1.980 |
| Other | € 0 | € 0 | € 0 |
| Total expenditures from Staff Training Reserve | € 282 | € 0 | € 4.831 |

Annex 1 - Auditor's Report



INDEPENDENT AUDITOR'S REPORT

To: the Board of Vereniging Europris, The Hague

A. Report on the audit of the financial statements 2023 included in the annual report

Our opinion

We have audited the financial statements 2023 of Vereniging Europris, based in The Hague.

In our opinion the accompanying financial statements give a true and fair view of the financial position of Vereniging Europris as at 31 December 2023, and of its result for 2023 in accordance with the Guidelines for annual reporting 640 'Not-for-profit organizations' of the Dutch Accounting Standards Board.

The financial statements comprise:

1. the balance sheet as at 31 December 2023;
2. the statement of income and expenditures for 2023;
3. Cash flow statement for 2023; and
4. the notes comprising a summary of the accounting policies and other explanatory information.

Basis for our opinion

We conducted our audit in accordance with Dutch law, including the Dutch Standards on Auditing. Our responsibilities under those standards are further described in the 'Our responsibilities for the audit of the financial statements' section of our report.

We are independent of Vereniging Europris in accordance with the Wet toezicht accountantsorganisaties (Wta, Audit firms supervision act), the Verordening inzake de onafhankelijkheid van accountants bij assurance-opdrachten (ViO, Code of Ethics for Professional Accountants, a regulation with respect to independence) and other relevant independence regulations in the Netherlands. Furthermore we have complied with the Verordening gedrags- en beroepsregels accountants (VGBA, Dutch Code of Ethics).

We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

B. Report on the other information included in the annual report

In addition to the financial statements and our auditor's report thereon, the annual report contains other information that consists of the Report of the board of directors.

Based on the following procedures performed, we conclude that the other information is consistent with the financial statements and does not contain material misstatements.

We have read the other information. Based on our knowledge and understanding obtained through our audit of the financial statements or otherwise, we have considered whether the other information contains material misstatements.

By performing these procedures, we comply with the requirements of the Dutch Standard 720. The scope of the procedures performed is substantially less than the scope of those performed in our audit of the financial

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HLB Den Hartog Accountants & Consultants is gevestigd te Rotterdam en staat ingeschreven in het Handelsregister bij de KvK onder nummer 24444102. Uitsluitend HLB Den Hartog Accountants & Consultants geldt als opdrachtnemer. Op haar dienstverlening zijn de Algemene Voorwaarden van HLB Nederland Accountants & Consultants B.V. van toepassing, waarin onder meer een beperking van de aansprakelijkheid en een aanwijzing van de bevoegde rechter zijn opgenomen. Deze Algemene Voorwaarden zijn te raadplegen via www.hlb-denhartog.nl en zijn gedeponeerd bij de KvK onder nummer 33238606.

HLB Den Hartog is a member of HLB International, the global advisory and accounting network.

Annex 1 - Auditor's Report



statements Management is responsible for the preparation of the other information, in accordance with the Guidelines for annual reporting 640 'Not-for-profit organizations' of the Dutch Accounting Standards Board.

C. Description of responsibilities regarding the financial statements

Responsibilities of management for the financial statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the Guidelines for annual reporting 640 'Not-for-profit organizations' of the Dutch Accounting Standards Board. Furthermore, management is responsible for such internal control as management determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

As part of the preparation of the financial statements, management is responsible for assessing the company's ability to continue as a going concern. Based on the financial reporting framework mentioned, management should prepare the financial statements using the going concern basis of accounting unless management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.

Management should disclose events and circumstances that may cast significant doubt on the company's ability to continue as a going concern in the financial statements.

Our responsibilities for the audit of the financial statements

Our objective is to plan and perform the audit engagement in a manner that allows us to obtain sufficient and appropriate audit evidence for our opinion.

Our audit has been performed with a high, but not absolute, level of assurance, which means we may not detect all material errors and fraud during our audit.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. The materiality affects the nature, timing and extent of our audit procedures and the evaluation of the effect of identified misstatements on our opinion.

We have exercised professional judgement and have maintained professional skepticism throughout the audit, in accordance with Dutch Standards on Auditing, ethical requirements and independence requirements. Our audit included among others:

- identifying and assessing the risks of material misstatement of the financial statements, whether due to fraud or error, designing and performing audit procedures responsive to those risks, and obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtaining an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control;
- evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;

Annex 1 - Auditor's Report



- concluding on the appropriateness of management's use of the going concern basis of accounting, and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause a company to cease to continue as a going concern;
- evaluating the overall presentation, structure and content of the financial statements, including the disclosures; and
- evaluating whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant findings in internal control that we identify during our audit.

The Hague, 28 June 2024

HLB Den Hartog
Accountants & Consultants

A handwritten signature in black ink that reads 'S.T.M. ten Hagen'. To the left of the signature is a small, circular blue stamp with a white seal in the center.

S.T.M. ten Hagen RA



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