

Brussels, **1 2 SEP. 2013**JUST.A4 (ARES)2013 *3*035370

Danish Institute for Human Rights Strandgade, 56 1401 COPENHAGEN K Denmark

BY REGISTERED MAIL

Subject: your grant agreement JUST/2011/PROG/AG/1909

Dear

Thank you for your letter dated 29 August 2013 and the additional supporting document you provided.

The Commission has completed its second analysis of your final financial statement and according to our recalculations, a payment for an amount of EUR 6.203,77 should now be made.

The Commission will now proceed to the payment of the amount mentioned above.

If you believe that there was maladministration, you may lodge a complaint to the European Ombudsman within two years of the date when you became aware of the facts on which the complaint is based (see http://www.ombudsman.europa.eu).

Any request you may make and any reply from us, or any complaint for maladministration, will have neither the purpose nor the effect of suspending the time-limit for lodging an action for annulment of the present decision, which must be done within two months of notification of this letter. The court responsible for hearing annulment procedures is the General Court of the European Union:

General Court Rue du Fort Niedergrünewald L-2925 Luxembourg

tel.: (+352) 4303 1 fax: (+352) 4303 2100 e-mail: GeneralCourt.Registry@curia.europa.eu

URL: http://curia.europa.eu]

Yours sincerely,

Renatas MAZEIKA Head of Unit

Annex: 1



JL		BUDG	GET & E)	ET & EXECUTION SUMMARY			WO COO CONTRACTOR	į
:		Estimated						4U/c
Tem A	m Budget item Staff	Expenditure	%	Declared expenditure	Change %	Total	Total acceptable for	
m	Travel staff	154.616,33		144.053,79	-6,83%	144 053 70	non profit rule	
ن ا	Equipment	71,020,1		4.938,34	-11,98%	4 864 05	87'500'44'	
الو	Consumables	13 759 40		00'0	#DIV/0i	000	4.930,34	
ш	Other direct costs	87 742 44		13.929,80	1,25%	13 929 80	00'0	
	Total A+B+C+D+E	PH-27-1-15		63.382,54	-27,76%	63 382 54	09,878,00	
<u>.</u>	Indirect costs (max 7%)	46 464 63		226.304,47	-13,53%	226 230 48	236.26	
	Total Eligible Cost	50,104,01	5,91%	14.405,38		13 370 20	44, 105, 00	
ပ	Contribution in kind/non eligible	277.104,67		240.709,85	-13,53%	239 600 38	14.405,38	
	Total costs	277 104 67		00'0		00.0	240.709,85	
		10°10111		240.709,85		239.600,38	240 709 RE	
	Names	Income					20,00	
듸	Interest on pre-financing		%	Declared income	%			
	Other Income	00.0	188	00'0				
×	Contribution from Beneficiaries	00'0	%00,0	00'0	0,00%			
	Contribution from EC		%00.07 80.00%	55.082,88	22,88%			
	Total Revenue		%00,00	185.626,97	77,12%			
0	Contribution in kind/non eligible	0.00		240.709,85				
	Total Income	277.104.67		00'0				
		DAVMENT OF STATE	ك 	240.709,85				
		TOTAL PATMENT CALCULATION	7					

Base of final payment calculation (lowest amount of A/B/C) Pre-financing paid A (Total eligible x % Com)
B (Max Com contribution)
C (Accepted expenditure - incomes "I") Recovery of interest on pre-financing

1st payment on 21/8/13

Final payment

191.680,30 221.683,74 240.709,85

191.680,30 110.906,83 0,00 74.569,70 **6.203,77**











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2			The second secon			9	Ξ		7	×		z E	IUST/2011/PROG/AG 0	٥
	Ref N.	Name of Objectives	ives Actions	Accounting		ure Description of Hem			Subtotal	406.699,56		For Co	mmission Services and	
3				reference(s)	incurred date/periode or duration	Anavertotile qui	currency	Currency	Rate	E Note	Not eligible amount Rat in currency		Not eligible Explanation amount in	costs
4	4	DIHR	Department Director	Salan	1	Total salary cost for entire project period, please see Financial						ens 		non profit n
2	A	DIHR	Project Manage	Calany	Jan - Dec 12		10.259,51	ų	1,0000	10.259,51		1.00	00.00	
9	A	DIHR	Student	Salan	Jan Par 12		19.024,00	Ψ	1,0000	19.024,00	-		00'0	o o
7	A	DIHR	Press Officer	Salany	Jan - Dec 12		12.055,93	É	1,0000	12.055,93			00.0	o o
80	4	DIHR	Chief Advisor	Calany	Jan - Apr 12	1011	7.119,25	Ų	1,0000	7.119,25		00	00.0	ŏ
6	A	DIHR	d				23.576,41	ψ	1,0000	23.576,41			00	0,0
1	A	DIHR	Project	o anary	Jan - Sep 12		29.904,51	æ	1,0000	29.904,51				0,0
=	-	DIHB	racilitator	Salary	Apr - Dec 12	2 annex 1 and 2 for details Total salary cost for entire project posical alease.	6.025,62	Ę	1,0000	6.025.62				0,0
12	-	dallo	Communication	Salary	Apr - Dec 12	_	21.590,43	æ	1,0000	21.590.43				0,0
_	-	OHO.	Department	Salary	Dec 12	annex 1 and 2 for details Total salary cost for entire project	913,68	ė	1,0000	913.68			70	0'0
-	\vdash	Y. I	Coordinator	Salary	Jan - Dec 12	annex 1 and 2 for details	7.258,47	ĘĘ.	1 0000	7 258 47			D. C.	0,0
+	5	XHO	Controller	Salary	Oct - Dec 12	2 annex 1 and 2 for details	6.325,98	w	1 0000	6 325 98			00	0,0
15	<u> </u>	DIMP Sector										00'0	exchange rate February 2013 =	10'0
_		DIHR 2012			Feb 12	Meeting Aarhus, transportation MZA, LZU, LSOE	1.902,00	DKK	6,4341	295.61		ş		
17	-		-		Feb 12	Data Collection Aarhus, consumption	48,00	DKK	7,4341	6.46			C. Umerence rejected	39,71
181	-	T	1		Feb 12	Data Collection Aarhus, transportation LZU + LSOE	1.552,00	DKK	7.4341	208 77	00, -			0'00
_	-		T		Mar 12	Data Collection Aarhus, per diem LZU	559,00	DKK	7.4355	75.18			0	0,00
$oldsymbol{oldsymbol{\perp}}$	+	Τ	Lab 360* Equality		Mar 12	Data Collection Aarhus, per diem LSOE	559.00	XX	7 4355	0, 2,			0	0.00
2 2	-		\top		Apr 12	Meeting Aarhus, transportation LZU	776,00	DKK	7.4372	10,101	06,1		0	00'0
igl+	+	DIHK 2012 Equality Lab	7		Apr 12	Meeting Aarhus, transportation LSOE	776.00	336	2,020,	104,04	1,00	00'0	0	00'0
+	+				Apr 12	Workshop 1 Aarhus, transportation LZU + SHA	1 562 00	+	7,4372	104,34	1,00	00'0	0	00'0
\downarrow	+		7	7	Jun 12	Workshop 1 Aarhus, per diem SHA	00.500	+	1,4372	208,68	1.00	00'0		00'0
24 B	DIHR				Jun 12	Workshop 1 Aarhus, per diem I.Zu	235,75	+	7,4312	39,80	1,00	00'0		00'0
25 B	OFFR	Equality Lab		2	Mar 12	Middle Garage	295,75	KK	7,4312	39,80	1,90	00'0		00'0
26 B	DIHR				lin 10	recovering 1 Aditids, presents for speakers/presenters	256,72	ZX	7,4355	34,53	1,00	34.50	rejected cost as not in the forward budget	C 2 7 C
27 B	DIHR		l		45	Workshop 2 Aarhus, per diem LZU	510,25	DKK	7,4312	68,66	1,00	0.00		50
28 B	DIHR			5 2	May 40	Workshop 2 Aarhus, per diem MZA	646,75	DKK	7,4312	87,03	1,00			00.0
29 BB	DIHR	Equality Lab	360" Equality		45	Workshop 2 Aarhus, transportation MZA	100,00	DKK	7,4385	13,44	1,00			00.0
90		Equality Lab			7 10	Workshop 1 Aarhus, transportation LZU	121,00	DKK 7	,4372	16,27	1,00			00.0
3 00	AHO S		Т	ď	Aug 12	Data Colicetion Odense, transportation LVS	576,00	DKK	7 4385	3				00.0
\dotplus	2	Equality Lab	Conference	Ŏ	Oct 12	inspiration Conference, transportation for participants/speakers	<u> </u>	╀	7.4660	24.17	1,00			00'0
\bot	PHA		Conference	ž	Nov 12	Inspiration Conference, transportation LZU		+	0004	128,76	1,00	00'0		00'0
B	DHR	\top	MIA Award 2012 Company visits	al	Jan 12	Visit to Reg. Midtlylland and Grundfoss, flight SHA + LVW		+		31,90	1,0	00'0		00'0
34	DIHR	R MIA Award 2012	2 Company visits	вĥ	Jan 12	Visit to Reg. Midtjylland and Grundfoss, return flight SHA +		+	4343	93,08	1,00	00'0		00'0
35 8	DIHR	R MIA Award 2012	2 Company visits	1 4 <u>7</u>	Feb 12	Visit to Grundfoss, fransportation SHA + LVW	_	DKK 7	4343	107,53	1.00	00'0		000
36 B	DIHR			2 4	Eah 12	Visit to Reg. Midtlylland and Grundfoss, transportation LVW	1.067,00	DKK 7	4341	143,53	1.00	00.00		000
37 B	DIHR			2 4	reb 12 Fah 12	Visit to various companies in Copenhagen	28,00	DKK 7	7,4341	3,77	1,00	00'0		00,0
38 B	DIHR			2 0	71 0	Company visit, transportation CPH-Horsens sha	381,00	DKK 7,	7,4341	51,25	1,00	00.00		00,0
				5	re0 12		752,00	DKK 1	1,0000	752,00	1,00	00 0		00,0

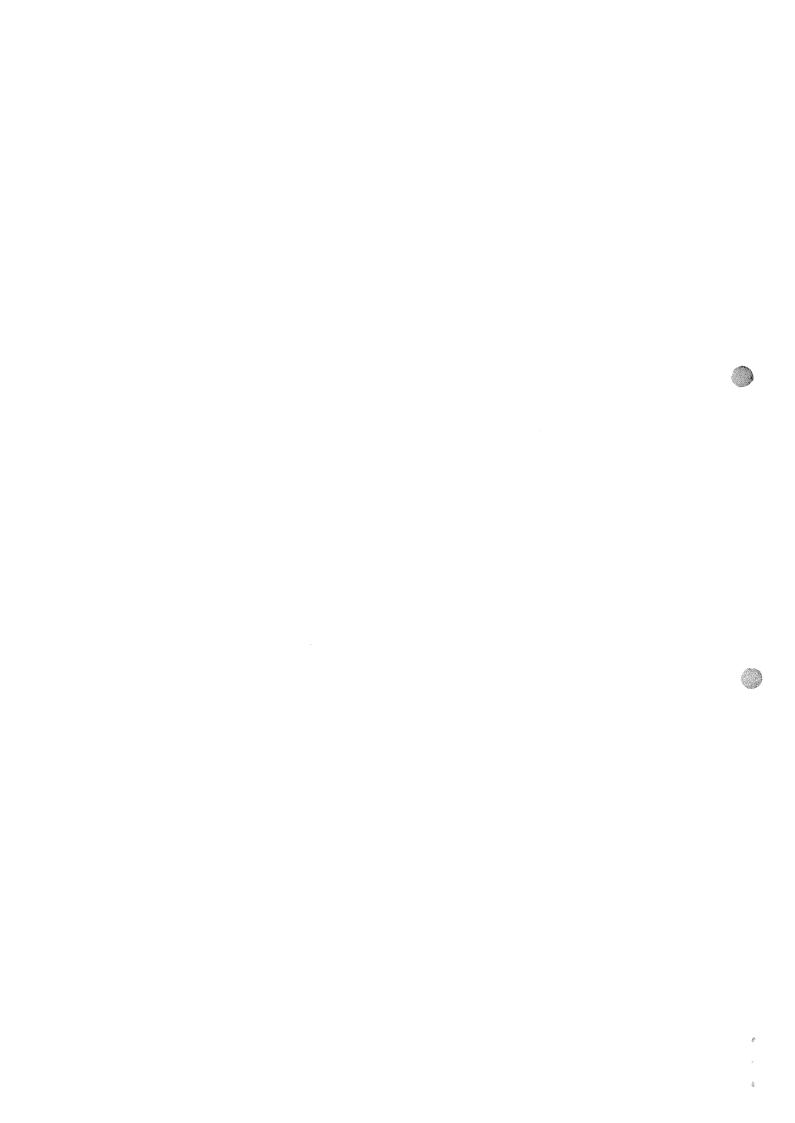
				١		_ _	ر ا	×	Σ	0	
	A B	Э	О	-	MIA Award Bornholm, flight JLP						
	The latest disk and the la					2.269,41 DKK	7,4341	305,27	1,00	00,0	00'0
39	B DIHR	MiA Award 2012	ceremony	Feb 12	MIA Award Bornholm, flight for ceremony host Lene Johansen						
			People Meeting, Award	Apr 12		2.370,89 DKK	7,4372	318,79	1,00	0,00	00'0
9	DIHR RH	MIA Award 2012		2	MIA Award Bornholm, flight SNO						gaga diameter (
			Award	Mar 12		1.883,20 DKK	7,4355	5 253,27	1,00	0,00	00'0
\downarrow		T	final and a second	Feb 12	Company visit, transportation Mærsk	91,00 DKK	7,4341	12,24	1,00	0.00	00.00
42	B DIH		MIA Award 2012 Company VISITS People Meeting,	2	MIA Award Bornholm, ferry fee MZA						
43	DIHR	R MIA Award 2012	Award ceremony	Mar 12	A The state of disor MZA	288,00 €	7,4355	5 38,73	1,00	00'0	200
-			People Meeting.		MIA Award Bornhoim, per diem MiZA		7 4330	08881	00,1	0.00	00.0
4	B DHR	R MIA Award 2012	2 ceremony	Jul 12	MIA Award Bornholm, transportation MZA	1.404,00 DAR	2				
						531,30 DKK	7,4312	2 71,50	1,00	00.0	00'0
45	BHR	R MIA Award 2012		3	MIA Award Bornholm, bridge foll MZA						
			People Meeting, Award	Jun 12		496,00 DKK	7,4312	2 66,75	1,00	00'0	0,00
94	D NAME OF THE OWNER	IK MIA Award 2012	People Meeting,		MIA Award Bornholm, parking fee						00'0
47	B	IR MIA Award 2012	Award 2 ceremony	Jun 12	A that A model Dorrabolton materials for MIQ tent	40,00 DKK	7,4312	5,38	1,00	00,0	
-			People Meeting.		MIA AWAIG DOTHITOIR, HISTORIAS TO PIPE SAN	00 00 XXC	7 4312	13.32	1,00	0.00	00'0
48	B DIHR	HR MIA Award 2012	2 ceremony	Jun 12	MIA Award Bornholm, transportation JLP		+				
			People Meeting.	12		200,00 DKK	7,4312	12 26,91	1,00	00'0	00'0
49	BI	HR MIA Award 2012	12 ceremony	7	MiA Award Bornholm, transportation JLP						Š
Ç		On Street 2012	Award Ceremony	Jun 12		362,71 DKK	7,4312	12 48,81	1,00	00'0	on'o
8	-				MIA Award Bornholm, transportation LVW	41 20 20 20 20	7 4312	10 10.36	1,00	00'0	00'0
51	8	DIHR MIA Award 2012		Jun 12	MIA Award Bornholm, per diem LVW		+				
			People Meeting, Award	2		1.439,75 DKK	K 7,4330	30 193,70	1,00	00'0	00'0
52	ā m	DIHR MIA Award 2012	12 ceremony People Meeting, Award	7	MIA Award Bornholm, transportation, member of the MIA jury Søren Laursen	541.00 DKK	K 7.4312	72,80	1,00	00'0	00'0
53	#IO B	DIHR MIA Award 2012	112 ceremony People Meeting,	Jun 12	MIA Award Bornholm, parking fee SNO	l					900
2	<u>5</u>	DIHR MIA Award 2012	Award 312 ceremony	Jun 12	MAN Award Bombolm, per diem SNO	305,00 DKK	K 7,4312	312 41,04	1.00	00,0	
			People Meeting, Award	04.13		221,00 DKK		7,4560 29,64	1,00	00'00	00'0
55	<u>a</u>	DIHR MIA Award 2012	People Meeting,		MIA Award Bornholm, transportation SNO	200		7 4342	1,00	00'0	00'0
26	8	DIHR MIA Award 2012		Jun 12	MIA Award Bornholm, transportation SNO + JLP	80,465	+				
			People Meeting, Award	May 12		620,00 DKK		7,4385 83,36	1,00	00'0	00'0
/6	מ	TIOT DIEM WIND ALIO	People Meeting,		MiA Award Bornholm, return flight SNO						000
28	Q 88	DIHR MIA Award 2012	Award 012 ceremony	May 12		749,00 DKK	\dashv	7,4385 100,69	1,00	0,00	

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59	80	a H		People Meeting, Award				_	,	7 V	∑ .	Z	0	۵.
	-		MIN AWARD 2012		May 12	12 MIA Award Bornholm, return flight ceremony hoet	495,00	90 DKK	7,4385	66,55		000		
09	80	DIHR	MIA Award 2012		May	148					-			i'o
·					Zi (Bini	AllA Award Bornholm, transportation SNO	725,00	DKK	7,4385	97,47	1,00	00'0		0
ō	m	DHR	MIA Award 2012	_	May 12		221 00	Š	7 4305	•				
62		OH OH		People Meeting, Award		MIA Award Bornholm, per diem JL.P			(4382)	29,71	1,0	00.0		0.0
63	-	1	2	Ceremony Best Practice	Aug 12	Catalonio need int i	318,50	OKK	7 4385	72.63				
2	-		Equality Lab	Catalogue Best Practice	Oct 12		7.200,00		7.4560	79,74	1.00			0,0
65	-		1	Catalogue Best Practice	Oct 12		7 200 00		2007	70,506	1,00	00'0		0,0
3 6	-		- 1	Catalogue Best Practica	Nov 12		0,002.1		7,4560	965,67	1,00	00'0		0.0
8	+	DIHR		Catalogue	Nov 12		2.295,00		7,4597	307,65	1.00	00'0		0
67	+	DIHR	- 1	Catalogue	Nov 12	Catalogue, graphic design ENG	6.511,00		7,4597	872,82	1.00	00'0		0
88	٥	DIHR	2012 C	Best Practice Catalogue	Dec 12	Catalogue, print, Handy Print	10.400,00	\bot	7,4597	1.394,16	1,00	00'0		0,0
69	a	DIHR	- 1	Best Practice Catalogue	Nov 12	Catalogue ENG version, graphic design, Catalogue	3.550,00		7,4604	475,85	1,8	00'0		5 6
70		DHR	Equality Lab	National Study on Perceived		National Study publication, print, Handy Print	2.400,00	DKK	7,4597	321,73	1,00			D,0
	-			Discrimination National Study	Nov 12	National Study outskasks 31	18.450,00	DKK	7 4597	2,473,00				70.0
17 5	+		2012 Di Equality Lab 36	on Perceived Discrimination 360° Familia	Dec 12	, succession in the second of	0000	Ĺ		1	90,	00'0		0,00
7	+			Lab	May 12	Workshop 2 Aarhus, materials, Lyreco	29.800,00		7,4604	3.994,42	1,00	00'0		00.0
2 ;	+			ab	May 12	Workshop 2 Aarhus, materials, lamination	421,12		7,4385	56,61	1,00	00'0		000
4/	吉	DIHR 201	- 1	sec equality	Jun 12	Workshop 2 Aarhus, materials, Lyreco	736,33	ÖĚ	7,4385	98,99	1,00	00'0		8
	******	************	å	sople Meeting.		MiA Award, production of MtA Award 2012 folders	626,28	DKK	7,4312	84,28	1,00	00'0		on'o
75	D DIHR		MIA Award 2012 cer	Award ceremony	May 12									00'0
		-	P	People Meeting,		MIA Award, development of Award diplomas	4.850,00	DKK	7,4385	662,01	1,00	00'0		000
9	DIHR	T	MIA Award 2012 cen	Гетопу	Jun 12		740 92	ž						
				People Meeting, Award	•	MiA Award, picture frames for diplomas	06,047	A A	7,4312	100,71	1,0	00'0		00'0
+	DIHR		MIA Award 2012 cere	Ceremony	Jun 12	4 5 7 7 8 7 8 7 8 7 8 7 8 7 8 7 8 7 8 7 8	386 40	Ä	7 4240					
- 82				People Meeting, Award		MIN Award, graphic design for MIA Award 2012			7164,	92,00	7.00	00'0		00'0
_	\vdash		2	ceremony	Jul 12		8.280,00		7 4330	1113.00				
80	E DIHR		ity Lab	John Equality	Oct 12	Inspiration Conference, entertainment fee,	4.500,00	DKK	7,4560	603 54	8 8	0000		00'0
81 E	DIHR	l		360* Equality	Mar 12	Ostergaard Status meeting w Vihaka Rack Chirage C	3.600,00	DKK	7,4355	484 16	3 8	0,00		0,00
82 E	E DIHR		Equality Lab 360*	360° Equality	Nov 12	MZA, consumption Study trip Dublin, flint 1711	68,00	-	7,4597	9.12	3. 6	0.00		00'0
83 E	_		1	360° Equality	Aug 12	Shirty tin Dublic acceleration	1.606,87	-	7 4385	216.00	00'-	0,00		00'0
_	-		-	Lab 360° Equality	Oct 12	owy ap comit, ber dem LZU	633 24	+-	7.4500	419,02	1,00	00'0		00'0
igl +	+		-	Lab 360° Equality	Oct 12	Study trip Dublin, insurance LZU	198 40	+-	1,4500	84,93	8	00'0		00'0
\downarrow	+-	-	2012 Lab Equality Lab 360*	Lab 360* Equality	Sep 12	Study trip Dublin, transportation LZU	14 60	+	7,4560	26,61	1,00	0,00		00'0
+	+	-		Lab 360° Equality	Aug 12	Study trip Dublin, flight MZA	16,00	+	7,4500	1,95	1,00	0,00		00.00
-				Lab 360* Equality	Oct 12	Study trip Dublin, per diem MZA	1.606,87	+	7,4385	216,02	1,00	00'0		00'0
+	+	-	- 1	Lab 360° Equality	Sep 12	Study trip Dublin, transportation IE, project team	118 20	×	7,4560	84,93	1,80	00'0		0,00
89 E	잼	-	- 1	chaeny	Sep 12	Study trip Dublin, working dinner w. project team	118,30	+	1,0000	118,30	1,00	0,00		0
							437,90	Ę I	1,0000	437,90	1.00	0,00		000
														2,00

								-	-	, L	2	z	0	۵
	- <	0) E	L	G G Athermatical signature (711 MZA AHR	Į.	+			5	0.00		0,00
	+	Equalit	1	ality	Sep 12		59,50	Ę Ę	1,0000	ne'sc	0,	200		0.00
8	DIRR			ality	6, 10	Study trip Dublin, accommodation project group	1.899,08	- -	1,0000	1.899,08	9,1	00'0		
91	E DHR		1	ality	Sep 12	Study trip Dublin, flight AHB		DKK 7	7,4385	216,02	1,00	00'0		00'0
92	E DIR			, dila	Aug 12	Study trip Dublin, transportation DK, LZU, MZA, AHB		├	7 4560	26.29	1.00	0,00		00'0
63	E DIHR		- 1		Oct 12	Study trip Dublin, per diem AHB	ᆚ_	+-	7.4560	84 93	1.00	00'0		0.00
3,	<u>ال</u>	DIHR 2012	ID 360 Equamy	Jamy	Oct 12	St. ch. tin Dublin insurance AHB	L	+	2005	2000	90	000		0,00
મુ	-	DIHR 2012		uality	Oct 12	Court, two Dublin Block v 3. Chizans Service Aarhus		+	7,4560	10'07	201.	000		00'0
3 8	-			uality	Aug 12	Study tip Country, light A V, Owestin Control	4.820,62	+	7,4385	648,06	20,	0000		000
£	+		ab 360° Equality	uality	Feb 12	Data Collection Aarhus, accommodation LSCE	00'966	DKK	7,4341	133,98	1.00	0,00		000
26	+	DIHK 2012 Equality Lab	1	uality	Mar 12	Workshop 2 Aarhus, accommodation LZU + SHA	1.304,00	DKK	7,4355	175,37	1,00	0.00		2000
86	<u></u>	DIHR 2012 Equality La	1	uality		Workshop 2 Aarhus, accommodation MZA	1.256,00	DKK	7,4385	168,85	1,00	00,00		0,00
<u>6</u>	E 0	DIHR 2012		uality	May 12	V.F.W. 135 1 - 3 - 3		_	7,4385	208,64	1,00	00'0		00'0
100	D E	DIHR 2012	-	nality	May 12	Workshop 2 Aarhus, transportation L.C. + W.L.A. Workshop 2 Aarhus, visual illustrator/proces consultant, Bigger	L	-	7,4312	4.495,24	1,00	00'0		00'0
101	D	DIHR 2012	- [Jun 12	Picture	_	├	7 4500	188.14	1,00	00'0		0000
103	E E	Equality Lab	ab Conference	auce	Sep 12	Inspiration Conference, materials, Lyreco	_	╀	20021	27.6	1 00	00:00		0,00
Ş	-		ab Conference	eoue	Oct 12	Inspiration Conference, flight	1.615,95	+	04350	2,19,12	8	00.0		00'0
201	\vdash		T	ance	Oct 12	Inspiration Conference, transportation	72,00	DĚK	7,4560	oo'A	8	6 6		00'0
40	+		1	9546	Oct 12	Inspiration Conference, working lunch 6 people	269,94	DKK	7,4560	36,20	On:	00,0		00.0
105	m D		1		04 45	insuiration Conference. flowers for decorations	140,00	DKK	7,4560	18,78	1,90	0,00		
106	<u>ا</u>	DIHR 2012 Equality Lab	T	ence	1 12	Insertation Conference, proces management, BINDSLEV A/S	35.000,00	DKK	7,4597	4.691,88	1,00	00,00		0 0
107	<u>۔</u>	DIHR 2012	Conference	ence	NOV 12	III DE BEGET CONTON DE LA CONTON DEL CONTON DE LA CONTON DEL CONTON DE LA CONTON DE	10 138.80	OK K	7,4604	1.359,02	1,00	00'0		000
108	ш	DIHR 2012	Conference	rence	Dec 12	Inspiration Conference, consumption, NL	000000) K	7 4500	2.684,56	1,00	00'0		00'0
ğ	ш	DIHR 2012	Lab Conference	rence	Sep 12	Inspiration Conference, speakers feet	20.000,00		0,0,,	00 374 7	1 00	00.00		0000
20 5	-			rence	Jun 12	Inspiration Conference, graphic illustrations, Bigger Picture	10.000,00	DK.	/,4312	1,340,00	1 00	0.00		00.00
2	-			Development of	Dec 12	Further development of website "Sig Fra NU!", Pentia A/S	54.625,00	KK	7,4604	88,138.7	2	000		00.0
E	ш	DIHK Homepage		Development of	Doc 12	Language editing of website "Sig Fra NU!", Tolkegruppen	5.840,00	OKK	7,4604	782,80	- 10	00,0		-
112	ш	DIHR Homepage		page	Dec 18	MIA Award, production of nomination movies								000
				People Meeting, Award	1 mil.		86.500,00	DK	7,4312	11.640,11	1.00	0,00		o o
113	<u> </u>	DIHR MIA Award 2012		nony	oni in	MIA Award, music for ceremony						-		9
			Peopl	People Meeting, Award	5		15.000,00	DKK	7,4312	2.018,52	1,00	00'0		00.0
114	ш	DIHR MIA Award 2012	ard 2012 сегеп	nony	Jun 12	MIA Award, KODA fee for entertainment/music for ceremony								
				People Meeting, Award	Oct 12		588,00	DKK	7,4560	78,86	1,00	00.00		00'0
115	ш	DIHK MIA AWAIG 2012		People Meeting,		MA Award, performers for award ceremony and tent, Global Stories	36 746 00	Š	7,4312	4.944,83	1,00	00'0		00'0
116	ш	DIHR MIA AWA	MiA Award 2012 ceren	nony	Jun 12	MIA Award, chokolate for the winners								were t
				People Meeting, Award	Jun 12		2.528,00	DKK	7,4312	340,19	1,00	00'0		00'0
117	ш	DIHR MIA Awa	MIA Award 2012 ceren	ceremony Decorp Meeting.		MIA Award, host for the award ceremony.								00'0
25	ш	DIHR MIA Awa	Awar MIA Award 2012 cerer	Award ceremony	Jun 12	MAN Award photographer for the ceremony	20.000,00	DKK	7,4312	2.691,36	1.00	00,00		
			Peor	People Meeting,		MIL VANDER OF THE PROPERTY OF	00 000 B	Ď	7.4312	1.21,11	1,00	00'0		00'0
119	ш	DIHR MIA AW	MIA Award 2012 cerei	топу	Jun 12	MIA Award, graphic design of the MIA Award 2012 logo					·			
		g G	Peop Award 2012 Core	People Meeting, Award	Jun 12		1.200,00	DKK	7,4312	161,48	1,00	00'0		00,0
120			7											

E DIHR MIA Award 2012 Ceremony People Meeting. Peopl	Jun 12 Jun 12 Jun 12 Jun 12 Mun 13 Mun 13 Mun 14 Mun 15 Mun 15	MIA Award, decorations for the ceremony MIA Award, substiting of the MIA Award nomination movie MIA Award, sound and equipment for ceremony MIA Award, newspaper advertisement MIA Award, snacks for MIA tent MIA Award, snacks for MIA tent MIA Award, accommodation for project group Bornholm MIA Award, accommodation for project group Bornholm MIA Award, rent of tent and space at the People's Meeting MIA Award, rent of equipment for ceremony	310,40 DKK 7,000,00 DKK 2,600,00 DKK 67,60 DKK 336,44 DKK 1,700,00 DKK 1,730,00 DKK	K 7.4312 K 7.4312 K 7.4312 K 7.4312 K 7.4312 K 7.4312	349.88 349.88 719.40 719.40 1 9,10 1 1 1,228,77 1	N 00.0 0.00 0.00 0.1 00.1 00.1 00.0 0.00 0.1 00.1 00.0 0.1 0.0 0.0	
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HR MIA Award 2012 HR MIA Award 2012 R Award 2012				K 7,4312 K 7,4312 K 7,4312 C 7,4312 C 7,4343		0 0 0	
IR MIA Award 2012 R MIA Award 2012	2			K 7,4312 K 7,4312 K 7,4312 C 7,4312 C 7,4312		0 0 0	
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R MIA Award 2012 R P P P P P P P P P P P P P P P P P P P		a b a b		K 7,4312 K 7,4312 C 7,4312 C 7,4343			
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MIA Award 2012		1 E		7 4385			
MIA Award 2012	2	IA Award, rent of equipment for ceremony		7 4385		00'0 00'	
MIA Award 2012 MIA Award 2012 MIA Award 2012 MIA Award 2012	2	4 4		2001	1.576,93	00'0	
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MIA Award 2012 MIA Award 2012 MIA Award 2012		INIA Award, working lunch w. MIA jury	NAC CALL	1,4604	694,83	00'0	
MIA Award 2012 MIA Award 2012		MIA Award, beverages for ceremony	1.019,00 DKK	7,4372	137,01	00'0 00'	00'0
MIA Award 2012 MIA Award 2012	Jun 12 MIA.	MA Award Bornholm, consumption JLP	560,00 DKK	7,4312	75,36	00'0 00'	00'0
MIA Award 2012	Jun 12 MIA A	MA Award, award ceremony event, Strandhotellet Rombolm	226,14 DKK	7,4312 3	30,43	C	
	Aug 12						00'0
People Meeting, Award 2012 Cefemony		MIA Award, wine for the ceremony	21.000,000 DKK	7,4385 2.82	823,15 1,00	00'0 0	0
People Meeting,	OCI 12 MIA A	MIA Award, award sculptures	400,00 DKK	7,4560 5.	53,65	00'00	6
DIHR MA Award 2012 ceremony Administration	May 12		22.500.00	7 4205			
	800	Cost covering DITH administrative staff	1	200	1,00	00'0	00'00
DIHR contribution	Drefin.	prefinancing Cost covering working hours for some staff	14.405,38 € 110.906,83 €	1,0000 14,405,38 1,0000 110,906,83	.38 .83	1.035,18 5,91% of 226	230,18 1.035.
			55.082,88 €				0
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Directorate A: Justice Unit A4: Programme management The Head of Unit

Brussels, 2 1 AOUT 2013

JUST.A4/ (ARES)2013 281 1045

Danish Institute for Human Rights Strandgade, 56 1401 COPENHAGEN K Denmark

BY REGISTERED MAIL

Subject: your grant agreement JUST/2011/PROG/AG/1909

Dear

Following the submission of your final reports, I would like to inform you that the Commission has completed its analysis of your final financial statement.

The final community grant for the above project has now been established at EUR 185.476,53. The amount still to be paid was calculated at EUR 74.569,70. For more detailed information concerning the reasons for rejection of any costs, please see the attached table.

If you believe the Commission should reconsider its position, you may resubmit the presently rejected costs. In this case, you must enclose the requested additional information, together with any explanation or clarification necessary, within <u>two months</u> of the date of this letter otherwise the rejected items will not be reconsidered.

You may resubmit the additional information to the following address:

European Commission

JUST A4

Office: MO59 - 04/47

Attention

B-1049 Brussels

Please note that according to Article II.19.2 of the grant agreement: "The beneficiary shall keep at the Commission's disposal all original documents for a period of five years from the date of payment of the balance".

Yours sincerely,

Renatas MAZEIKA

Annex: 1

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es 13.758,10	tem Budget item	Estimated Expenditure	%	Declared expenditure), c	-	Total acceptable for
es 144.053,79 -6,83% 144.053,79 -6,83% 144.053,79 -1,98% 144.053,79 -1,48% 144.053,79 -1,48% 144.053,79 -1,98% 148.053,79 -1,48% 4.864,05 -1,98% 4.864,05 -1,98% 4.99 -1,28% 4.99 -1,28% 4.99 -1,28% 4.99 -1,28% 4.99 -1,28% 4.99 -1,28% 4.99 -1,28% 4.99 -1,28% 4.99 -1,28% 4.99 -1,28% 4.99 -1,28% 4.99 -1,28% 13.929,80	Staff	454 646 93		בסטומו כת בעלהבוותונתום	Cliange %	l otal eligible	non profit rule
es 13.758,17 14.938,34 17.98% 18.64,05 18.908,00 18.0000 18.0000 18.0000 18.0000 18.0000 18.0000 18.0000 18.0000 18.00000 18.00000 18.	3 Travel staff	134.016,33		144.053,79	-6,83%	144.053.79	
t costs	Equipment		-	4.938,34	-11,98%	4.864 05	
t costs 13.758,10	Consumables			00'0	#DIV/0i	00 0	000
Second Section	Other direct easts	13.758,10		13.929,80	1,25%	13 929 80	13 929 80
15.461,63 226.304,47 -16,33% 218.908,19 226.30	Total Arb. C.B. E	87.742,44		63.382.54	-36.11%	56 060 55	A3 382 EA
State Max 176 15.461,63 5,91% 14.405,38 12.937,47 14.40		261.643,04		226.304.47	-16.33%	218 908 19	776 206 47
Cost	man ect costs (max 7%)	15.461.63		44 405 30		21 200 07	4400074
n in kind/non eligible 277.104,67 240.709,85 -16,33% 231.845,66 240.70 Estimated % Declared income % Declared income % Declared income %	Total Eligible Cost	277 404 67		00'00++		12.937,47	14.405,38
Compared	Contribution in kind/non eligible	10;to1:112		240.709,85	-16,33%	231.845,66	240.709,85
Estimated	Total costs	On'n		00'0		00'0	0.00
Estimated Second Peclared income		27.6.104,67		240.709,85		231.845,66	240.709.85
Income % Declared income		Estimated					
	Names	Income	%	Declared income	6		





22,88% %00'0

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0,00% 80,00%

0,00

221.683,74 277.104,67

55.082,88

%

Declared income

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77,12%

240.709,85

185.626,97

240.709,85

FINAL PAYMENT CALCULATION

277.104,67

Contribution in kind/non eligible

Total Income

Contribution from Beneficiaries

Contribution from EC

Total Revenue

Interest on pre-financing

Other Income



221.683,74 240.709,85

185.476,53

185.476,53 110.906,83

Base of final payment calculation (lowest amount of A/B/C)

Recovery of interest on pre-financing

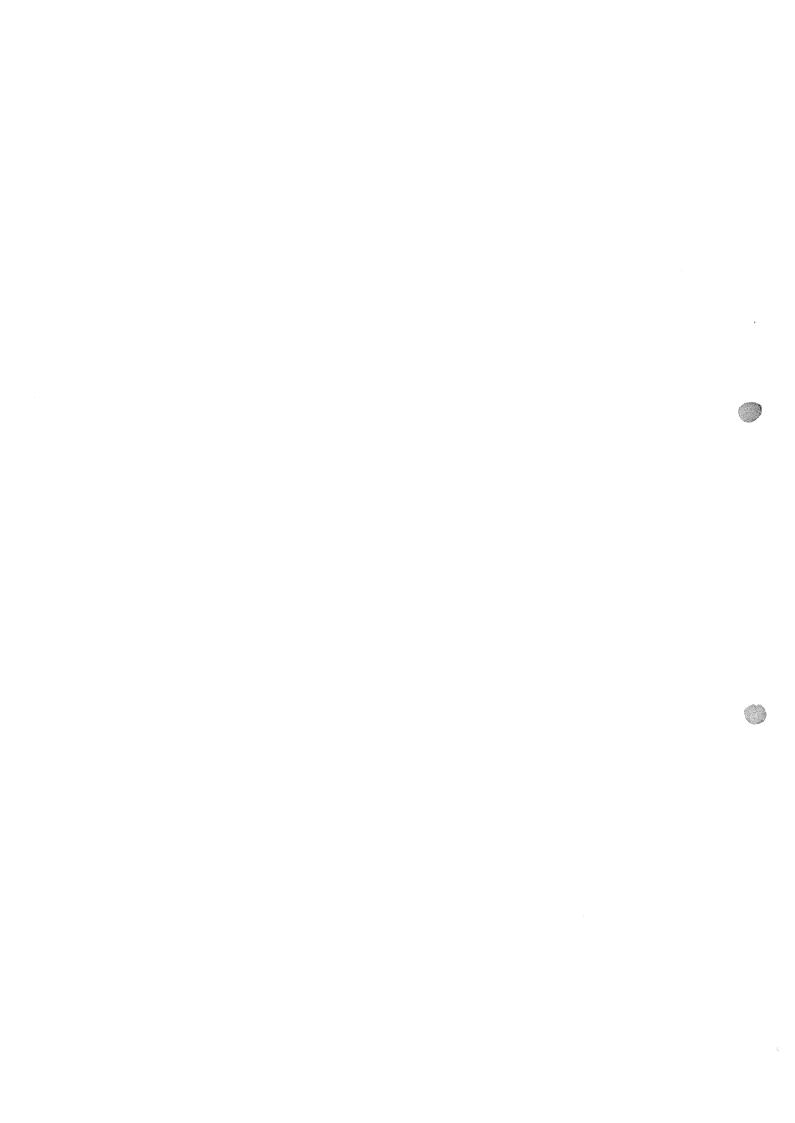
Final payment

Pre-financing paid

A (Total eligible x % Com)
B (Max Com contribution)
C (Accepted expenditure - incomes "I")

0,00 **74.569,70**

BON A PAYER



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2		The second secon							Subtotal	406 699 56		2000		
	budget Be		ves Actions	Accounting reference(s)	Expenditure	Description of item	Amount in	Currency	Rate	3.00	Not eligible amount Rate	F	rof commission Services only tot eliable	
3					date/periode or	Who or What	currency			E		amount in FURO	Experience	costs accepted for
4	٥	dnio	Department			Total salary cost for entire project period places are Engaged								non protit ruk
	-	Nillin	Director		Jan - Dec 12	annex 1 and 2 for details Total salary cost for entire project	10.259,51	ė	1,0000	10.259,51	1.00	00.0		200
, ,	+	JIHK NIHK	Project Manager		Jan - Apr 12	annex 1 and 2 for details	19.024,00	É	1,0000	19.024,00	100			n'o
٥	-	DIHR	Assistant	Salary	Jan - Dec 12	annex 1 and 2 for details	12.055,93	Ę	1.0000	12.055.93	6 -			0.00
7	A	DIHR	Press Officer	Salary	Jan - Apr 12		7 119 25		1 0000	7 440 36				0,00
@	A	DIHR	Chief Advisor	Salary	Jan - Dec 12		22 K7E 44		0000	07'01'1	00.1			0,00
6	A	DIHR	Project Manage	Salary	lan - San 12	Total salary cost for entire project period, please see Financial	40.076.07	v	1,000	23.576,41	1,00	00.00		0,00
\$	٥	aniu	Project		Jan - Deb 17	T-	29.904,51	÷	1,0000	29.904,51	1,00	00'0		0.00
=	-	MIN NING	Facilitator	Salary	Apr - Dec 12	annex 1 and 2 for details Total salary cost for entire project pariod	6.025,62	ę	1,0000	6.025,62	1,00			800
;	+	Sun Control	Analyst	Salary	Apr - Dec 12	annex 1 and 2 for details	21.590,43	É	1,0000	21.590,43	1.00			20.0
2	+	DIHR	Officer	Salary	Dec 12		913,68	w	1,0000	913.68	5			00'0
13	A	DIHR	Coordinator	Salary	Jan - Dec 12		7 258 47	ų	1 0000	7.769.47	2, 3			00,00
41	A	DIHR	Controller	Salary	Oct - Dec 12	Total salary cost for entire project period, please see Financial annex 1 and 2 for details	80 305 98	Ì	0000	1400941	00,1			00'0
						1000	0.323,98	u u	1,0000	6.325,98	1,00	00'0		00'0
15		DIHR 2012 Foresity Lab	Jeb Equality	13.	Feb 12	Meeting Aarhus, transportation MZA, LZU, LSOE	1.902.00	Š	6.4341	20,000			exchange rate February 2012 = 7,4341 (1,902DKK: 7,4341 = 255,85	
16	B D	DIHR 2012	\neg	ц	Feb 12		90 97	300	1 10 1	lotary	DO.,T	22	E. Difference rejected	39.76
17	8	DIHR 2012		4	Fah 13	Control Contro	48,00	XX	7.4341	6,46	1,00	00'0		0,00
85	8				20 12	Data Collection Aarhus, transportation LZU + LSOE	1.552,00	Z	7,4341	208,77	1,00	00'0		00'0
ą	-				Mar 12	Data Collection Aarhus, per diem LZU	559,00	DKK	7,4355	75,18	1,00	00'0		0.00
2 8	+			2	Mar 12	Data Collection Aarhus, per diem LSOE	559,00	DKK	7,4355	75,18	1.00			200
Q.	+			₹	Apr 12	Meeting Aarhus, transportation LZU	776,00	DKK	7,4372	104.34	1 00			00'0
51	8	DIHR 2012	- 1	∢	Apr 12	Meeting Aarhus, transportation LSOE	776 00	, X	7 4970		5.			00'0
22	B B	DIHR 2012		_ ₹	Apr 12	Workshop 1 Aarhus transportation 1711 a CLIA	200		7/64/	40,40	1.00	00'0		00'00
23	В	DIHR 2012	360' Equality Lab	-	lim 12		00,266.1	Z.	7,4372	208,68	1,00	00'0		00'0
24	8	Equality Lab 2012			2 0	workshop I Adrius, per diem SHA	295,75	OKK	7,4312	39,80	1.00	00'0		00'0
25				2	71 unc	Workshop 1 Aarhus, per diem LZU	295,75	DKK	7,4312	39,80	1,00	00'0		000
9,0	-	Equality Lab		2	Mar 12	Workshop 1 Aurhus, presents for speakers/presenters	256,72	DKK	7,4355	34,53	1,00	34.53	rejected cost as not in the rorward budget	24.63
2 5	+		Т	ň	Jun 12	Workshop 2 Aarhus, per diem LZU	510,25	DKK	7,4312	99'89	1.00	00.0		000
/7	+	DIHR 2012 Equality Lab	T	10	Jun 12	Workshop 2 Aarhus, per diem MZA	646,75	DKX	7.4312	87.03				00,0
28	-	DIHR 2012 Equality Lab		Σ	May 12	Workshop 2 Aarhus, transportation MZA	100,00	-	7.4385	13.44	8, 5			00'0
29	8	DIHR 2012	7	Ą	Apr 12	Workshop 1 Aarhus, transportation LZU	121 00	╁	7 4970	1 200	3,			00'0
30	8	Equality Lab 2012	National Study on Perceived Discrimination	V	Aug 12			┿	7104,1	77'0	1,00	00'0		0,00
31	8	Equality Lab DIHR 2012	Conference			Date Concerns Coerise, Italisportation LVS	576,00	+	7,4385	77,43	1,00	00'0		00'0
32	8	Equality Lab	o de la constantina della cons			inspiratori conterence, transportation for participants/speakers	960,00	DKK	7,4560	128,76	1,00	00'0		00'0
33	_	Π	_	Ž		Inspiration Conference, transportation LZU Visit to Req. Methylland and Grundfoss flinht SHa + 1 yau	238,00	DKK	7,4597	31,90	1,00	00'0		0.00
igl+	+		2 Company visits	Ja	Jan 12	Visit to Ben Mirituland and Camedose source Black City.	691,96	DKK	7,4343	93,08	1,00	00'0		000
\downarrow	+	HK MiA Award 2012	2 Company visits	Ja	Jan 12	WW.	799,42) K	7,4343	107.53	1 00	6		
32	8	DIHR MIA Award 2012	2 Company visits	Fe	Feb 12	Visit to Grundfoss, transportation SHA + LVW	1.067.00	-	7 4341	143.63	00 +	20,0		OO'O
36	BOHR		MIA Award 2012 Company visits	ŭ.	Feb 12	Visit to Reg. Midtjylland and Grundfoss, transportation LVW	90 90	+-		00'041	1,00	00'0		00'0
37	B DIHR	HR MIA Award 2012	2 Company visits	F		Visit to various companies in Copenhagen	00,02	+	1484,	3,75	1,00	00,0		00'0
88	B					Company visit, transportation CPH-Horsens sha	381,00	+	7,4341	51,25	1,00	00'0		00'0
-		1	company visits	2	rep 12		752,00	DKK	1,0000	752,00	1,00	00'0		00'0

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				$oldsymbol{\perp}$		MiA Award Bornholm, return flight JLP	ı.	-)	×	Σ	z	0	۵
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3		צנה	MIA Award 2012		May 12	MIA Award Bornholm, return flight ceremony host I ene	495,00	DKK	7,4385	66,55	1,00	00,00		00'0
Ģ	α	ana				Johansen					<i></i>			
3	┼-	E	MiA Award 2012		May 12	MA Award Bornholm transcontains CMO	725,00	DKK	7,4385	97,47	1,00	00'0		00.0
61	0	DIHR	MIA Award 2012	People Meeting, Award	3	õ								
					May 12	MIA Award Bornholm, per diem JLP	221,00	DKK	7,4385	29,71	1,00	00.00		00'0
62	00	QH C	MAIN Assessed 2042	People Meeting, Award		•								
63	c	dHic	Equality Lab	Best Practice	Aug 12	Catalogue, production of pictures:	318,50	Ä	7,4385	42,82	1,00	00'0		00'0
1	, ,	2	Equality Lab	Catalogue Best Practice	Oct 12	Catalogue graphic design	7.200,00	DKK	7,4560	965,67	1,00	00'0		000
2	۵	OHR.		Catalogue Rest Practice	Oct 12	Catarogue, yi apiir. Designima	7.200,00	DKK	7,4560	965,67	1 00			00,0
65	۵	DIHR	2012	Catalogue	Nov 12	Catalogue, proof reading ENG	2.295.00	DKK	7 4597	307.65				00'0
99	۵	DIHR		Dest Fractice Catalogue	Nov 12	Catalogue, graphic design,	6.511.00	XX	7 4597	873.83	8, 6	00.0		00,00
67	۵	DIHR		Best Practice Catalogue	Nov 12	Catalogue, graphic design ENG, Catalogue, graphic design	40.400.00	1	1		9.	00,0		0,00
89	۵	DIHR	ĺ	Best Practice	Don 13	Catalogue, print, Handy Print	10.400,00	DKK DKK	/828//	1.394,16	1,0	00'0		00'0
69	c	anic	Equality Lab	Best Practice	חפר ול	Catalogue ENG version, graphic design	3.550,00	Ž	7,4604	475,85	1,00	00'0		00'0
3		5	- 1	Catalogue National Study	Nov 12	National Study publication print Handy Drint	2.400,00	DKK	7,4597	321,73	1,00	00'0		000
70	۵	DIHR	Equality Lab 2012	on Perceived Discrimination	Nov 12		18 450 00	Z	7.4507					
i				National Study on Perceived		National Study publication, illustrations	On took of	Š.	/ec*,	27,614.3	00,1	00.0		00'0
5	۵		2012 Equality Lab	Discrimination 360* Equality	Dec 12	Workehon 2 bather metaciple 1 was	29.800,00	DKK	7,4604	3.994,42	1,00	00'0		0.00
2	۵			Lab 360* Equality	May 12	Medicine 2 A 4	421,12	DKK	7,4385	56,61	1,00	00.00		000
73	۵	DIHR		Lab	May 12	VVOIRSHOP Z Aarnus, materials, lamination,	736,33	DKK	7,4385	98.99	1 00	000		
74	٥	DIHR		oov Equainy Lab	Jun 12	Workshop 2 Aarhus, materials, Lyreco	80 303	3	7 4940	00,00	20.1	20,0		O'OO
				People Meeting		MiA Award, production of MIA Award 2012 folders	07,070	4	1,4312	84,28	1,00	00,00		00'0
75	۵	DIHR	MiA Award 2012	Award ceremony	May 12		4 850 00	X	7 4385	20030				
				People Meeting,		MIA Award, development of Award diplomas			0001,1	0.700	9	00.0		00,00
76	۵	DIHR	MIA Award 2012	Award ceremony	Jun 12		748.36	Z X	7.4312	100.71		G C		į
77	۵	DIHR	MIA Award 2012	People Meeting, Award	4	MIA Award, picture frames for diplomas					DO	000		00.00
			_		71 IIIIC	MIA Award, graphic design for MIA Award 2012	386,40	EK	7,4312	52,00	1,00	00'0		00'0
78	۵	DIHR		People Meeting, Award	2									
79	ш		Equality Lab	Conference	Oct 13	The circuity of Conference	8.280,00	ž į	7,4330	1.113,95	1,00	00,00		00'0
80	ш			360* Equality	Mar 12	Data Collection Aarhus, consultancy fee, LN Stubbe	4.500,00	ž ž	0964/	603,54	1,00	00'0		0,00
81	Ш		Equality Lab 3	360' Equality	Nov 12	Status meding Mark Annus, LZU +	3.600,000	XX i	4355	484,16	1,00	00'0		00'00
8	u			360* Equality	71 4041	Study trip Dublin, flight LZU	68,00	¥ Š	7,4597	9,12	- 8	00,00		00'0
8	u		1	360* Equality	Aug 12	Study trip Dublin, per diem LZU	1.606,87	PK	7,4385	218,02	1,00	00,00		0,00
3 2	,			360* Equality	Oct 12	Study trip Dublin, insurance 71	633,21	DKK	7,4560	84,93	1,00	00'0		0,00
8 3			7	Lab 360° Equality	Oct 12	Study trin Dublin transportation 711	198,40	DKK	7,4560	28,61	1,00	00'0		00'0
82	ш	DIAR		Lab 360° Equality	Sep 12	County life countries, a district and the countries of th	14,50	Ä	7,4500	1,95	1,00	00'0		00.0
98	ш	DIHR		Lab	Aug 12	study atp Dublin, night MZA	1.606,87	DKK	7,4385	216,02	100	00.0		000
87	ш	DIHR	2012 L	Seo Equality	Oct 12	Study trip Dublin, per diem MZA	633,21) XX	7,4560	84.93	1 8	000		2,00
88	ш	DIHR	- 1	ou Equainy ab	Sep 12	Study trip Dublin, transportation IE, project team	118.30	9	1 0000	118 %		000		0,0
68	Ш	DIHR		360" Equality Lab	Sep 12	Study trip Dublin, working dinner w. project team	107 00	 	2000	and the	80,	00,00		00'0
							437,90	<u></u>	1,0000	437,90	1,80	00'0		00'0

			ļ	-			F	-	ا ا	Г	Σ	z		۵
\dagger	∢	2	Equality Lab	-		Study trip Dublin, evaluation dinner, LZU, MZA, AHB	59.50	Ψ	1,0000	59,50	1,00	00'0		00'0
8	ш		2012 Equality Lab	Lab 360* Equality	Sep 12	Study trip Dublin, accommodation project group	1.899.08	-	1,0000	1.899,08	1,00	00'0		00'0
16	w		Τ	Lab 360* Equality	71 dag	Study trip Dublin, flight AHB	1 606 87	_	7 4385	218.02	1.00	00.0		00'0
26	ш	DIHR	2012 Equality Lab	Lab 360* Equality	Aug 12	Study trip Dublin, transportation DK, LZU, MZA, AHB	106.00	\vdash	7.4560	96.96	98	00.0		00.00
83	ш	DIHR	ı	Lab 360* Equality	Oct 12	Study trip Dublin, per diem AHB	20,001		7.4560	04.03	100	0000		00 0
8	ш	DIHR		Lab 360* Equality	Oct 12	Study trip Dublin, insurance AHB	17,000	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	7 4560	75 56	20, 10	00 0		00.0
95	Ш	DIHR	- 1	Lab	Oct 12	Study trip Dublin, flight x 3, Citizens Service Aarhus	196,40	Y C	0004/	10,07	8,	00,0		9
96	ш	DIHR		360 Equanty Lab	Aug 12	County up to the control of the county of th	4.820,62	DKK	7,4385	648,06	1,00	00'0		00'0
6	u			360° Equality Lab	Feb 12	Data Collection Aamus, accommodation LSCE	00'966	DKK	7,4341	133,98	1,00	00'0		0,00
5 8	1 1		Equality Lab	360" Equality	Mar 12	Workshop 2 Aarhus, accommodation LZU + SHA	1.304,00	DKK	7,4355	175,37	1,00	00'0		00'0
8 8	J .		1	360° Equality	May 12	Workshop 2 Aarhus, accommodation MZA	1.256,00	Z X	7,4385	168,85	1,00	00'0		00,00
S S	u .	2 2	Equality Lab	360* Equality	May 12	Workshop 2 Aarhus, transportation LZU + MZA	1.552,00	DKK	7,4385	208,64	1,00	00'0		00,00
3 3	u ı		1	360° Equality	Jun 12	Workshop 2 Aarhus, visual illustrator/proces consultant, Bigger Picture	33.405,00	DKK	7,4312	4.495,24	1,00	0,00		00.00
5 3	п	X 0	ity Lab	Conference	Sep 12	Inspiration Conference, materials, Lyreco	1.401,68	DKK	7,4500	188,14	1,00	0,00		00'0
20 5	ا ا		Equality Lab	Conference	Oct 12	Inspiration Conference, flight	1.615,95	DKK	7,4560	216,73	1,00	0,00		00'0
20	u	K (Equality Lab	- Contraction	Oct 12	inspiration Conference, transportation,	72,00	DKK	7,4560	99'6	1,00	00'0		00'0
2	u ı	Ž į	Equality Lab	Conference	Oct 12	Inspiration Conference, working lunch 6 people	269,94	DKK	7,4560	36,20	1,00	0,00		00'0
105	u L	ZHZ	Equality Lab	Collegence	4		140.00	DKK	7.4560	18.78	1,00	00'0		00'0
106	ш	DIHR	2012 Equality Lab	Conference	Oct 12	INSPIRATOR COLLECTIVE, INVESTIGLACCIONALE BINDO, EV A/C	35,000,00	ž Ž	7 4597	4 691 88	1.00	00.00		00'0
107	w	DHR	2012	Conference	Nov 12	Inspiration Conference, proces management, princelly res	20,000,00		200			0000		00 0
108	Ш	DIHR	2012	Conference	Dec 12	Inspiration Conference, consumption, KL	10.138,80	DKK	7,4604	1.359,02	00,1	00,0		00.5
109	ш	DHR	Equality Lab 2012	Conference	Sep 12	Inspiration Conference, speakers fee	20.000,00	DK X	7.4500	2.684,56	1,00	00'0		00'0
110	ш	aHio	Equality Lab	Conference	Jun 12	Inspiration Conference, graphic illustrations, Bigger Picture	10.000,00	DKK	7,4312	1,345,68	1,00	0,00	oution	00'0
2			1	Development of	Der 12	Further development of website "Sig Fra NU!", Pentia A/S	54.625,00	DK.	7,4604	7.321,99	1,00	7,321,99 document provided	p p	7.321,99
Ξ	ш	AHO NH		Development of	Dec 12	Language editing of website "Sig Fra NU!", Tolkegruppen	5.840,00	DKK	7,4604	782,80	1,00	0,00		00'0
112	ш	DIHR	Нотераде	homepage	Dec 12	MIA Award, production of nomination movies								aci decode
1,3	u.	DIHR	MIA Award 2012	People Meeting, Award ceremony	Jun 12		86.500,00	DKK	7,4312	11,640,11	1,00	00'0		00'0
2	1					MIA Award, music for ceremony	46 000 00	, y	7 4312	2 018 52		00 0		00.00
114	ш	DIFF	MIA Award 2012		Jun 12	MIA Award, KODA fee for entertainment/music for ceremony	13.000,00	5	3104,1					
7,7	u	QH C	MIA Award 2012	People Meeting, Award ceremony	Oct 12		588,00	DKK	7,4560	78,86	1,00	00'0		00'0
2	,			People Meeting, Award		MIA Award, performers for award ceremony and tent, Global Stories	36.746,00	DKK	7,4312	4.944,83	1,00	00'0		00'0
116	ш	EE	MIA Award 2012		2 100	MIA Award, chokolate for the winners								
117	ш	OH BH	MIA Award 2012	People Meeting, Award ceremony	Jun 12		2.528,00	DK	7,4312	340,19	1,00	00'0		0,00
	1					MAA Award, host for the award ceremony	000	Š	1 404.0	ac 100 c		00 0		00'0
118	ш	DIHR	MIA Award 2012	2 ceremony	Jun 12	MIA Award, photographer for the ceremony	20.000,00	Z Z	2184,1	96,189.2	26-			
		2		People Meeting. Award	hun 12		9.000,00	DKK	7,4312	1,211,11	1,00	00'0		00'0
113	u .	XEIO .	MIN AWAIN 200	People Meeting,		MIA Award, graphic design of the MIA Award 2012 logo								6
120		DIHR	MIA Award 2012	2 ceremony	Jun 12	1999	1.200,00	DKK	7,4312	161,48	1,00	00'0		00.0

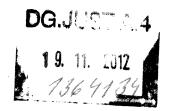
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	V											
1	+	1		Ľ.	9	I		X	Σ	z	O	Ь
	•		People Meeting,		MIA Award, decorations for the ceremony							
121	E DIHR	HR MIA Award 2012	Award 12 ceremony	Jun 12								
			People Meeting,		MIA Award, subtitling of the MIA Award nomination movie	310,40	UKK 7,	4312 41,77	1,00	00'0		0.00
122	E DIHR	HR MIA Award 2012	Award 12 ceremony	Jun 12			1					
		***************************************	People Meeting, Award		MIA Award, sound and equipment for ceremony	00,000	YY N	4312 941,97	1,00	00'0		0,00
123	E PER	IR MIA Award 2012	12 ceremony	Jun 12	MA Assessed	2.600,00	DKK 7,4	,4312 349,88	100	000		0
124	E OHR	IR MIA Award 2012	People Meeting, Award	1	ivitA Award, newspaper advertisement							D'O
	_	T	A COLOR	71 Uno	MIA Award Bornholm, materials for the MIA tent	5.346,00 D	DKK 7,4	,4312 719,40	1,00	00'0		0,00
125	E DIHR	R MIA Award 2012	People Meeting, Award 2 ceremony	Jun 12						T		A CONTRACTOR DE
	···		People Meeting,		MiA Award, snacks for MIA tent	04,10	JKK	4312 9,10	1,00	00'0		0,00
126	E DIHR	R MIA Award 2012	Award 2 ceremony	Jun 12		336.44	DKK 74	4312	5	o c		
			People Meeting, Award		MIA Award, accommodation for project group Bornholm		1		80'-	0,00		00'0
127	E DE	R MIA Award 2012		Jun 12		1.700,00 DKK		4312 228.77	00	000		S
9			People Meeting, Award		MIA Award, accommodation for project group Bornholm		-		8			00,0
\downarrow	1 1	MiA Award 2012	2 ceremony	Jan 12	MAR Aurord cont of hand	3.436,75 DKK	7	,4343 462,28	1,00	00.00	-	00.0
129	E DIHR	R MIA Award 2012	People Meeting, Award ceremony	May 12	ma Amalu, jeni ut teni and space at the People's Meeting							
	*************************		People Meeting,	!	MiA Award, rent of equipment for ceremony	11.730,00 DKK	_	4385 1.576,93	1,00	00'0		0,00
130	E DIHR	RIA Award 2012	Award ceremony	Dec 12		5.183.70 DKK	7	4604 R94 R3	5	0		
131	E DIHR	MIA Award 2012	People Meeting, Award		MIA Award, working lunch w. MIA jury		-		00,	0,0		00.0
				71 10	MIA Award, beverages for ceremony	1.019,00 DKK	_	4372 137,01	1,00	00'0		00'0
132 E	E DIHR	R MIA Award 2012	People Meeting, Award ceremony	Jun 12			1					
			People Meeting, Award		MIA Award Bornholm, consumption JLP	360,00 DKK		,4312 75,36	1,00	0,00		00'0
133 E	E CHR	MIA Award 2012	ceremony	Jun 12		226.14 DKK	_	4312 30.43	00	000		0
134 E	E DIHR	MIA Award 2012	People Meeting. Award ceremony	Aug 12	MIA Award, award ceremony event, Strandhotellet, Bornholm		<u> </u> '		3			00,0
		**************************************	People Meeting, Award		MIA Award, wine for the ceremony	41.000,UA	}	4383 2.823,15	1,00	00.00		00'00
135 E	DHR.	MIA Award 2012		Oct 12	MIA Questre sussessing analysis and	400,00 DKK	_	,4560 53,65	1,00	0,00		00.00
136 E	DIHR	MIA Award 2012	People Meeting, Award	West 12	campling naun anna anna							
		Administration		21 Kina	Cost covering DIHR administrative staff		7,4385	3.024,80	1,00	0.00		00'0
138	H					14.405,38 €	1,0000	14.405,38	1,00	1.467,91 5,91% of 218.908,19€	18.908,19€	1.467,91
139 K	DIHR	Contribution			Cost covering working hours for some staff		3 8		36,	00.0		00,0
140						99.062,68 €	3 8		9,00	00'0		00,0
142						E	9.	П	1,00	00'0		00,0
143						¥ ¥	1,0000		9 0	00'0		0,00
145						É	1,0000	00'0 00	1,00	00'0		0,00
146						A C	1,0000		9,5	00'0		00'0
48						9	1,00	Ш	1,00	00'0		300
						E	, 0		1,00	00'0		00.00





Directorate A
Unit A.4: Programme management



AMENDMENT No. 1

TO GRANT AGREEMENT

No JUST/2011/PROG/AG/1909

on an ACTION GRANT

The European Union (hereinafter referred to as "the Union"), represented by the European Commission (hereinafter referred to as "the Commission"), who for the purposes of the signature of this Amendment is represented by **Mr Renatas Mazeika**, **Head of Unit**, Directorate General Justice, Directorate A,

of the one part,

and

Danish Institute for Human Rights

Strandgade, 56

1401 COPENHAGEN K

DENMARK

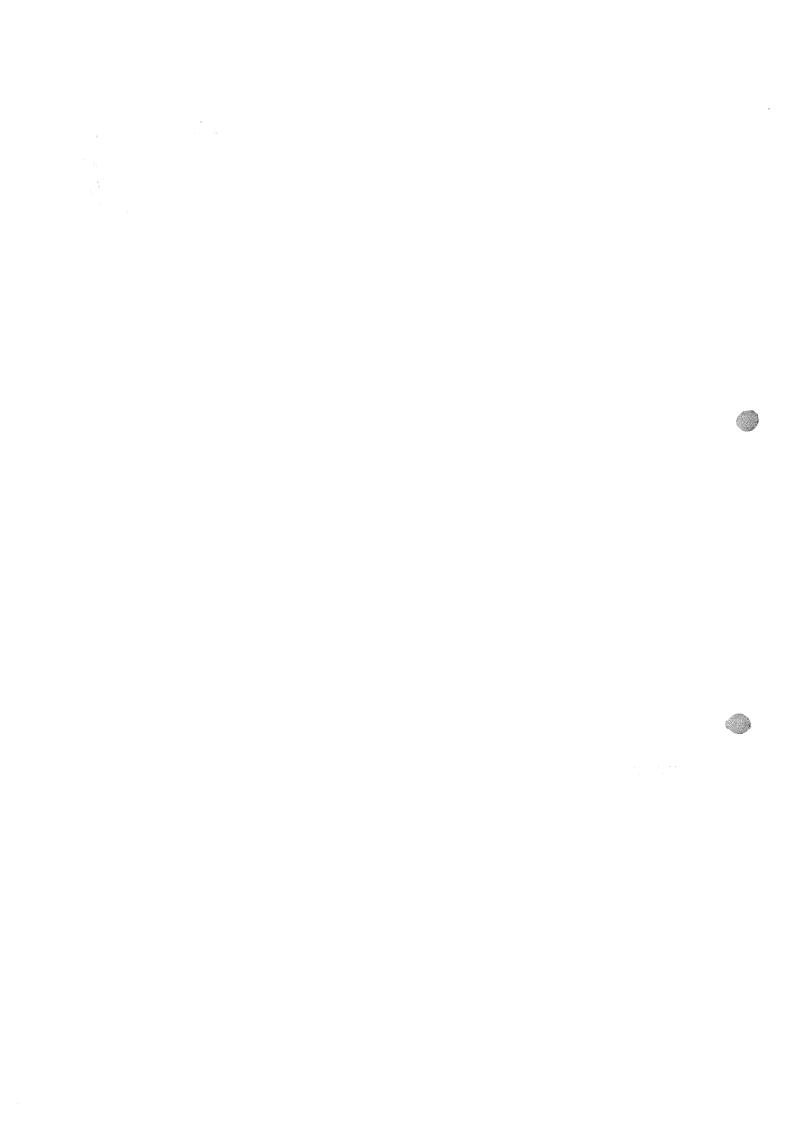
"the beneficiary"), represented for the purposes of signature of this agreement by Mr
Director

of the other part,

Taking into account that:

- 1. The GRANT AGREEMENT No. JUST/2011/PROG/AG/1909 was signed on 14. December 2011 between the European Commission, of the one part and the Danish Institute for Human Rights of the other part.
- 2. By letter dated 08 October 2012, received on 11 October 2012 and registered under Ares (2012) 1200397, the Danish Institute for Human Rights requested budgetary

(1)



adjustments by transfers between headings of eligible costs exceeding 10% of the amount of each heading concerned which requires a formal Addendum.

Have agreed as follows:

Article 1

The estimated budget of the action (Annexe II of the Agreement) is **replaced by the revised Annexe II** attached to this Amendment.

Article 2

With the exception of the modifications introduced by the present Amendment, all other provisions of the Agreement remain in full force.

Article 3

For the partner

In duplicate in English

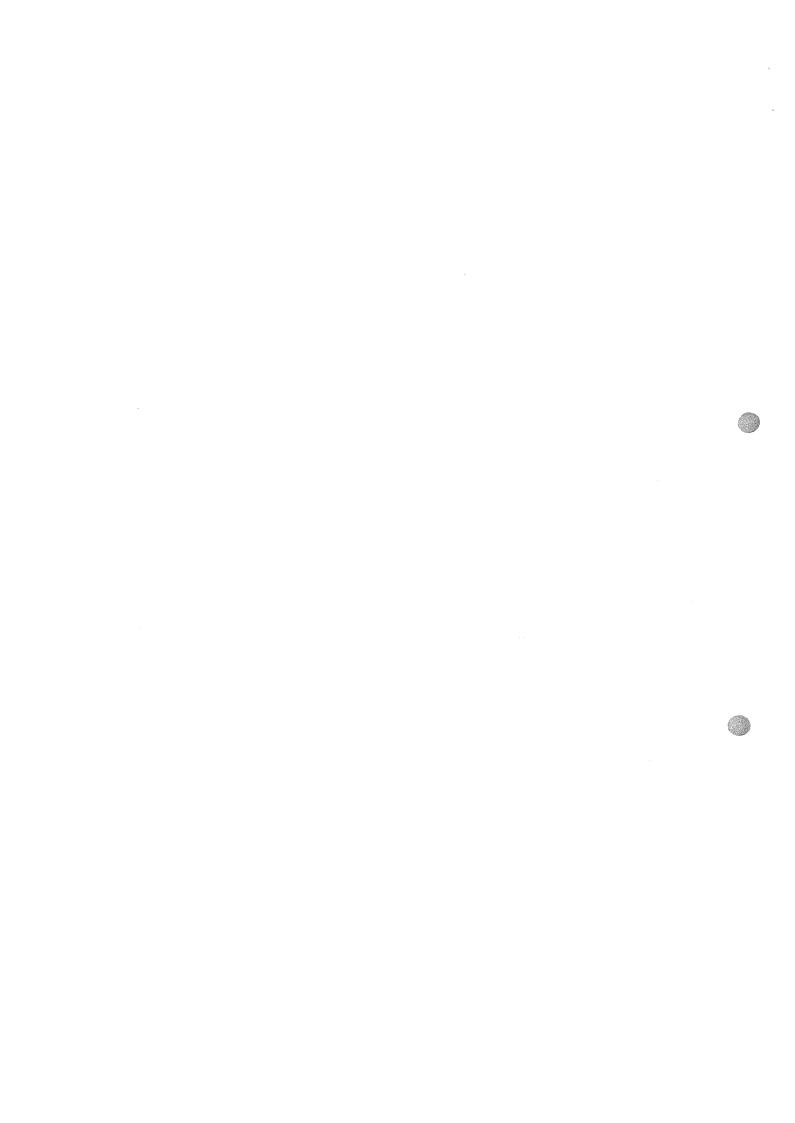
This Amendment No 1 shall enter into force on the date on which it is signed by the last contracting party and forms an integral part of the Agreement.

SIGNATURES

For the Commission

Director	Mr Renatas MAZEIKA Head of Unit
Done at COPBONATION (place),	Done at Brussels,
15/11/7cN (date)	04/11/2012 (date)

10;

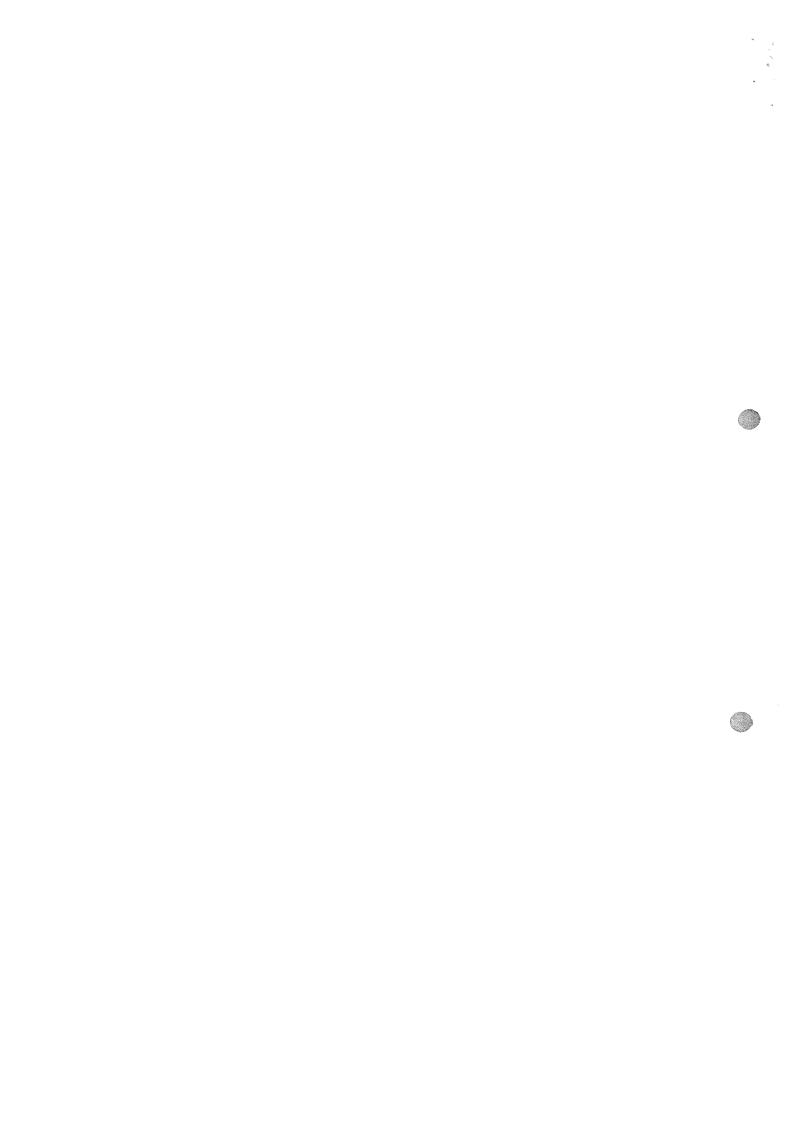


Def	Name of	Obloctives	A and a second		<u></u>	Subtotal	332.525,6
Ref oudget	Beneficiary	Objectives	Actions	Description of item Answer to the questions:	Amount in €	Nbr units	Total €
augu.				Who or What? - Why? - For which price? (define	per unit		
			s s	base unit for calculation)	ľ		
				Department Director for the		†	***************************************
				Department of Equality and Monitoring as well as the]	
				initiater of the MIA Award back in 2004 be giving a speech at the MIA Award ceremony 2012. Ms. Nour will			
		With Development and the control of		also supervise and ensure quality control on the project			
Α	DIHR		Department Director	components in the MIA Award 2012 project	441,29	23,00	10.149,6
				As the Director of the DIHR			
Α	DIHR		Institute Director	giving the opening speech at the MIA Award Ceremony 2012	600.00	2.00	4.000
					628,32	2,00	1.256,6
				As Project Manager		1	
				responsibility for the planning and implementation of the].	
A	DIHR		Project Manager	MIA Award 2012	287,49	70,00	20.124,3
				No. of the state o			
A	DIHR		Student Assistant	be assisting with all the administrative and practical activities of the MIA Award 2012	170 56	50.00	0.005.4
				will be responsible for planning and	173,56	52,00	9.025,1
.				executing all press related work around the MIA Award]		
<u> </u>	DIHR		Press Officer	ceremony 2012	368,26	20,00	7.365,2
				As Chief Advisor and Team leader will be the gyrrall expert and gyrran leader			
		e di		be the overall expert and supervisor of the Equality Lab 2012 project including quality assurance of project			
	DIHR		Chief Advisor	components.	409,43	59,00	24.156,3
1000				As Project Manager responsible			
A	DIHR		Project Manager	for the implementation of the Equality Lab 2012.	205.00		
			r roject manager		265,99	116,00	30.854,8
							•
1				will assist with the preparation of the conference and is responsible for the development of the			
Α	DIHR		Project Facilitator	Best Practice Catalogue	339,75	27,00	9.173,2
		· ·			999,70	1.7,00	0.170,2
ĺ				is part of the department's analysis			
A	DIHR		Analyst	team and will be responsible for the study of perceived discrimination as part of Equality Lab 2012.	074 50	70.00	
			1, 0.	will be assisting the Equality Lab 2012	371,59	70,00	26.011,3
		Marie Company of the	Communication	project with conference planning as well as the layout			
Α	DIHR		Officer	and editing of its publications.	315,50	3,00	946,5
	1	4					
	į					1	
	 			As Department Coordinator,		į.	
1	l			charge of the department's overall economy and will be			
				overseeing all administrative aspects of the Equality Lab		1	
-			Department	and the MIA Award 2012 projects. Her responsibilities also include administrative and technical assistance to		i	
A	DIHR d		Coordinator	the project managers.	242,91	22,00	E 244 O
					242,31	22,00	5.344,0
1							
					I		
						į.	
	A			has been assigned as overall			
	<i>y</i>	1		Financial Controller for the Department for Equality & Monitoring. Her responsibilities include quality assurance			
				on all budget and contract related issues and final	1		
				reporting, as well as all VAT administration, invoicing and			
.	DIND.			transfers relating to both the Equality Lab and the MIA	İ		
A	DIHR		Financial Controller	Award 2012 projects.	263,37	8,00	2.106,96
					Ì		
				been assigned as overall Financial			
1				Controller for the Department for Equality & Monitoring			
	DIHR			after Ms Enøe went on maternity leave. Her			
A	VION (Financial Controller	responsibilities are the same as Ms Enøe's	368,28	22,00	8.102,16

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	T	T		MIA AWARD 2012	, ,		***************************************
	T			Cost to cover visits to applying companies to the MIA		1,00	0,
В	DIHR	MIA Award 2012	Travel	Award 2012 (See Detailed Description 9.1.6)	2.838,00	1,00	2.838,
D	DIHR	MIA Award 2012	Graphic Design	Invitations to the MIA Award ceremony (See Detailed Description 9.1.8)	1 112 00	1.00	4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4
				For the MIA Award ceremony (See Detailed Description	1.113,00	1,00	1.113,
D	DIHR	MIA Award 2012	Conference Folders	9.1.8)	651,89	1,00	651,
D	DIHR	MIA Award 2012	Ceremony Diplomas	Fro the MIA Award ceremony (See Detailed Description 9.1.8)	165,51	1,00	100
_	DUID	NIA Americana		For the MIA Award ceremony (See Detailed Description	100,01	7,00	165,
E	DIHR	MIA Award 2012	Nomination Movies	9.1.8) For the MIA Award ceremony (See Detailed Description	11.626,35	1,00	11.626,
E	DIHR	MIA Award 2012	Fotographer	9.1.8)	1.209,68	1,00	1.209,
E	DIHR	MIA Award 2012	Speakers &	For the MIA Award ceremony (See Detailed Description	20,00	1,00	1.203,
	DINA	MIM AWAIG 2012	Entertainment	9.1.8) For the MIA Award ceremony (See Detailed Description	9.652,42	1,00	9.652,
E	DIHR	MIA Award 2012	Technical Experts	9.1.8)	1.503,80	1,00	1.503,
				Event at the Danish Folk Meeting 2012 14 -17 June,		7.5	
E	DIHR	MIA Award 2012	4-day Diversity Event	including a tent for promoting diversity and equal treatment, and the MIA Award Ceremony	3.278,78	1,00	3.278,
				Event to ensure further exchange of good practice	0.270,70	1,00	3.210,
Е	DIHR	MIA Award 2012	Diversity Day	between the applying companies for the MIA Award 2012 (See Detailed Description 9.1.10)	5 070 00		
				(coo Detailed Description 3.1.10)	5.376,36	1,00	5.376,
E	DIHR	MIA Award 2012	MIA Award ceremony	Southhuse for the safe			
	Dillin	Arraio EVIE	sculptures	Sculptures for the winners of MIA Award 2012 EQUALITY LAB 2012	756,00	4,00	3.024,0
-(3)-	DIHR	Equality Lab 2012	360° Equality Lab	Meeting Expences	268,81	1,00	0,0 268,8
				Study trip to public authorities with equality duty in Dublin			200,0
E	DIHR	Equality Lab 2012	360° Equality Lab	(flight tickets, local transportation, per diem, etc.)	4.569,89	1,00	4.569,8
В	DIHR	Equality Lab 2012	2600 5	Travel and Subsistence (See Detailed Description 9.2.1.4		1,00	→.509,0
E	DIHR	Equality Lab 2012	360° Equality Lab	and 9.2.1.6-9.2.1.8) Accommodation (See Detailed Description 9.2.1.4)	2.688,17 1.344,08	1,00	2.688,1
_				Workshop tools and visual facilitation (See Detailed	1.344,06	1,00	1.344,0
E	DIHR	Equality Lab 2012	360° Equality Lab Best Practice	Description 9.2.1.6-9.2.1.8)	7.392,47	1,00	7.392,4
D	DIHR	Equality Lab 2012	Catalogue	Best Practice Catalogue (See Detailed Description 9.2.2)	4.032,00	1,00	4 000 0
E	DIHR	Equality Lab 2010		Conference subsistence, location, equipment etc. (See	4.002,00	1,00	4.032,0
Ē	DIHR	Equality Lab 2012 Equality Lab 2012	Conference ,	Detailed Description 9.2.3) Speakers Fee (See Detailed Description 9.2.3)	13.440,86	1,00	13.440,8
				Facilitator and entertainment (See Detailed Description	4.032,25	1,00	4.032,2
E	DIHR	Equality Lab 2012	Conference	9.2.3)	2.688,17	1,00	2.688,1
			National Study on perceived	Publication (See Detailed Description 9.2.4)			
D	DIHR	Equality Lab 2012	discrimination		7.795,70	1,00	7.795,7
			National Study on perceived	Statistics Denmark (See Detailed Description 9.2.4)		7.5	
E	DIHR	Equality Lab 2012	discrimination		270,00	1,00	070.0
				Editing and review of all 6 languages and graphic editing	270,00	1,00	270,0
E	DIHR	Homepage	Development of	of the website "Sig Fra NU!" as a whole			
-	Dillin	riomepage	homepage see request of	This amount can remain under Heading E	8.064,52	1,00	8.064,52
Ε	DIHR	rejected activity	11.10.2012	amount can remain under neading E	10.000,00	1,00	10.000,00
F	DIHR					1,00	0,00
-)			Administration costs	15.461,63	1,00	15.461,63
	DIHR			Contribution from DIHR	55.420,93	1,00	0,06 55.420,93
						1,00	0,00
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		BUC	GET & EX	BUDGET & EXECUTION SUMMARY			
		Setimotod					
item	Budget item	Expenditure	%	Declared expenditure	Change %	Total eligible	lotal acceptable for
4	Staff	154.616,33		00.0	-100.00%	000	000
В	Travel staff	5.526,17		0,00	-100,00%	0.00	000
ပ	Equipment	00'0		00'0	#DIV/0!	0.00	
۵	Consumables	13.758,10		00 '0	-100,00%	00.00	
ш	Other direct costs	87.742,44		00'0	-100,00%	00.00	000
	Total A+B+C+D+E	261.643,04		00'0	-100,00%	00'0	
ш	Indirect costs (max 7%)	15.461,63	5,91%	00'0	#DIV/0i	00,0	
	Total Eligible Cost	277.104,67		00'0	-100,00%	00'0	00'0
g	Contribution in kind/non eligible	00'0		00.00		00'0	0.00
	Total costs	277.104,67		00'0		00'0	
		Estimated					
	Names	Income	%	Declared income	%		
I	Interest on pre-financing	00'0		00'0			
_	Other Income	00'0	%00'0	00'0	#DIV/0i		
¥	Contribution from Beneficiaries	55.420,93	20,00%	00'0	#DIV/0!		
	Contribution from EC	221.683,74	80,00%	00'0	#DIV/0i		
	Total Revenue	277.104,67		0,00			
g	Contribution in kind/non eligible	00'0		00'0			
	Total Income	277.104,67		00'0			
	FINAL	FINAL PAYMENT CALCULATION	NO				
	A (Total eligible x % Com)			000			
	B (Max Com contribution)			221.683.74			
	C (Accepted expenditure - incomes "I")			00'0			
	Base of final payment calculation (lowest amount of A/B/C)	st amount of A/B/C)		00.00			
7	Pre-financing paid	•		00.00			
	Recovery of interest on pre-financing Final payment			00'0			







Directorate A Unit A.4: Programme management

17 NOV. 2012

Brussels,
JUST/A4/ JD /ARES (2012) 13 11 277

Danish Institute for Human Rights Strandgade, 56 1401 COPENHAGEN K DENMARK

By Express Mail

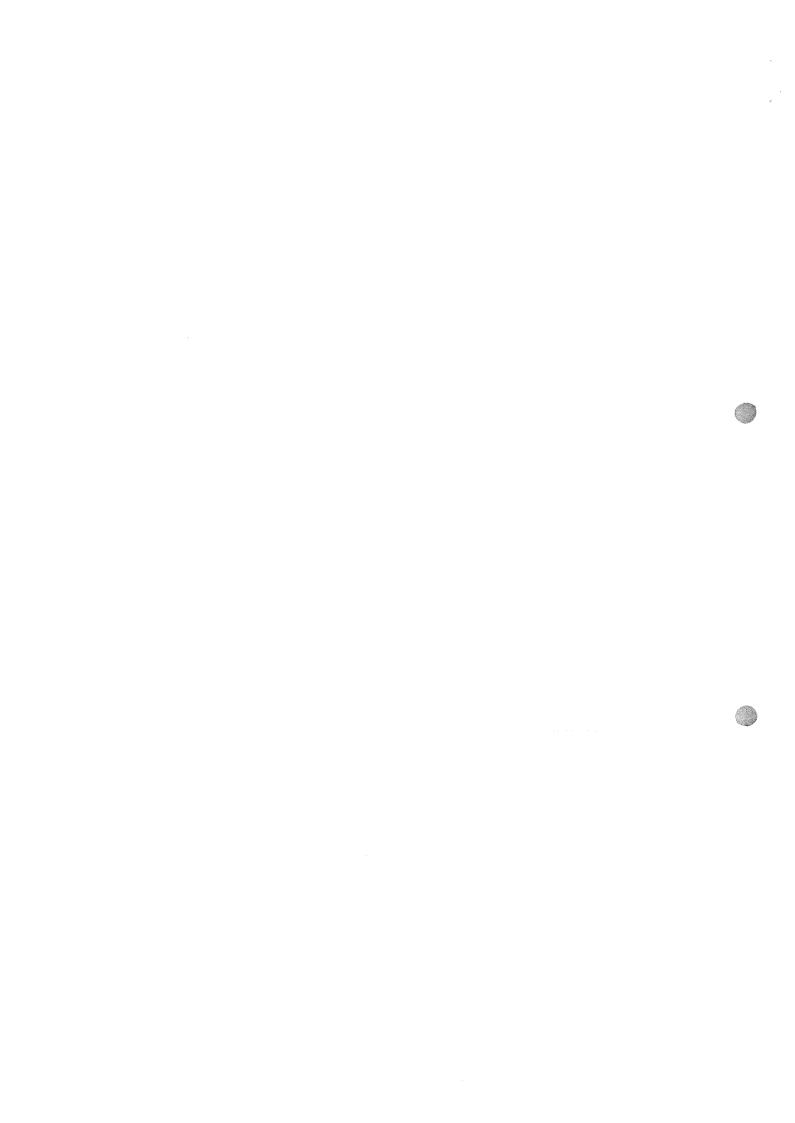
Subject: Grant agreement JUST/2011/PROG/AG/ 1909

We acknowledge the receipt of your letter dated 8 October 2012 that was registered in our service on 11 October 2012 under the reference Ares (2012)1200397.

Under cover of the aforementioned correspondence you have notified of a need to revise the budget as contained in annex II to the above mentioned grant agreement that entered into force on 14 December 2011. In addition you provided the CV of a new staff member for approval.

The following has been decided:

- 1. We can agree with the changes described under MIA award point 1) to 4) and Equality LAB point 1) to 4) and 6) and GENERAL point 1) as these changes are well justified and form usual reallocations during the implementation phase and within the legal limitations. Also the new staff member is accepted.
- 2. The changes described under GENERAL, Point 2) and 3) concern **new activities** which were **not foreseen** in Annex I of the grant agreement.
- A) However, the development of the website www.sigfranu.dk has been part of the activities under the precedent call under Grant Agreement VS/2010/0534 (MIA award 2011).
 - The request to use unspent funds to brush up the website (EQUALITY LAB point 5 / GENERAL point 2) seems to be well justified and can be exceptionally accepted.
- B) Whereas the request for permission to use unspent funds to develop small films on Best Practise working with diversity in employment has to be rejected. The timeframe of this activity is November 2012 and throughout 2013 whereas the ending date for carrying out the activities in grant agreement JUST/2011/PROG/AG/1909 (MIA award 2012) is 20 December 2012.



Please note that the fact that part of the provisioned budget will not be spent due to less expensive than expected costs, does <u>not imply</u> that new tasks should be created in order to necessarily spend these funds.

Please find enclosed two copies of Amendment No 1 to your specific agreement <u>duly signed and dated by the Commission's authorised representative</u>.

I would be grateful if you could return one copy of this specific agreement amendment dated and signed by your authorised representative by **express mail** to the following address:

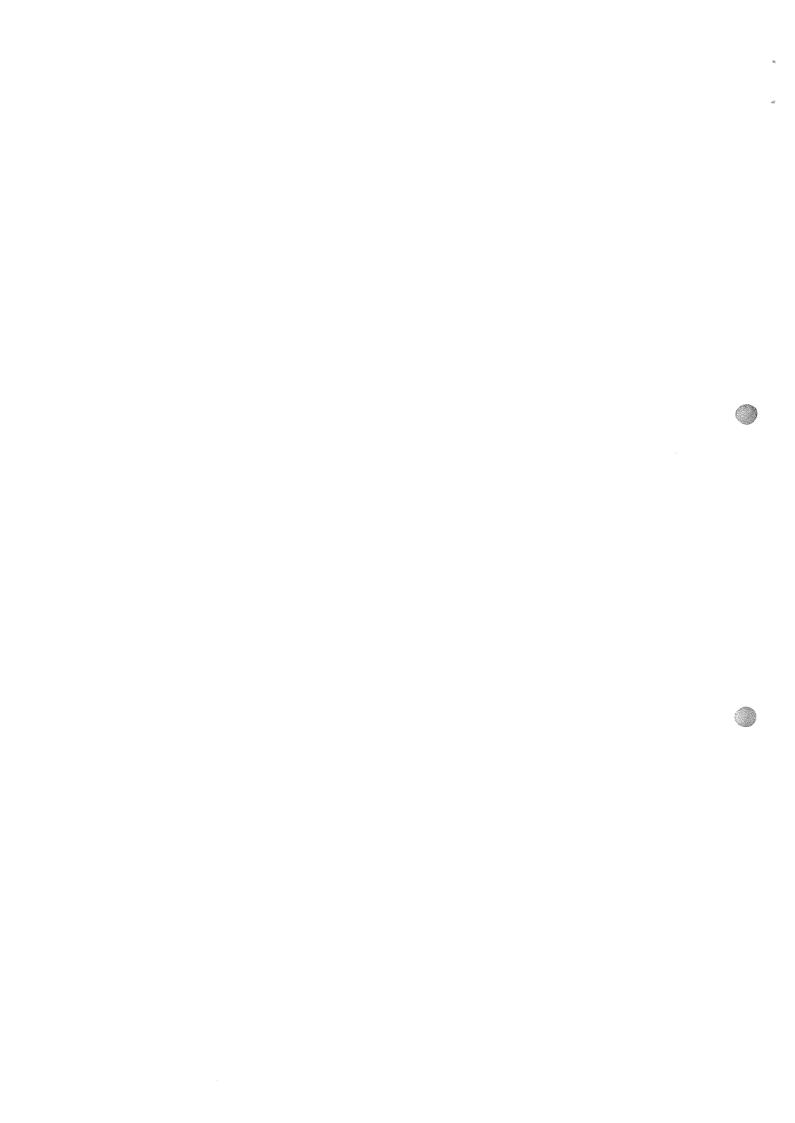
European Commission DG Justice – JUST/A.4 Mr Renatas Mazeika MO59 04/65 B - 1049 Brussels

Please note that, in case of non-receipt to the above-mentioned address of the grant agreement amendments dated and duly signed by the authorised representative within 15 calendar days, the Commission reserves the right to cancel its commitment under both agreement amendments.

Yours sincerely,

Renatas Mazeika

Enc. 2 copies of Amendment No. 1 GRANT AGREEMENT No JUST/2011/PROG/AG/1909-DK





Directorate A
Unit A4 Programme management

Brussels, **0** 2 JUH, 2012 JUST/A4/ JD Ares(2012) 7*9*6*8*1*9*

Danish Institute for Human Rights Strandgade, 56 1401 COPENHAGEN K DENMARK

Subject: Grant agreement JUST/2011/PROG/AG/ 1909

Changes in the budget, CV of new staff member

We acknowledge the receipt of your letter dated 8 June 2012 that was registered in our service on 13 June 2012 under the reference Ares (2012)708160.

Under cover of the aforementioned correspondence you have notified of a need to revise the budget as contained in annex II to the above mentioned grant agreement that entered into force on 14 December 2011.

In addition you provided the CV of a new staff member for approval.

Your request for changes is accepted.

As no heading has been increased by more than 10 % in comparison to the grant agreement, there is no need for a formal addendum. However note that, since no formal amendment was signed, in the final financial statement in the column "Estimated expenditure" you should reflect the heading amounts of the budget annexed to the grant agreement. These amounts will be the reference to calculate that at the final stage the 10% rule is respected. Any cost exceeding 10% of the amounts foreseen in your original budget (and not the one of 8 June 2012) will be at that stage rejected.

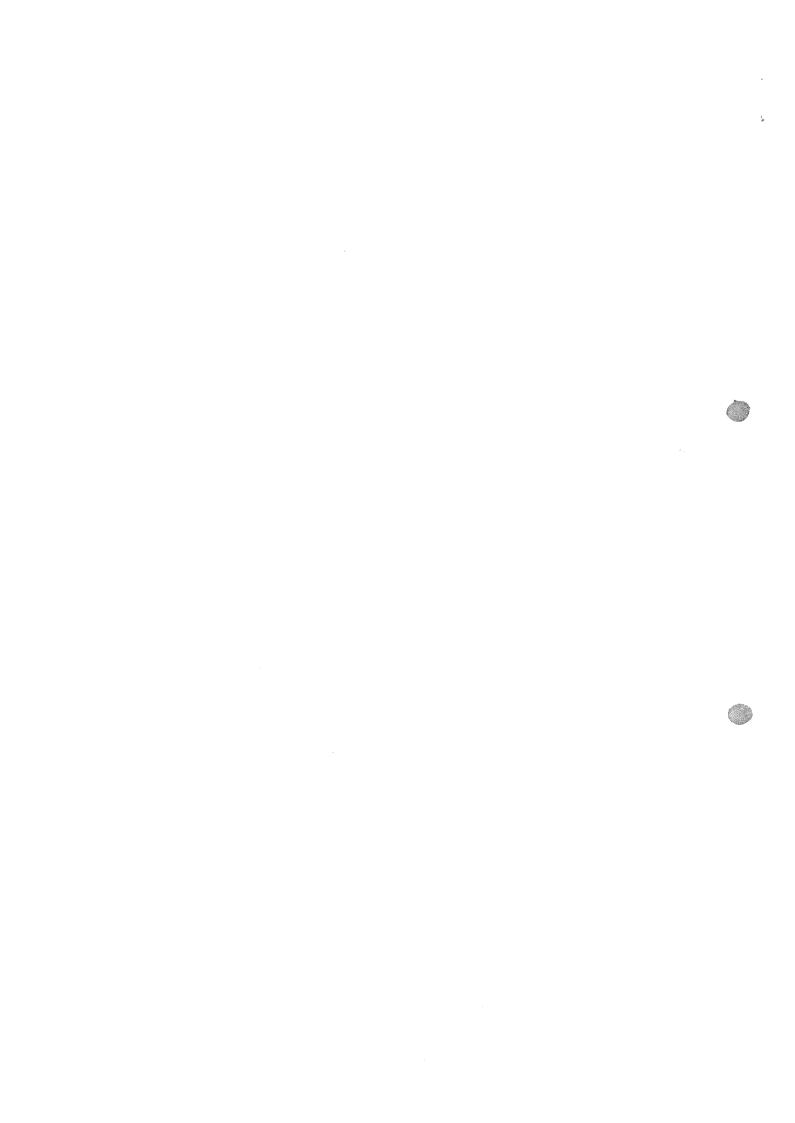
This letter shall be considered as a formal acceptance and be attached to the file as confirmation of the changes proposed.

Yours sincerely

Renatas Mazeika Head of Unit

PJ: accepted staff costs

Commission européenne, B-1049 Bruxelles / Europese Commissie, B-1049 Brussel - Belgium. Telephone: (32-2) 299 11 11. Office: MO59 4/027. Telephone: direct line (32-2) 298 87 31



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			Nbr unit	23		2	72	85	3	02	89	911	3	77	9/		m	22	35	\dashv
			Amount i Nbr unit Total €	441,29		628,32	287,49	173.56		308,76	409,43	265 99		339,75	371,59		5,515	242,91	263,37	-
	Description of item	Answer to the questions: Who or What? - Why? - For which price? (define base unit for calculation)	Award back in 2004 be giving a speech at the MIA Award resemble 2004 be giving a speech at the MIA Award resemble 2003.	control on the project components in the MIA Award 2012 project	As the Director of the DIHP		As Project Manager. The responsibility for the planning and implementation of the MIA Award 2012.	be assisting with all the administrative and practical activities of the MIA Award 2012	will be responsible for planning and executing all press related work around the MIA Award	As Chief Advisor and Team leader will be the overall expert and supervisor of the Equality Lab 2012 project including quality assurance of project components.		As Project Manage	Practice Catalogue	is part of the department's analysis team and will be responsible for the study of perceived discrimination as part of Equality Lab 2012.		publications. Publications.	As beharment Coordinator, and the figure of the department's overall economy and will be overseeing all administrative aspects of the Equality Lab and the MIA Award 2012 projects. Her responsibilities also include administrative and technical assistance to the project.	been assigned as overall Emancial Committee of the commit	responsibilities include quality assurance on all budget and contract related issues and final reporting, as well as all VAT administration, invoicing and transfers relating to both the Equality Lab and the MIA Award 2012 projects.	
		Actions		Department Director	Institute Director	Project Manager	ā	Student Assistant	Press Officer	Chief Advisor		Project Manager	Project Facilitator	Analyst		Communication Officer p	Department Coordinator ar		Financial Controller ac	
		Re Name of Objectives					ACOMM TOURS AND CONTRACTOR OF THE PROPERTY OF						4	A A	A TOTAL A MANAGEMENT OF THE STATE OF THE STA		ā			
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EUROPEAN COMMISSION

DIRECTORATE-GENERAL JUSTICE

Directorate A
Unit A4 Programme management

Brussels, 1 0 AVR. 2012 JUST/A4/ JD Ares(2012) 432 651

Danish Institute for Human Rights Strandgade, 56 1401 COPENHAGEN K DENMARK

Subject: Grant agreement JUST/2011/PROG/AG/ 1909

Changes in the budget and regarding the activities



We acknowledge the receipt of your letter dated 10 February 2012 and your e-mail dated 6 Mars 2012 that were registered in our service under the reference Ares (2012) 173142 and 261809.

Under cover of the aforementioned correspondence you have notified of a need to revise the budget as contained in annex II to the above mentioned grant agreement that entered into force on 14 December 2011.

Your request for changes is accepted.

As no heading has been increased by more than 10 % in comparison to the grant agreement, there is no need for a formal addendum. However note that, since no formal amendment was signed, in the final financial statement in the column "Estimated expenditure" you should reflect the heading amounts of the budget annexed to the grant agreement. These amounts will be the reference to calculate that at the final stage the 10% rule is respected. Any cost exceeding 10% of the amounts foreseen in your original budget (and not the one of 6 Mars 2012) will be at that stage rejected.

In addition, you informed us of changes regarding the activities organised in the frame of your project and you provided a new detailed time-plan.

This letter shall be considered as a formal acceptance and be attached to the file as confirmation of the changes proposed.

I would like to take the opportunity to remind you that the calculation of the daily rate for staff costs should be in accordance with the methodology approved by the Commission which

has been communicated during a monitoring visit by the Commission at your organisation in February 2012.

Yours sincerely

Renatas Mazeika Head of Unit

PJ: accepted costs

Name of Department Director Name of Department of Equality and Name of Department Director Name of Department of Equality and Name of Department Director Name of Department of Equality and Name of Department Director Name of Department D]			Subtotal	332.698,46
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Department for Equality & Monitoring. Her responsibilities include quality assurance on all budget and contract related issues and final reporting, as well as all VAT administration, invoicing and transfers relating to both the Equality Lab and the		Ĭ						
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relating to both the Equality Lab and the					, -			
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A DIHR Section 1 Section 1 DIHR Section 1 DIHR Section 2 DIHR Sect	Α	DIHR		Financial Controller	MIA Award 2012 projects.	263,37	35,00	9.217,95

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				MIA AWARD 2012		1,00	0,00
j				Cost to cover visits to applying companies			
		MIA Award		to the MIA Award 2012 (See Detailed	rest Administration		
В	DIHR	2012	Travel	Description 9.1.6)	1.881,00	1,00	1.881,00
		MiA Award		Communication of the Mia Award (See		1.	
E	DIHR	2012	Homepage	Detailed Description 9.1.1)	0,00	1,00	0,00
		MIA Award		Invitations to the MIA Award ceremony			
D	DIHR	2012	Invitations	(See Detailed Description 9.1.8)	5.779,57	1,00	5.779,57
						-	
		MIA Award		For the MIA Award ceremony (See			
D	DIHR	2012	Conference Folders	Detailed Description 9.1.8)	873,66	1,00	873,66
		MIA Award		Fro the MIA Award ceremony (See	25.20	4 00	05.00
D	DIHR	2012	Ceremony Diplomas	Detailed Description 9.1.8)	95,09	1,00	95,09
				To the Add Assessed consensus (Con-			
_		MIA Award	Manufaction Marrian	For the MIA Award ceremony (See	10.750.60	1 00	10 752 60
E	DIHR	2012	Nomination Movies	Detailed Description 9.1.8)	10.752,69	1,00	10.752,69
		2010 0		For the MIA Award ceremony (See		i.	
_	DILLE	MIA Award 2012	Estagrapher	Detailed Description 9.1.8)	1.344,09	1,00	1.344,09
E	DIHR	2012	Fotographer	Detailed Description 9.1.0)	1.044,03	1,00	1,044,00
		MIA Award	Speakers &	For the MIA Award ceremony (See		ľ	
E	DIHR	2012	Entertainment	Detailed Description 9.1.8)	10.752,69	1,00	10.752,69
_=	- איייכ						
		MIA Award		For the MIA Award ceremony (See		l.	
E	DIHR	2012	Technical Experts	Detailed Description 9.1.8)	10.080,65	1,00	10.080,65
=		 		Event at the Danish Folk Meeting 2012 14 -			and the second s
1				17 June, including a tent for promoting		1	
		MIA Award		diversity and equal treatment, and the MIA	1		
E	DIHR	2012	4-day Diversity Event	Award Ceremony	2.688,17	1,00	2.688,17
				Event to ensure further exchange of good	1	1.	
				practice between the applying companies		ĺ	
!		MIA Award	m!	for the MIA Award 2012 (See Detailed	5 076 06	1.00	E 276 26
E	DIHR	2012	Diversity Day	Description 9.1.10)	5.376,36	1,00	5.376,36
		2010 01110	MIA Award saramany	Southtures for the winners of MIA Award			
!	DUID	MIA Award	MIA Award ceremony	Sculptures for the winners of MIA Award 2012	840,00	4,00	3.360,00
E	DIHR	2012	sculptures	EQUALITY LAB 2012	040,00	1,00	0,00
		Equality		EGGAETT LAD 2012		1,00	
E	DIHR	Lab 2012	360° Equality Lab	Meeting Expences	268,81	1,00	268,81
	<u> </u>	· ·····	000 141				
1		Equality		Workshop I (See Detailed Description	ł	F-	
E	DIHR	Equality Lab 2012	360° Equality Lab	9.2.1.6) To be removed from budget	0,00	2,00	0,00
E	DIHR	Equality Lab 2012 Equality	360° Equality Lab		0,00	2,00	0,00
E E	DIHR	Lab 2012	360° Equality Lab	9.2.1.6) To be removed from budget	0,00	2,00	
		Lab 2012 Equality		9.2.1.6) To be removed from budget Workshop II (See Detailed Description	0,00		0,00
		Lab 2012 Equality Lab 2012		9.2.1.6) To be removed from budget Workshop II (See Detailed Description 9.2.1.7) To be removed from budget Workshop III (See Detailed Description 9.2.1.8) To be removed from budget			
E	DIHR	Lab 2012 Equality Lab 2012 Equality	360° Equality Lab	9.2.1.6) To be removed from budget Workshop II (See Detailed Description 9.2.1.7) To be removed from budget Workshop III (See Detailed Description 9.2.1.8) To be removed from budget Study trip to public authorities with equality	0,00	2,00	0,00
E	DIHR	Lab 2012 Equality Lab 2012 Equality Lab 2012	360° Equality Lab	9.2.1.6) To be removed from budget Workshop II (See Detailed Description 9.2.1.7) To be removed from budget Workshop III (See Detailed Description 9.2.1.8) To be removed from budget Study trip to public authorities with equality duty in London or Sweden (flight tickets,	0,00	2,00	0,00
E	DIHR	Lab 2012 Equality Lab 2012 Equality Lab 2012 Equality Lab 2012	360° Equality Lab	9.2.1.6) To be removed from budget Workshop II (See Detailed Description 9.2.1.7) To be removed from budget Workshop III (See Detailed Description 9.2.1.8) To be removed from budget Study trip to public authorities with equality	0,00	2,00	0,00
E	DIHR	Lab 2012 Equality Lab 2012 Equality Lab 2012 Equality Lab 2012 Equality Lab 2012	360° Equality Lab	9.2.1.6) To be removed from budget Workshop II (See Detailed Description 9.2.1.7) To be removed from budget Workshop III (See Detailed Description 9.2.1.8) To be removed from budget Study trip to public authorities with equality duty in London or Sweden (flight tickets, local transportation, per diem, etc.)	0,00	2,00	0,00
E E	DIHR DIHR	Lab 2012 Equality	360° Equality Lab 360° Equality Lab 360° Equality Lab	9.2.1.6) To be removed from budget Workshop II (See Detailed Description 9.2.1.7) To be removed from budget Workshop III (See Detailed Description 9.2.1.8) To be removed from budget Study trip to public authorities with equality duty in London or Sweden (flight tickets, local transportation, per diem, etc.) Travel and Subsistence (See Detailed	0,00 0,00 5.913,96	2,00 2,00	0,00 0,00 5.913,96
E	DIHR	Lab 2012 Equality Lab 2012	360° Equality Lab	9.2.1.6) To be removed from budget Workshop II (See Detailed Description 9.2.1.7) To be removed from budget Workshop III (See Detailed Description 9.2.1.8) To be removed from budget Study trip to public authorities with equality duty in London or Sweden (flight tickets, local transportation, per diem, etc.) Travel and Subsistence (See Detailed Description 9.2.1.4 and 9.2.1.6-9.2.1.8)	0,00	2,00	0,00
E E B	DIHR DIHR DIHR	Lab 2012 Equality Lab 2012	360° Equality Lab 360° Equality Lab 360° Equality Lab 360° Equality Lab	9.2.1.6) To be removed from budget Workshop II (See Detailed Description 9.2.1.7) To be removed from budget Workshop III (See Detailed Description 9.2.1.8) To be removed from budget Study trip to public authorities with equality duty in London or Sweden (flight tickets, local transportation, per diem, etc.) Travel and Subsistence (See Detailed Description 9.2.1.4 and 9.2.1.6-9.2.1.8) Accommodation (See Detailed Description	0,00 0,00 5.913,96 2.688,17	2,00 2,00 1,00	0,00 0,00 5.913,96 2.688,17
E E	DIHR DIHR	Lab 2012 Equality Lab 2012	360° Equality Lab 360° Equality Lab 360° Equality Lab	9.2.1.6) To be removed from budget Workshop II (See Detailed Description 9.2.1.7) To be removed from budget Workshop III (See Detailed Description 9.2.1.8) To be removed from budget Study trip to public authorities with equality duty in London or Sweden (flight tickets, local transportation, per diem, etc.) Travel and Subsistence (See Detailed Description 9.2.1.4 and 9.2.1.6-9.2.1.8) Accommodation (See Detailed Description 9.2.1.4)	0,00 0,00 5.913,96	2,00 2,00	0,00 0,00 5.913,96
E E B	DIHR DIHR DIHR	Lab 2012 Equality Lab 2012	360° Equality Lab 360° Equality Lab 360° Equality Lab 360° Equality Lab	9.2.1.6) To be removed from budget Workshop II (See Detailed Description 9.2.1.7) To be removed from budget Workshop III (See Detailed Description 9.2.1.8) To be removed from budget Study trip to public authorities with equality duty in London or Sweden (flight tickets, local transportation, per diem, etc.) Travel and Subsistence (See Detailed Description 9.2.1.4 and 9.2.1.6-9.2.1.8) Accommodation (See Detailed Description 9.2.1.4) Workshop tools and visual facilitation	0,00 0,00 5.913,96 2.688,17	2,00 2,00 1,00	0,00 0,00 5.913,96 2.688,17
E E B	DIHR DIHR DIHR DIHR	Lab 2012 Equality Lab 2012	360° Equality Lab 360° Equality Lab 360° Equality Lab 360° Equality Lab	9.2.1.6) To be removed from budget Workshop II (See Detailed Description 9.2.1.7) To be removed from budget Workshop III (See Detailed Description 9.2.1.8) To be removed from budget Study trip to public authorities with equality duty in London or Sweden (flight tickets, local transportation, per diem, etc.) Travel and Subsistence (See Detailed Description 9.2.1.4 and 9.2.1.6-9.2.1.8) Accommodation (See Detailed Description 9.2.1.4)	0,00 0,00 5.913,96 2.688,17	2,00 2,00 1,00	0,00 0,00 5.913,96 2.688,17
E E B	DIHR DIHR DIHR	Lab 2012 Equality Lab 2012	360° Equality Lab 360° Equality Lab 360° Equality Lab 360° Equality Lab	9.2.1.6) To be removed from budget Workshop II (See Detailed Description 9.2.1.7) To be removed from budget Workshop III (See Detailed Description 9.2.1.8) To be removed from budget Study trip to public authorities with equality duty in London or Sweden (flight tickets, local transportation, per diem, etc.) Travel and Subsistence (See Detailed Description 9.2.1.4 and 9.2.1.6-9.2.1.8) Accommodation (See Detailed Description 9.2.1.4) Workshop tools and visual facilitation	0,00 0,00 5.913,96 2.688,17 1.344,08	2,00 2,00 1,00 1,00	0,00 0,00 5.913,96 2.688,17 1.344,08
E E B	DIHR DIHR DIHR DIHR	Lab 2012 Equality Lab 2012	360° Equality Lab	9.2.1.6) To be removed from budget Workshop II (See Detailed Description 9.2.1.7) To be removed from budget Workshop III (See Detailed Description 9.2.1.8) To be removed from budget Study trip to public authorities with equality duty in London or Sweden (flight tickets, local transportation, per diem, etc.) Travel and Subsistence (See Detailed Description 9.2.1.4 and 9.2.1.6-9.2.1.8) Accommodation (See Detailed Description 9.2.1.4) Workshop tools and visual facilitation (See Detailed Description 9.2.1.6-9.2.1.8)	0,00 0,00 5.913,96 2.688,17 1.344,08	2,00 2,00 1,00 1,00	0,00 0,00 5.913,96 2.688,17 1.344,08
E E B E E	DIHR DIHR DIHR DIHR DIHR	Lab 2012 Equality Lab 2012	360° Equality Lab Best Practice	9.2.1.6) To be removed from budget Workshop II (See Detailed Description 9.2.1.7) To be removed from budget Workshop III (See Detailed Description 9.2.1.8) To be removed from budget Study trip to public authorities with equality duty in London or Sweden (flight tickets, local transportation, per diem, etc.) Travel and Subsistence (See Detailed Description 9.2.1.4 and 9.2.1.6-9.2.1.8) Accommodation (See Detailed Description 9.2.1.4) Workshop tools and visual facilitation (See Detailed Description 9.2.1.6-9.2.1.8) Best Practice Catalogue (See Detailed	0,00 0,00 5.913,96 2.688,17 1.344,08	2,00 2,00 1,00 1,00 1,00	0,00 0,00 5.913,96 2.688,17 1.344,08
E E B E E	DIHR DIHR DIHR DIHR DIHR	Lab 2012 Equality Lab 2012	360° Equality Lab Best Practice Catalogue	9.2.1.6) To be removed from budget Workshop II (See Detailed Description 9.2.1.7) To be removed from budget Workshop III (See Detailed Description 9.2.1.8) To be removed from budget Study trip to public authorities with equality duty in London or Sweden (flight tickets, local transportation, per diem, etc.) Travel and Subsistence (See Detailed Description 9.2.1.4 and 9.2.1.6-9.2.1.8) Accommodation (See Detailed Description 9.2.1.4) Workshop tools and visual facilitation (See Detailed Description 9.2.1.6-9.2.1.8) Best Practice Catalogue (See Detailed Description 9.2.2)	0,00 0,00 5.913,96 2.688,17 1.344,08 7.392,47 8.064,52	2,00 2,00 1,00 1,00 1,00 1,00	0,00 0,00 5.913,96 2.688,17 1.344,08 7.392,47 8.064,52
E E B E E	DIHR DIHR DIHR DIHR DIHR	Lab 2012 Equality Lab 2012	360° Equality Lab Best Practice	9.2.1.6) To be removed from budget Workshop II (See Detailed Description 9.2.1.7) To be removed from budget Workshop III (See Detailed Description 9.2.1.8) To be removed from budget Study trip to public authorities with equality duty in London or Sweden (flight tickets, local transportation, per diem, etc.) Travel and Subsistence (See Detailed Description 9.2.1.4 and 9.2.1.6-9.2.1.8) Accommodation (See Detailed Description 9.2.1.4) Workshop tools and visual facilitation (See Detailed Description 9.2.1.6-9.2.1.8) Best Practice Catalogue (See Detailed Description 9.2.2) Conference subsistence, location, equipment etc. (See Detailed Description 9.2.3)	0,00 0,00 5.913,96 2.688,17 1.344,08	2,00 2,00 1,00 1,00 1,00	0,00 0,00 5.913,96 2.688,17 1.344,08 7.392,47 8.064,52
E E B E D	DIHR DIHR DIHR DIHR DIHR DIHR DIHR	Lab 2012 Equality Lab 2012	360° Equality Lab Best Practice Catalogue Conference	9.2.1.6) To be removed from budget Workshop II (See Detailed Description 9.2.1.7) To be removed from budget Workshop III (See Detailed Description 9.2.1.8) To be removed from budget Study trip to public authorities with equality duty in London or Sweden (flight tickets, local transportation, per diem, etc.) Travel and Subsistence (See Detailed Description 9.2.1.4 and 9.2.1.6-9.2.1.8) Accommodation (See Detailed Description 9.2.1.4) Workshop tools and visual facilitation (See Detailed Description 9.2.1.6-9.2.1.8) Best Practice Catalogue (See Detailed Description 9.2.2) Conference subsistence, location, equipment etc. (See Detailed Description 9.2.3) Speakers Fee (See Detailed Description	0,00 0,00 5.913,96 2.688,17 1.344,08 7.392,47 8.064,52	2,00 2,00 1,00 1,00 1,00 1,00	0,00 0,00 5.913,96 2.688,17 1.344,08 7.392,47 8.064,52
E E B E	DIHR DIHR DIHR DIHR DIHR DIHR	Lab 2012 Equality Lab 2012	360° Equality Lab Best Practice Catalogue	9.2.1.6) To be removed from budget Workshop II (See Detailed Description 9.2.1.7) To be removed from budget Workshop III (See Detailed Description 9.2.1.8) To be removed from budget Study trip to public authorities with equality duty in London or Sweden (flight tickets, local transportation, per diem, etc.) Travel and Subsistence (See Detailed Description 9.2.1.4 and 9.2.1.6-9.2.1.8) Accommodation (See Detailed Description 9.2.1.4) Workshop tools and visual facilitation (See Detailed Description 9.2.1.6-9.2.1.8) Best Practice Catalogue (See Detailed Description 9.2.2) Conference subsistence, location, equipment etc. (See Detailed Description 9.2.3) Speakers Fee (See Detailed Description 9.2.3)	0,00 0,00 5.913,96 2.688,17 1.344,08 7.392,47 8.064,52	2,00 2,00 1,00 1,00 1,00 1,00	0,00 0,00 5.913,96 2.688,17 1.344,08 7.392,47 8.064,52
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E E E E E	DIHR DIHR DIHR DIHR DIHR DIHR DIHR DIHR	Lab 2012 Equality Lab 2012	360° Equality Lab Best Practice Catalogue Conference Conference National Study on perceived discrimination National Study on perceived	9.2.1.6) To be removed from budget Workshop II (See Detailed Description 9.2.1.7) To be removed from budget Workshop III (See Detailed Description 9.2.1.8) To be removed from budget Study trip to public authorities with equality duty in London or Sweden (flight tickets, local transportation, per diem, etc.) Travel and Subsistence (See Detailed Description 9.2.1.4 and 9.2.1.6-9.2.1.8) Accommodation (See Detailed Description 9.2.1.4) Workshop tools and visual facilitation (See Detailed Description 9.2.1.6-9.2.1.8) Best Practice Catalogue (See Detailed Description 9.2.2) Conference subsistence, location, equipment etc. (See Detailed Description 9.2.3) Speakers Fee (See Detailed Description 9.2.3) Facilitator and entertainment (See Detailed Description 9.2.3) Publication (See Detailed Description 9.2.4)	0,00 0,00 5.913,96 2.688,17 1.344,08 7.392,47 8.064,52 10.752,68 4.032,25 2.688,17 7.795,70	2,00 2,00 1,00 1,00 1,00 1,00 1,00 1,00	0,00 0,00 5.913,96 2.688,17 1.344,06 7.392,47 8.064,52 10.752,66 4.032,25 2.688,17 7.795,70
E E B E D	DIHR DIHR DIHR DIHR DIHR DIHR DIHR DIHR	Lab 2012 Equality Lab 2012	360° Equality Lab Best Practice Catalogue Conference Conference National Study on perceived discrimination National Study on	9.2.1.6) To be removed from budget Workshop II (See Detailed Description 9.2.1.7) To be removed from budget Workshop III (See Detailed Description 9.2.1.8) To be removed from budget Study trip to public authorities with equality duty in London or Sweden (flight tickets, local transportation, per diem, etc.) Travel and Subsistence (See Detailed Description 9.2.1.4 and 9.2.1.6-9.2.1.8) Accommodation (See Detailed Description 9.2.1.4) Workshop tools and visual facilitation (See Detailed Description 9.2.1.6-9.2.1.8) Best Practice Catalogue (See Detailed Description 9.2.2) Conference subsistence, location, equipment etc. (See Detailed Description 9.2.3) Speakers Fee (See Detailed Description 9.2.3) Facilitator and entertainment (See Detailed Description 9.2.3) Publication (See Detailed Description 9.2.4) Statistics Denmark (See Detailed	0,00 0,00 5.913,96 2.688,17 1.344,08 7.392,47 8.064,52 10.752,68 4.032,25 2.688,17	2,00 2,00 1,00 1,00 1,00 1,00 1,00 1,00	0,00 0,00 5.913,96 2.688,17 1.344,08 7.392,47 8.064,52 10.752,68 4.032,25 2.688,17 7.795,70
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E E E E E	DIHR DIHR DIHR DIHR DIHR DIHR DIHR DIHR	Lab 2012 Equality Lab 2012	360° Equality Lab Best Practice Catalogue Conference Conference National Study on perceived discrimination National Study on perceived	9.2.1.6) To be removed from budget Workshop II (See Detailed Description 9.2.1.7) To be removed from budget Workshop III (See Detailed Description 9.2.1.8) To be removed from budget Study trip to public authorities with equality duty in London or Sweden (flight tickets, local transportation, per diem, etc.) Travel and Subsistence (See Detailed Description 9.2.1.4 and 9.2.1.6-9.2.1.8) Accommodation (See Detailed Description 9.2.1.4) Workshop tools and visual facilitation (See Detailed Description 9.2.1.6-9.2.1.8) Best Practice Catalogue (See Detailed Description 9.2.2) Conference subsistence, location, equipment etc. (See Detailed Description 9.2.3) Speakers Fee (See Detailed Description 9.2.3) Facilitator and entertainment (See Detailed Description 9.2.3) Publication (See Detailed Description 9.2.4) Statistics Denmark (See Detailed Description 9.2.4)	0,00 0,00 5.913,96 2.688,17 1.344,08 7.392,47 8.064,52 10.752,68 4.032,25 2.688,17 7.795,70 5.645,17	2,00 2,00 1,00 1,00 1,00 1,00 1,00 1,00	0,00 0,00 0,00 5.913,96 2.688,17 1.344,08 7.392,47 8.064,52 10.752,68 4.032,25 2.688,17 7.795,70 5.645,17 0,00 0,00 15.526,00

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		BUC	GET & EX	BUDGET & EXECUTION SUMMARY			
		Estimated					Total acceptable for
item		Expenditure	%	Declared expenditure	Change %	Total eligible	non profit rule
۷	Staff	152.152,77		00'0	-100,00%	00'0	
മ	Travel staff	4.569,17		00'0	-100,00%	00'0	
ပ	Equipment	00'0		00'0	#DIV/0i	00'0	
۵	Consumables	14.812,84		00'0	-100,00%	00'0	00'0
ш	Other direct costs	90.187,94		00'0	-100,00%	00'0	
	Total A+B+C+D+E	261.722,72		00'0	-100,00%	00'0	00'0
ш	Indirect costs (max 7%)	15.526,00	5,93%	00'0	#DIV/0i	00'0	
	Total Eligible Cost	277.248,72		00'0	-100,00%	00'0	
g	Contribution in kind/non eligible	00'0		00'0		00'0	
	Total costs	277.248,72		00'0		00'0	
<u></u>		Estimated					
	Names	Income	%	Declared income	%		
Ι	Interest on pre-financing	00'0		00'0			
_	Other Income	00'0	%00'0	00'0	#DIV/0i		
¥	Contribution from Beneficiaries	55.449,74	20,00%	00'0	#DIV/0i		
	Contribution from EC	221.798,98	80,00%	0.00	#DIV/0i		
	Total Revenue	277.248,72		00'0			
g	Contribution in kind/non eligible	00'0		00'0			
	Total Income	277.248,72		00'0			
	FINAL	FINAL PAYMENT CALCULATION	NOI				
	A (Total eligible x % Com)			00.0			
				221.798.98			
	C (Accepted expenditure - incomes "I")			00'0			
	Base of final payment calculation (lowest amount of A/B/C)	st amount of A/B/C)		00'0			
7	Pre-financing paid			00'0			
	Recovery of interest on pre-financing Final payment			00'0			

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EUROPEAN COMMISSION

DIRECTORATE-GENERAL JUSTICE

Directorate A Unit A4 Programme management



09 DEC. 2011 Brussels. JUST/A/4 Ares(2011) 1333 479

Danish Institute for Human Rights Strandgade, 56 1401 COPENHAGEN K **DENMARK**

By Express Mail

Subject: Grant agreement JUST/2011/PROG/AG/ 1909

Dear

Please find enclosed two copies of the above-mentioned grant agreement duly initialled, signed and dated by the Commission's authorised representative.

You are kindly requested to return one countersigned copy of the agreement and annexes, duly initialled, signed and dated by your authorised representative no later than fifteen (15) calendar days from the date of this letter.

Please note that this copy, including the annexes, must be initialled in the bottom right hand corner.

May I draw your attention to the following points:

- In case of non receipt to the below-mentioned address of the grant agreement dated and duly signed by the authorised representative within the deadline, the Commission reserves the right to cancel its commitment under the grant agreement, or in the event of any alteration or modification made to the text of the grant agreement or its annexes, the Commission reserves the right to consider the agreement as null and void and as such the Commission will no longer be bound by the terms of this grant agreement.
- The Commission strongly recommends that you read the terms and conditions of the attached grant agreement in relation to the rules applicable to eligibility of costs as defined in part B of the grant agreement. In particular please note that only the costs incurred by the organisation legally indicated as "Beneficiary" of the grant agreement are eligible.
- Please note that it is an obligation to provide a full final report package (1 paper copy and 1 electronic copy) that shall consist of the final financial statement and the activity report prepared in accordance with the conditions of annex III to the grant agreement

If the grant agreement is not signed by the person whose name appears in the grant agreement as the designated, legally authorised representative for signature, please inform the Commission immediately, communicating the full name and quality of the person authorised to represent your organisation for the purpose of signature of the present grant agreement.

Once completed, one signed copy of the grant agreement should be sent by express mail to the following address:

European Commission
Directorate-General Justice
Directorate A
Unit A4: Programme Management
MO 59 - 4/016
B - 1049 Brussels

We wish you all success in implementing your work programme and are looking forward to a fruitful cooperation.

Yours faithfully,

Renatas Mazeika Head of unit

Encl.:

2 originals (signed by the Commission) of grant agreement JUST/2011/PROG

/AG/1909 and annexes I-III



EUROPEAN COMMISSION DG JUSTICE

Directorate A

Unit A4: Programme Management

GRANT AGREEMENT for an ACTION

AGREEMENT NUMBER - JUST/2011/PROG/AG/ 1909

The European Union (hereinafter referred to as "the Union"), represented by the European Commission (hereinafter referred to as "the Commission"), itself represented for the purposes of signature of this agreement by **Mr Renatas MAZEIKA**, **Head of Unit**, Directorate General Justice, Directorate A, Civil Justice, Unit 4, Programme Management, of the one part,

and

Danish Institute for Human Rights Strandgade, 56 1401 COPENHAGEN K DENMARK

"the beneficiary"), represented for the purposes of signature of this agreement by Director



of the other part,

HAVE AGREED

the Special Conditions, General Conditions and Annexes below:

Annex I Description of the action

Annex II Estimated budget of the action

Annex III Technical implementation reports to be submitted which form an integral part of this agreement ("the agreement").

The terms set out in the Special Conditions shall take precedence over those in the other parts of the agreement.

The terms set out in the General Conditions shall take precedence over those in the Annexes.

20,05

I - SPECIAL CONDITIONS

ARTICLE I.1 - PURPOSE OF THE GRANT

- I.1.1 The Commission has decided to award a grant, under the terms and conditions set out in the Special Conditions, the General Conditions and the Annexes to the agreement, which the beneficiary hereby declares that he has taken note of and accepts, for the action entitled "MIA Award 2012 and Equality Lab II" ("the action").
- I.1.2 The beneficiary accepts the grant and undertakes to do everything in his power to carry out the action as described in Annex I, acting on his own responsibility.

ARTICLE I.2 - DURATION

- I.2.1 The agreement shall enter into force on the date when the last of the two parties signs.
- I.2.2 The action shall run for 12 months from **20 December 2011** ("the starting date of the action").

ARTICLE I.3 - FINANCING THE ACTION

- I.3.1 The total cost of the action is estimated at **EUR 277.267,07**, as shown in the estimated budget in Annex II. The estimated budget shall give a detailed breakdown of the costs that are eligible for Union funding under the terms of Article II.14, of any other costs that the action may entail, and of all receipts, so that receipts and costs balance.
- I.3.2 The total eligible costs of the action for which the Commission grant is awarded are estimated at **EUR 277.267,07**, as shown in the estimated budget in Annex II.
 - Indirect costs are eligible for flat-rate funding of **5,93** % of the total direct eligible costs, subject to the conditions laid down in Article II.14.3.
- I.3.3 The Commission shall contribute a maximum of **EUR 221.813,66**, equivalent to **80%** of the estimated total eligible costs indicated in paragraph 2. The final amount of the grant shall be determined as specified in Article II.17, without prejudice to Article II.19.
 - The Union grant may not finance the entire costs of the action. The amounts and sources of co-financing other than from Union funds shall be set out in the estimated budget referred to in paragraph 1.
- I.3.4 By way of derogation from Article II.13, the beneficiary may, when carrying out the action, adjust the estimated budget by transfers between headings of eligible costs, provided that this adjustment of expenditure does not affect the implementation of the action and the transfer between headings does not exceed 10 % of the amount of each heading of estimated eligible costs for which the transfer is intended, and without

exceeding the total eligible costs indicated in paragraph 2. He shall inform the Commission in writing.

ARTICLE I.4 -PAYMENT ARRANGEMENTS

I.4.1 Pre-financing:

Within 45 days of the date of the receipt of the signed agreement which enters into force as specified in Article I.2.1 a pre-financing payment of EUR 110.906,83 shall be made to the beneficiary, representing 50 % of the amount specified in Article I.3.3.

I.4.2 Payment of the balance

The request for payment of the balance shall be accompanied by the final technical implementation report and financial statement specified in Article II.15.4.

The Commission shall have 90 days to approve or reject the technical implementation report and to pay the balance in accordance with Article II.17, or to request additional supporting documents or information under the procedure laid down in Article II.15.4. In that case, the beneficiary shall have 30 days to submit the additional information or a new report.

The Commission may suspend the period for payment in accordance with the procedure in Article II.16.2.

ARTICLE I.5 - SUBMISSION OF REPORTS AND OTHER DOCUMENTS

The technical implementation reports, financial statements and other documents referred to in Article I.4 must be submitted in 2 paper copies as well as one electronic copy in English within 3 months following the closing date of the action specified in Article I.2.2. The final technical implementation report and an executive summary must be completed using the template contained in Annex III of this agreement. They must be submitted with the accompanying documents on paper and in electronic format as indicated in the template.

The final financial statement of the costs actually incurred, which should be annexed to the final payment request, in accordance with Art. II 15.4 must be drawn up in euro by the beneficiary.

ARTICLE I.6 - BANK ACCOUNT

1. Payments shall be made to the beneficiary's bank account or sub-account denominated in euros, as indicated below:

Name of bank:

Address of branch:

Precise denomination of the account holder:

IBAN account code:

DANSKE BANK A/S

Holmens Kanal 2, Copenhagen,

Denmark

DCISM-Dansk Center for Intern

Studier& Menneskerettigh

2. This account or sub-account must identify the payments made by the Commission. Moreover, the funds paid to this account or sub-account shall yield interest or equivalent benefits under the law of the State on whose territory the account or sub-account is opened. Such interest or benefits shall, if they are generated by pre-financing, be deducted from the payment of the balance or recovered by the Commission as specified in Article II.16.4.

ARTICLE I. 7 -GENERAL ADMINISTRATIVE PROVISIONS

1. Any communication addressed to the Commission in connection with this agreement shall be in writing, indicating the number of the agreement, and shall be sent to the following addresses:

European Commission
Directorate-General Justice
Directorate A
Unit JUST A4: Programme Management
MO 59 – 04/021
B-1049 Brussels

- 2. Ordinary mail shall be considered to have been received by the Commission on the date on which it is formally registered by the Commission unit responsible referred to above.
- 3. Any communication addressed to the beneficiary in connection with this agreement shall be in writing, indicating the number of the agreement, and shall be sent to the following address:

Danish Institute for Human Rights Strandgade, 56 1401 COPENHAGEN K DENMARK

4. Any change of address by the beneficiary shall be communicated in writing to the Commission.

ARTICLE I.8 - LAW APPLICABLE AND COMPETENT COURT

The grant is governed by the terms of the agreement, the Union law applicable and, on a subsidiary basis, by the law of Belgium relating to grants.

The beneficiary may bring legal proceedings regarding decisions by the Commission concerning the application of the provisions of the agreement, and the arrangements for implementing it, before the General Court of the European Union and, in the event of appeal, the Court of Justice.

ARTICLE 1.9 – DATA PROTECTION

- 1. Any personal data included in the agreement shall be processed pursuant to Regulation (EC) No 45/2001 of the European Parliament and of the Council on the protection of individuals with regard to the processing of personal data by the Community institutions and bodies and on the free movement of such data. Such data shall be processed solely for the purposes of the implementation, management and monitoring of the agreement by the entity acting as data controller, without prejudice to possible transmission to bodies charged with monitoring or inspection task in application of Union law.
- 2. The beneficiary shall have the right of access to his/her personal data and the right to rectify any such data. Should the beneficiary have any queries concerning the processing of his/her personal data, he/she shall address them to entity acting as data controller.
- 3. The beneficiary shall have the right of recourse at any time to the European Data Protection Supervisor.
- 4. Where the agreement requires the processing of personal data by the beneficiary, the beneficiary may act only under the supervision of the data controller, in particular with regard to the purposes of the processing, the categories of data which may be processed, the recipients of the data, and the means by which the data subject may exercise his/her rights.
- 5. The beneficiary shall limit access to the data to the staff strictly necessary for the implementation, management and monitoring of the agreement.
- 6. The beneficiary undertakes to adopt appropriate technical and organisational security measures having regard to the risks inherent in the processing and to the nature of the personal data concerned in order to:
 - a) prevent any unauthorised person from having access to computer systems processing personal data, and especially:
 - i) unauthorised reading, copying, alteration or removal of storage media;
 - ii) unauthorised data input as well as any unauthorised disclosure, alteration or erasure of stored personal data;
 - iii)unauthorised persons from using data-processing systems by means of data transmission facilities;

- b) ensure that authorised users of a data-processing system can access only the personal data to which their access right refers;
- c) record which personal data have been communicated, when and to whom;
- d) ensure that personal data being processed on behalf of third parties can be processed only in the manner prescribed by the contracting institution or body;
- e) ensure that, during communication of personal data and transport of storage media, the data cannot be read, copied or erased without authorisation;
- f) design its organisational structure in such a way that it meets data protection requirements.

ARTICLE I.10 - OTHER SPECIAL CONDITIONS

The following additional special conditions apply to this grant agreement:

I.10.1 Exchange rate applicable for the conversion of currencies into euro

The beneficiary shall submit the payment requests in accordance with article I.4, including the underlying financial statements, in euro. By way of derogation from Article II.16.1, any conversion of actual costs into euro shall be made by the beneficiary at the monthly accounting rate established by the Commission and published on its website http://ec.europa.eu/budget/inforeuro/index.cfm applicable on the day when the cost was incurred.

I.10.2 Changes of staff

The beneficiary shall notify to the Commission of any planned changes of staff responsible for the implementation of the action. This notification shall indicate the impact on the estimated budget and shall be sent within the deadline laid down in Article II.13.3. Unless the Commission notifies its objection within two months from the date of the receipt of the formal notification by post, the replacement of staff shall be deemed to have been agreed by the Commission.

1.10.3 Ownership/Use of the results

Without prejudice to Article II.1 and II.3 of the General Conditions, the beneficiary shall warrant that the European Union has the rights to:

- use any pre-existing intellectual property rights which have been included in the results of the action,
- use, re-use and edit the results of the action, as a whole or parts of them,
- translate and re-write the results of the action in a different language or into a different form,
- exploit the results of the action in the way it is normally intended for,
- modify the results of the action, in particular to cut, dub, insert meta-data, subtitles, legends or other graphic, visual, audio or word elements, for the sake of dissemination and in agreement with the beneficiary,

- broadcast the results of the action,
- sub-license the results of the action,
- distribute the results of the action with or without modifications to them,
- prepare derivative works of the results of the action,
- store the results of the action,
- include the results of the action in the indexes and databases worldwide,
- extract audio or video files from the results of the action.
- compile or decompile the results of the action.

I.10.4 Financial support to third parties

Where implementation of the action requires financial support to be given to third parties, the beneficiary may give such financial support in accordance with the description of the action in Annex I, subject to the following provisions:

The repartition of tasks between the beneficiary and the third parties is clearly presented in Annex I.

The cost of the financial support, which may not in any event exceed EUR 5,000 per each third party and a total of EUR 25,000 is shown in the estimated budget in Annex II.

The financial support takes the form of reimbursement of a specified proportion of the eligible costs actually incurred by the third party.

By way of derogation from Article II.14.1 of the General Conditions, costs incurred by third parties, recorded in their accounts in accordance with the applicable accounting principles and their usual cost-accounting practices, shall be considered eligible subject to the provisions of Article II.14 and sub-paragraphs 1 and 2 above. The actual eligible costs shall be reimbursed in accordance with the Union contribution percentage established in Article I.3.3.

The beneficiary must undertake to ensure that the conditions applicable to him under Articles II.1, II.2, II.3, II.4, II.5, II.6, II.10 and II.19 of the agreement are also applicable to the third parties.

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II -GENERAL CONDITIONS

PART A: LEGAL AND ADMINISTRATIVE PROVISIONS

ARTICLE II.1 - LIABILITY

- II.1.1 The beneficiary shall have sole responsibility for complying with any legal obligations incumbent on him.
- II.1.2 The Commission shall not, in any circumstances or on any grounds, be held liable in the event of a claim under the agreement relating to any damage caused during the action's execution. Consequently, the Commission will not entertain any request for indemnity or reimbursement accompanying any such claim.
- II.1.3 Except in cases of *force majeure*, the beneficiary shall make good any damage sustained by the Commission as a result of the execution or faulty execution of the action.
- II.1.4 The beneficiary shall bear sole liability vis-à-vis third parties, including for damage of any kind sustained by them while the action is being carried out.

ARTICLE II.2 - CONFLICT OF INTERESTS

- II.2.1 The beneficiary undertakes to take all the necessary measures to prevent any risk of conflict of interests which could affect the impartial and objective performance of the agreement. Such conflict of interests could arise in particular as a result of economic interest, political or national affinity, family or emotional reasons, or any other shared interest.
- II.2.2 Any situation constituting or likely to lead to a conflict of interests during the performance of the agreement must be brought to the attention of the Commission, in writing, without delay. The beneficiary shall undertake to take whatever steps are necessary to rectify this situation at once.
- II.2.3 The Commission reserves the right to check that the measures taken are appropriate and may demand that the beneficiary take additional measures, if necessary, within a certain time.

ARTICLE II.3 - OWNERSHIP/USE OF THE RESULTS

- II.3.1 Unless stipulated otherwise in this agreement, ownership of the results of the action, including industrial and intellectual property rights, and of the reports and other documents relating to it, shall be vested in the beneficiary.
- II.3.2 Without prejudice to paragraph 1, the beneficiary grants the Commission the right to make free use of the results of the action as it deems fit, and, in particular, to display, reproduce by any technical procedure, translate or communicate the results of the

action by any medium, including on the Europa website, provided it does not thereby breach its confidentiality obligations or existing industrial and intellectual property rights.

II.3.3 Where industrial and intellectual property rights, including rights of third parties, exist prior to the agreement being entered into ("pre-existing intellectual property rights"), the beneficiary shall establish a list which shall specify all rights of ownership and use in the pre-existing intellectual property rights and disclose it to the Commission at the latest prior to the commencement of implementation. The beneficiary shall ensure that it has all rights to use any pre-existing intellectual property rights in implementation of the agreement.

ARTICLE II.4 - CONFIDENTIALITY

The Commission and the beneficiary undertake to preserve the confidentiality of any document, information or other material directly related to the subject of the agreement that is duly classed as confidential, if disclosure could cause prejudice to the other party. The parties shall remain bound by this obligation beyond the closing date of the action.

ARTICLE II.5 - PUBLICITY

II.5.1 Unless the Commission requests otherwise, any communication or publication by the beneficiary about the action, including at a conference or seminar, shall indicate that the action has received funding from the Union.

Any communication or publication by the beneficiary, in any form and medium, shall indicate that sole responsibility lies with the author and that the Commission is not responsible for any use that may be made of the information contained therein.

- II.5.2 The beneficiary authorises the Commission to publish the following information in any form and medium, including via the Internet:
 - the beneficiary's name and the address,
 - the subject and purpose of the grant,
 - the amount granted and the proportion of the action's total cost covered by the funding.

Upon a reasoned and duly substantiated request by the beneficiary, the Commission may agree to forgo such publicity, if disclosure of the information indicated above would risk compromising the beneficiary's security or prejudicing his commercial interests.

ARTICLE II.6 - EVALUATION

Whenever the Commission carries out an interim or final evaluation of the action's impact measured against the objectives of the Union programme concerned, the beneficiary undertakes to make available to the Commission and/or persons authorised by it all such documents or information, including information in electronic format, as will allow the evaluation to be successfully completed and to give them the rights of access specified in Article II.19.

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ARTICLE II.7 - SUSPENSION

- II.7.1 The beneficiary may suspend implementation of the action if exceptional circumstances make this impossible or excessively difficult, notably in the event of *force majeure*. He shall inform the Commission without delay, giving all the necessary reasons and details and the foreseeable date of resumption.
- II.7.2 If the Commission does not terminate the agreement under Article II.11.2, the beneficiary shall resume implementation once circumstances allow and shall inform the Commission accordingly. The duration of the action shall be extended by a period equivalent to the length of the suspension. In accordance with Article II.13, a supplementary written agreement shall be concluded to extend the duration of the action and to make any amendments that may be necessary to adapt the action to the new implementing conditions.

ARTICLE II.8 - FORCE MAJEURE

- II.8.1 Force majeure shall mean any unforeseeable exceptional situation or event beyond the parties' control which prevents either of them from fulfilling any of their obligations under this agreement, was not attributable to error or negligence on their part, and proves insurmountable in spite of all due diligence. Defects in equipment or material or delays in making them available (unless due to *force majeure*), labour disputes, strikes or financial difficulties cannot be invoked as *force majeure* by the defaulting party.
- II.8.2 A party faced with *force majeure* shall inform the other party without delay by registered letter with acknowledgement of receipt or equivalent, stating the nature, probable duration and foreseeable effects.
- II.8.3 Neither of the parties shall be held in breach of their obligations under the agreement if they are prevented from fulfilling them by *force majeure*. The parties shall make every effort to minimise any damage due to *force majeure*.
- II.8.4 The action may be suspended in accordance with Article II.7.

ARTICLE II.9 - AWARD OF CONTRACTS

- II.9.1 If the beneficiary has to conclude contracts in order to carry out the action and they constitute costs of the action under an item of eligible direct costs in the estimated budget, he shall award the contract to the bid offering best value for money; in doing so, he shall take care to avoid any conflict of interests.
- II.9.2 Contracts as referred to in paragraph 1 may be awarded only in the following cases:
 - (a) they may only cover the execution of a limited part of the action;
 - (b) recourse to the award of contracts must be justified having regard to the nature of the action and what is necessary for its implementation;

- (c) the tasks concerned must be set out in Annex I and the corresponding estimated costs must be set out in detail in the budget in Annex II;
- (d) any recourse to the award of contracts while the action is under way, if not provided for in the initial grant application, shall be subject to prior written authorisation by the Commission;
- (e) the beneficiary shall retain sole responsibility for carrying out the action and for compliance with the provisions of the agreement. The beneficiary must undertake to make the necessary arrangements to ensure that the contractor waives all rights in respect of the Commission under the agreement;
- (f) the beneficiary must undertake to ensure that the conditions applicable to him under Articles II.1, II.2, II.3, II.4, II.5, II.6, II.10 and II.19 of the agreement are also applicable to the contractor.

ARTICLE II.10 - ASSIGNMENT

- II.10.1 Claims against the Commission may not be transferred.
- II.10.2 In exceptional circumstances, where the situation warrants it, the Commission may authorise the assignment of the agreement, or part thereof, and payments flowing from it to a third party, following a written request to that effect, giving reasons, from the beneficiary. If the Commission agrees, it must make its agreement known in writing before the proposed assignment takes place. In the absence of the above authorisation, or in the event of failure to observe the terms thereof, the assignment shall not be enforceable against and shall have no effect on the Commission.
- II.10.3 In no circumstances shall such an assignment release the beneficiary from his obligations to the Commission.

ARTICLE II.11 – TERMINATION OF THE AGREEMENT

II.11.1 Termination by the beneficiary

In duly justified cases, the beneficiary may withdraw his request for a grant and terminate the agreement at any time by giving 60 days' written notice stating the reasons, without being required to furnish any indemnity on this account. If no reasons are given or if the Commission does not accept the reasons, the beneficiary shall be deemed to have terminated this agreement improperly, with the consequences set out in the third subparagraph of paragraph 4.

II.11.2 Termination by the Commission

The Commission may decide to terminate the agreement, without any indemnity on its part, in the following circumstances:

- (a) in the event of a change to the beneficiary's legal, financial, technical, organisational or ownership situation that is liable to affect the agreement substantially or to call into question the decision to award the grant;
- (b) if the beneficiary fails to fulfil a substantial obligation incumbent on him under the terms of the agreement, including its annexes;
- (c) in the event of *force majeure*, notified in accordance with Article II.8, or if the action has been suspended as a result of exceptional circumstances, notified in accordance with Article II.7;
- (d) if the beneficiary is declared bankrupt, is being wound up, is having his affairs administered by the courts, has entered into an arrangement with creditors, has suspended business activities, is the subject of any other similar proceedings concerning those matters, or is in an analogous situation arising from a similar procedure provided for in national legislation or regulations;
- (e) where the Commission has evidence or seriously suspects the beneficiary or any related entity or person, of professional misconduct;
- (f) if the beneficiary has not fulfilled obligations relating to the payment of social security contributions or the payment of taxes in accordance with the legal provisions of the country in which it is established;
- (g) where the Commission has evidence or seriously suspects the beneficiary or any related entity or person, of fraud, corruption, involvement in a criminal organisation or any other illegal activity detrimental to the Union's financial interests;
- (h) where the Commission has evidence or seriously suspects the beneficiary or any related entity or person, of substantial errors, irregularities or fraud in the award procedure or the performance of the grant;
- (i) if the beneficiary has made false declarations or submits reports inconsistent with reality to obtain the grant provided for in the agreement.

In the cases referred to in points (e), (g) and (h) above, any related person shall mean any physical person with powers of representation, decision-making or control in relation to the beneficiary. Any related entity shall mean in particular any entity which meets the criteria laid down by Article 1 of the Seventh Council Directive n° 83/349/EEC of 13 June 1983.

II.11.3 Termination procedure

The procedure is initiated by registered letter with acknowledgement of receipt or equivalent.

In the cases referred to in points (a), (b), (d), (e), (g) and (h) above, the beneficiary shall have 30 days to submit his observations and take any measures necessary to ensure continued fulfilment of his obligations under the agreement. If the Commission fails to confirm acceptance of these observations by giving written approval within 30 days of receiving them, the termination procedure shall continue to run.

Where notice is given, termination shall take effect at the end of the period of notice, which shall start to run from the date when notification of the Commission's decision to terminate the agreement is received.

If notice is not given in the cases referred to in points (c), (f) and (i) above, termination shall take effect from the day following the date on which notification of the Commission's decision to terminate the agreement is received.

II.11.4 Effects of termination

In the event of termination, payments by the Commission shall be limited to the eligible costs actually incurred by the beneficiary up to the date when termination takes effect, in accordance with Article II.17. Costs relating to current commitments that are not due to be executed until after termination shall not be taken into account.

The beneficiary shall have 60 days from the date when termination takes effect, as notified by the Commission, to produce a request for final payment in accordance with Article II.15.4. If no request for final payment is received within this time limit, the Commission shall not reimburse the expenditure incurred by the beneficiary up to the date of termination and it shall recover any amount if its use is not substantiated by the technical implementation reports and financial statements approved by the Commission.

By way of exception, at the end of the period of notice referred to in paragraph 3, where the Commission is terminating the agreement on the grounds that the beneficiary has failed to produce the final technical implementation report and financial statement within the deadline stipulated in Article I.5 and the beneficiary has still not complied with this obligation within two months following the written reminder sent by the Commission by registered letter with acknowledgement of receipt or equivalent, the Commission shall not reimburse the expenditure incurred by the beneficiary up to the date on which the action ended and it shall recover any amount if its use is not substantiated by the technical implementation reports and financial statements approved by the Commission.

By way of exception, in the event of improper termination by the beneficiary or termination by the Commission on the grounds set out in points (a), (e), (g), (h) or (i) above, the Commission may require the partial or total repayment of sums already paid under the agreement on the basis of technical implementation reports and financial statements approved by the Commission, in proportion to the gravity of the failings in question and after allowing the beneficiary to submit his observations.

ARTICLE II.12 - FINANCIAL PENALTIES

- II.12.1 By virtue of the Financial Regulation applicable to the General Budget of the European Communities, any beneficiary declared to be in grave breach of his obligations shall be liable to financial penalties of between 2% and 10% of the value of the grant in question, with due regard for the principle of proportionality.
- II.12.2 This rate may be increased to between 4% and 20% in the event of a repeated breach in the five years following the establishment of the first.
- II.12.3 The beneficiary shall be notified in writing of any decision by the Commission to apply such financial penalties.

ARTICLE II.13 - SUPPLEMENTARY AGREEMENTS

- II.13.1 Any amendment to the grant conditions must be the subject of a written supplementary agreement. No oral agreement may bind the parties to this effect.
- II.13.2 The supplementary agreement may not have the purpose or the effect of making changes to the agreement which might call into question the decision awarding the grant or result in unequal treatment of applicants.
- II.13.3 If the request for amendment is made by the beneficiary, he must send it to the Commission in good time before it is due to take effect and at all events one month before the closing date of the action, except in cases duly substantiated by the beneficiary and accepted by the Commission.

PART B - FINANCIAL PROVISIONS

ARTICLE II.14 - ELIGIBLE COSTS

- II.14.1 Eligible costs of the action are costs actually incurred by the beneficiary, which meet the following criteria:
 - they are incurred during the duration of the action as specified in Article I.2.2 of the agreement, with the exception of costs relating to final reports and certificates on the action's financial statements and underlying accounts;
 - they are connected with the subject of the agreement and they are indicated in the estimated overall budget of the action;
 - they are necessary for the implementation of the action which is the subject of the grant;
 - they are identifiable and verifiable, in particular being recorded in the accounting records of the beneficiary and determined according to the applicable accounting standards of the country where the beneficiary is established and according to the usual cost-accounting practices of the beneficiary;
 - they comply with the requirements of applicable tax and social legislation;
 - they are reasonable, justified, and comply with the requirements of sound financial management, in particular regarding economy and efficiency.

The beneficiary's accounting and internal auditing procedures must permit direct reconciliation of the costs and revenue declared in respect of the action with the corresponding accounting statements and supporting documents.

- II.14.2 The eligible direct costs for the action are those costs which, with due regard for the conditions of eligibility set out in Article II.14.1, are identifiable as specific costs directly linked to the performance of the action and which can therefore be booked to it direct. In particular, the following direct costs are eligible provided that they satisfy the criteria set out in the previous paragraph:
 - the cost of staff assigned to the action, comprising actual salaries plus social security charges and other statutory costs included in the remuneration, provided that this does not exceed the average rates corresponding to the beneficiary's usual policy on remuneration;
 - the corresponding salary costs of personnel of national administrations are eligible to the extent that they relate to the cost of activities which the relevant public authority would not carry out if the project concerned were not undertaken;
 - travel and subsistence allowances for staff taking part in the action, provided that they are in line with the beneficiary's usual practices on travel costs or do not exceed the scales approved annually by the Commission;
 - the purchase cost of equipment (new or second-hand), provided that it is written off in accordance with the tax and accounting rules applicable to the beneficiary and

generally accepted for items of the same kind. Only the portion of the equipment's depreciation corresponding to the duration of the action and the rate of actual use for the purposes of the action may be taken into account by the Commission, except where the nature and/or the context of its use justifies different treatment by the Commission;

- costs of consumables and supplies, provided that they are identifiable and assigned to the action;
- costs entailed by other contracts awarded by the beneficiary for the purposes of carrying out the action, provided that the conditions laid down in Article II.9 are met;
- costs arising directly from requirements imposed by the agreement (dissemination of information, specific evaluation of the action, audits, translations, reproduction, etc.), including the costs of any financial services (especially the cost of financial guarantees).
- II.14.3 The eligible indirect costs for the action are those costs which, with due regard for the conditions of eligibility described in Article II.14.1, are not identifiable as specific costs directly linked to performance of the action which can be booked to it direct, but which can be identified and justified by the beneficiary using his accounting system as having been incurred in connection with the eligible direct costs for the action. They may not include any eligible direct costs.

By way of derogation from Article II.14.1, the indirect costs incurred in carrying out the action may be eligible for flat-rate funding fixed at not more than 7% of the total eligible direct costs. If provision is made in Article I.3.2 for flat-rate funding in respect of indirect costs, they need not be supported by accounting documents.

- II.14.4 The following costs shall not be considered eligible:
 - return on capital;
 - debt and debt service charges;
 - provisions for losses or potential future liabilities;
 - interest owed;
 - doubtful debts;
 - exchange losses;
 - VAT, unless the beneficiary can show that he is unable to recover it according to the applicable national legislation.
 - VAT paid by public bodies is not an eligible cost;
 - costs declared by the beneficiary and covered by another action or work programme receiving a Union grant;
 - excessive or reckless expenditure.
- II.14.5 Contributions in kind shall not constitute eligible costs. However, the Commission can accept, if considered necessary or appropriate, that the co-financing of the action

referred to in Article I.3.3 should be made up entirely or in part of contributions in kind. In this case, the value calculated for such contributions must not exceed:

- the costs actually borne and duly supported by accounting documents of the third parties who made these contributions to the beneficiary free of charge but bear the corresponding costs;
- the costs generally accepted on the market in question for the type of contribution concerned when no costs are borne.

Contributions involving buildings shall not be covered by this possibility.

In the case of co-financing in kind, a financial value shall be placed on the contributions and the same amount will be included in the costs of the action as ineligible costs and in receipts from the action as co-financing in kind. The beneficiary shall undertake to obtain these contributions as provided for in the agreement.

II.14.6 By way of derogation from paragraph 3, indirect costs shall not be eligible under an action grant awarded to a beneficiary who already receives an operating grant from the Commission during the period in question.

ARTICLE II.15 - REQUESTS FOR PAYMENT

Payments shall be made in accordance with Article I.4 of the Special Conditions.

II.15.1 Pre-financing

Pre-financing is intended to provide the beneficiary with a float.

Where required by the provisions of Article I.4 on pre-financing, the beneficiary shall provide a financial guarantee from a bank or an approved financial institution established in one of the Member States of the Union.

The guarantor shall stand as first demand guarantor and shall not require the Commission to have recourse against the principal debtor (the beneficiary).

The financial guarantee shall provide that it remains in force until the pre-financing is cleared against interim payment(s) or payment of the balance by the Commission to the beneficiary or, in the absence of such clearing, three months after a recovery is notified to the beneficiary by which the Commissions asks him to repay the pre-financing. The Commission undertakes to release the guarantee within the following month.

II.15.2 Further pre-financing payments

Where pre-financing is divided into several instalments, the beneficiary may request a further pre-financing payment once he has used up the percentage of the previous payment specified in the provisions of Article I.4 on further pre-financing. The request shall be accompanied by the following documents:

- a detailed statement of the eligible costs actually incurred;
- where required by the above-mentioned provisions of Article I.4, a financial guarantee in accordance with paragraph 1;
- where required by the above-mentioned provisions of Article I.4, a certificate on the action's financial statements and underlying accounts, produced by an approved auditor or, in case of public bodies, by a competent and independent public officer;
- any other documents in support of his request that may be required in support of the request for further pre-financing payments.

The documents accompanying the request for payment shall be drawn up in accordance with the relevant provisions in Article I.5 and the annexes.

II.15.3 Interim payments

Interim payments are intended to reimburse the beneficiary for expenditure on the basis of a detailed statement of the costs incurred, once the action has reached a certain level of completion. It may clear all or part of any pre-financing.

By the appropriate deadline indicated in Article I.5, the beneficiary shall submit a request for interim payment accompanied by the following documents:

- an interim report on implementation of the action;
- an interim financial statement of the eligible costs actually incurred, following the structure of the estimated budget;
- where required by the provisions of Article I.4 on interim payment, a certificate on the action's financial statements and underlying accounts, produced by an approved auditor or, in case of public bodies, by a competent and independent public officer. The certificate shall certify, in accordance with a methodology approved by the Commission, that the costs declared by the beneficiary in the financial statements on which the request of payment is based are real, accurately recorded and eligible and that all receipts have been declared, in accordance with the agreement.

The documents accompanying the request for payment shall be drawn up in accordance with the relevant provisions in Article I.5 and the annexes. The beneficiary shall certify that the information provided in his request for payment is full, reliable and true. He shall also certify that the costs incurred can be considered eligible in accordance with the agreement, that all receipts have been declared, and that his request for payment is substantiated by adequate supporting documents that can be checked.

On receipt of these documents, the Commission shall have the period specified in Article I.4 in order to:

- approve the interim report on implementation of the action;
- ask the beneficiary for supporting documents or any additional information it deems necessary to allow the approval of the report;
- reject the report and ask for the submission of a new report.

Failing a written reply from the Commission within the time limit for scrutiny indicated above, the report shall be deemed to have been approved. Approval of the report accompanying the request for payment shall not imply recognition of the regularity or of the authenticity, completeness and correctness of the declarations and information it contains.

Requests for additional information or a new report shall be notified to the beneficiary in writing.

If additional information or a new report is requested, the time limit for scrutiny shall be extended by the time it takes to obtain this information. The beneficiary shall be informed of that request and the extension of the delay for scrutiny by means of a formal document. The beneficiary shall have the period laid down in Article I.4 to submit the information or new documents requested.

Extension of the delay for approval of the report may delay the payment by the equivalent time.

Where a report is rejected and a new report requested, the approval procedure described in this article shall apply.

In the event of renewed rejection, the Commission reserves the right to terminate the agreement by invoking Article II.11.2 (b).

II.15.4 Payment of the balance

Payment of the balance, which may not be repeated, is made after the end of the action on the basis of the costs actually incurred by the beneficiary in carrying out the action. It may take the form of a recovery order where the total amount of earlier payments is greater than the amount of the final grant determined in accordance with Article II.17.

By the appropriate deadline indicated in Article I.5, the beneficiary shall submit a request for payment of the balance accompanied by the following documents:

- a final report on the implementation of the action;
- a final financial statement of the eligible costs actually incurred, following the structure of the estimated budget;
- a full summary statement of the receipts and expenditure of the action;
- where required by the provisions of Article I.4 on payment of the balance, a certificate on the action's financial statements and underlying accounts, produced by an approved auditor or, in case of public bodies, by a competent and independent public officer. The certificate shall certify, in accordance with a methodology approved by the Commission, that the costs declared by the beneficiary in the financial statements on which the request of payment is based are real, accurately recorded and eligible and that all receipts have been declared, in accordance with the agreement.

The documents accompanying the request for payment shall be drawn up in accordance with the provisions of Article I.5 and the annexes. The beneficiary shall certify that the information provided in his request for payment is full, reliable and true. He shall also certify that the costs incurred can be considered eligible in accordance with the agreement, that all receipts have been declared, and that his request for payment is substantiated by adequate supporting documents that can be checked.

On receipt of these documents, the Commission shall have the period specified in Article I.4 in order to:

- approve the final report on implementation of the action;

- ask the beneficiary for supporting documents or any additional information it deems necessary to allow the approval of the report;
- reject the report and ask for the submission of a new report.

Failing a written reply from the Commission within the time limit for scrutiny indicated above, the report shall be deemed to have been approved. Approval of the report accompanying the request for payment shall not imply recognition of the regularity or of the authenticity, completeness and correctness of the declarations and information it contains.

Requests for additional information or a new report shall be notified to the beneficiary in writing.

If additional information or a new report is requested, the time limit for scrutiny shall be extended by the time it takes to obtain this information. The beneficiary shall be informed of that request and the extension of the delay for scrutiny by means of a formal document. The beneficiary shall have the period laid down in Article I.4 to submit the information or new documents requested.

Extension of the delay for approval of the report may delay the payment by the equivalent time.

Where a report is rejected and a new report requested, the approval procedure described in this article shall apply.

In the event of renewed rejection, the Commission reserves the right to terminate the agreement by invoking Article II.11.2 (b).

II.15.5 Payment currency and costs of transfers

Costs of the transfers are borne in the following way:

- costs of dispatch charged by the bank of the Commission shall be borne by the Commission;
- costs of receipt charged by the bank of the beneficiary shall be borne by the beneficiary;
- all costs of repeated transfers caused by one of the parties shall be borne by the party who caused repetition of the transfer.

ARTICLE II.16 -GENERAL PROVISIONS ON PAYMENTS

II.16.1 Payments shall be made by the Commission in euro. Any conversion of actual costs into euros shall be made at the daily rate published in the Official Journal of the European Union or, failing that, at the monthly accounting rate established by the Commission and published on its website applicable on the day when the payment order is issued by the Commission, unless the Special Conditions of the agreement lay down specific provisions.

Payments by the Commission shall be deemed to be effected on the date when they are debited to the Commission's account.

II.16.2 The Commission may suspend the period for payment laid down in Article I.4 at any time for the purposes of additional checks by notifying the beneficiary that his request for payment cannot be met, either because it does not comply with the provisions of the agreement, or because the appropriate supporting documents have not been produced or because there is a suspicion that some of the expenses in the financial statement are not eligible.

The Commission may suspend its payments at any time if the beneficiary is found or presumed to have infringed the provisions of the agreement, in particular in the wake of the audits and checks provided for in Article II.19.

The Commission may also suspend its payments:

- if there is a suspicion of irregularity committed by the beneficiary in the implementation of the grant agreement;
- if there is a suspected or established irregularity committed by the beneficiary in the implementation of another grant agreement or grant decision funded by the General Budget of the Union or by any other budget managed by it. In such cases, suspension of the payments will only proceed where the suspected or established irregularity can affect the implementation of the current grant agreement.

The Commission shall inform the beneficiary as soon as possible of any such suspension by registered letter with acknowledgement of receipt or equivalent, setting out the reasons for suspension.

Suspension shall take effect on the date when notice is sent by the Commission. The remaining payment period shall start to run again from the date when a properly constituted request for payment is registered, when the supporting documents requested are received, or at the end of the suspension period as notified by the Commission.

II.16.3 On expiry of the period for payment specified in Article I.4, and without prejudice to paragraph 2 of this Article, the beneficiary is entitled to interest on the late payment at the rate applied by the European Central Bank for its main refinancing operations in euros, plus three and a half points; the reference rate to which the increase applies shall be the rate in force on the first day of the month of the final date for payment, as published in the C series of the Official Journal of the European Union. This provision shall not apply to recipients of a grant which are public authorities of the Member States of the Union.

Interest on late payment shall cover the period from the final date for payment, exclusive, up to the date of payment as defined in paragraph 1, inclusive. The interest shall not be treated as a receipt for the action for the purposes of determining the final grant within the meaning of Article II.17.4. The suspension of payment by the Commission may not be considered as late payment.

By way of exception, when the interest calculated in accordance with the provisions of the first and second subparagraphs is lower than or equal to EUR 200, it shall be paid to the beneficiary only upon demand submitted within two months of receiving late payment.

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II.16.4 The Commission shall deduct the interest yielded by pre-financing which exceeds EUR 50 000, as provided for in Article I.4, from the payment of the balance of the amount due to the beneficiary. The interest shall not be treated as a receipt for the action within the meaning of Article II.17.4.

Where the pre-financing payments exceed EUR 750 000 per agreement at the end of each financial year, the interest shall be recovered for each reporting period. Taking account of the risks associated with the management environment and the nature of actions financed, the Commission may recover the interest generated by pre-financing lower than EUR 750 000 at least once a year.

Where the interest yielded exceeds the balance of the amount due to the beneficiary as indicated in Article II.15.4, or is generated by pre-financing referred to in the previous subparagraph, the Commission shall recover it in accordance with Article II.18.

Interest yielded by pre-financing paid to Member States is not due to the Commission.

II.16.5 The beneficiary shall have two months from the date of notification by the Commission of the final amount of the grant determining the amount of the payment of the balance or the recovery order pursuant to Article II.17 or, failing that, of the date on which the payment of the balance was received, to request information in writing on the determination of the final grant, giving reasons for any disagreement. After this time such requests will no longer be considered. The Commission undertakes to reply in writing within two months following the date on which the request for information is received, giving reasons for its reply.

This procedure is without prejudice to the beneficiary's right to appeal against the Commission's decision pursuant to Article I.8. Under the terms of Union law in this matter, such appeals must be lodged within two months following the notification of the decision to the applicant or, failing that, following the date on which the applicant learned of the decision.

ARTICLE II.17 - DETERMINING THE FINAL GRANT

- II.17.1 Without prejudice to information obtained subsequently pursuant to Article II.19, the Commission shall adopt the amount of the final payment to be granted to the beneficiary on the basis of the documents referred to in Article II.15.4 which it has approved.
- II.17.2 The total amount paid to the beneficiary by the Commission may not in any circumstances exceed the maximum amount of the grant laid down in Article I.3.3, even if the total actual eligible costs exceed the estimated total eligible costs specified in Article I.3.2.
- II.17.3 If the actual eligible costs when the action ends are lower than the estimated total eligible costs, the Commission's contribution shall be limited to the amount obtained by applying the Union grant percentage specified in Article I.3.3 to the actual eligible costs approved by the Commission.

II.17.4 The beneficiary hereby agrees that the grant shall be limited to the amount necessary to balance the action's receipts and expenditure and that it may not in any circumstances produce a profit for him.

Profit shall mean any surplus of total actual receipts attributable to the action over the total actual costs of the action. The actual receipts to be taken into account shall be those which have been established, generated or confirmed on the date on which the request for payment of the balance is drawn up by the beneficiary for financing other than the Union grant, to which shall be added the amount of the grant determined by applying the principles laid down in paragraphs 2 and 3 of this article. For the purposes of this article, only actual costs falling within the categories set out in the estimated budget referred to in Article I.3.1 and contained in Annex II shall be taken into account; non-eligible costs shall always be covered by non-Union resources.

Any surplus determined in this way shall result in a corresponding reduction in the amount of the grant.

- II.17.5 Without prejudice to the right to terminate the agreement under Article II.11, and without prejudice to the right of the Commission to apply the penalties referred to in Article II.12, if the action is not implemented or is implemented poorly, partially or late, the Commission may reduce the grant initially provided for in line with the actual implementation of the action on the terms laid down in this agreement.
- II.17.6 On the basis of the amount of the final payment determined in this way and of the aggregate amount of the payments already made under the terms of the agreement, the Commission shall set the amount of the payment of the balance as being the amount still owing to the beneficiary. Where the aggregate amount of the payments already made exceeds the amount of the final grant, the Commission shall issue a recovery order for the surplus.

ARTICLE II.18 - RECOVERY

- II.18.1 If any amount is unduly paid to the beneficiary or if recovery is justified under the terms of the agreement, the beneficiary undertakes to repay the Commission the sum in question on whatever terms and by whatever date it may specify.
- II.18.2 If the beneficiary fails to pay by the date set by the Commission, the sum due shall bear interest at the rate indicated in Article II.16.3. Interest on late payment shall cover the period between the date set for payment, exclusive, and the date when the Commission receives full payment of the amount owed, inclusive.

Any partial payment shall first be entered against charges and interest on late payment and then against the principal.

II.18.3 If payment has not been made by the due date, sums owed to the Commission may be recovered by offsetting them against any sums owed to the beneficiary, in cases where the beneficiary also has a claim on the Union or the European Atomic Energy Community, after informing him accordingly by registered letter with acknowledgement of receipt or equivalent, or by calling in the financial guarantee provided in accordance with Article II.15.1. In exceptional circumstances, justified by the necessity to safeguard the financial interests of the Union, the Commission may

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- recover by offsetting before the due date of the payment. The beneficiary's prior consent shall not be required.
- II.18.4 Bank charges occasioned by the recovery of the sums owed to the Commission shall be borne solely by the beneficiary.
- II.18.5 The beneficiary understands that, under Article 299 of the Treaty on the functioning of the European Union, the Commission may adopt an enforceable decision formally establishing an amount as receivable from persons other than States. An action may be brought against such decision before the General Court of the European Union.

ARTICLE II.19 - CHECKS AND AUDITS

- II.19.1 The beneficiary undertakes to provide any detailed information, including information in electronic format, requested by the Commission or by any other outside body authorised by the Commission to check that the action and the provisions of the agreement are being properly implemented.
- II.19.2 The beneficiary shall keep at the Commission's disposal all original documents, especially accounting and tax records, or, in exceptional and duly justified cases, certified copies of original documents relating to the agreement for a period of five years from the date of payment of the balance specified in Article I.4.
- II.19.3 The beneficiary agrees that the Commission may have an audit of the use made of the grant carried out either directly by its own staff or by any other outside body authorised to do so on its behalf. Such audits may be carried out throughout the period of implementation of the agreement until the balance is paid and for a period of five years from the date of payment of the balance. Where appropriate, the audit findings may lead to recovery decisions by the Commission.
- II.19.4 The beneficiary undertakes to allow Commission staff and outside personnel authorised by the Commission the appropriate right of access to sites and premises where the action is carried out and to all the information, including information in electronic format, needed in order to conduct such audits.

II.19.5 By virtue of Council Regulation (Euratom, EC) No 2185/96 and Regulation (EC) No 1073/1999 of the European Parliament and the Council, the European Anti-Fraud Office (OLAF) may also carry out on-the-spot checks and inspections in accordance with the procedures laid down by Union law for the protection of the financial interests of the Union against fraud and other irregularities. Where appropriate, the inspection findings may lead to recovery decisions by the Commission.

II.19.6 The Court of Auditors shall have the same rights as the Commission, notably right of access, as regards checks and audits.

SIGNATURES

For the beneficiary

Done at Capertage

In duplicate in English.

Director

For the Commission

Renatas MAZEIKA Head of Unit

Done at Brussels, 09/12/2011

