



AGREEMENT OF UNDERSTANDING BETWEEN CoESS AND EASA

Mutual Recognition, Cooperation and Support

§ 1 Mutual recognition of specific identity and objectives

1. Each party recognises the specific goals and identity of the other party.
2. EASA recognises the basic structures of CoESS which fundamentally remains a confederation of national private security associations. CoESS' first objective is therefore to support the creation of national federations, to encourage the merger of several national private security federations and therefore the development towards unification, and to help evolve each national association towards a strong and representative voice speaking on behalf of the private security industry with all concerned stakeholders at national level.
3. As a consequence of the above, CoESS' other fundamental objective is to become at European level the voice of the whole of the private security industry, representing not only the industry within the EU but equally within the future EU Member States and other European countries. In this respect, CoESS has the vocation to represent all branches of industry and all its players, provided they act within the law.
4. CoESS recognises the international character of EASA, due to its specific membership by the leading companies providing airport related security services and operating throughout Europe.
5. As a consequence of the above, the objective of EASA is to work towards consensus and joint strategies on issues which are common to all of its member companies.

§ 2 Mutual recognition of specific structures and decision making processes

1. Each party recognises the specific structures and working methods of the other party.
2. EASA recognises that all CoESS decisions, before becoming effective, must be carried by the support and the approval of its national member federations. The CoESS Board of Directors has an important steering role based upon initiative but every major decision concerning political, structural, organisational, strategic or financial matters cannot be put into practice without approval by the CoESS General Meeting.
3. CoESS recognises that the decision-making process within EASA is different than the one within CoESS.

§ 3 Recognition of common objectives

1. Notwithstanding the specificities and differences in identity, goals and functioning, both parties recognise that a set of joint objectives exist.
2. The joint objectives can generally be described as follows:
 - a. To raise the quality of services
 - b. To improve the training and the working environment of staff of private security companies
 - c. To fight against unfair competition
 - d. To guarantee sound competition between companies respecting the rules and legislation
 - e. To educate the customer towards a better awareness of the specificities of private security services and therefore towards a better evaluation of price and quality
 - f. To give the private security industry a much stronger voice at national, at EU and at European level
 - g. To influence in a pro-active way all decision making processes which impact directly or indirectly on the industry.
3. Both parties agree that these general principles must be translated into very practical and concrete issues according to the necessities of the moment.

§ 4 Need for cooperation towards common objectives

1. Both parties first of all engage themselves to work towards these common objectives through their own specific structures, decision making processes and channels with third parties.
2. Both parties also recognise the need to coordinate resources and to cooperate in order to reach some of the common goals in a more efficient manner. However, such cooperation will not hamper the development of the goals specific to each party.

§ 5 Principles of cooperation on common goals

1. The role of EASA members within the national private security federations.

In the majority of the countries where CoESS has one – or more than one – member federation, the companies affiliated to EASA can potentially play, based upon their market size, a very important role. Their double membership (EASA and national association member of CoESS) allows them not only to act as a channel for a two-ways communication flow between the two parties, but also provides them with a unique opportunity to try to combine the strategies and political options defined by EASA and the directions set out by CoESS.

It is equally important for the EASA member-companies, in order to maintain at national level a sound competition, to respect the specificities and individual needs and objectives of the medium-sized and small players. The CoESS member federations provide the ideal forum for obtaining such knowledge and insight, and for marrying, at national level, the objectives of all companies, in order to move the industry forward, condition of course to full respect by all players of national regulations.

In those countries where the member companies of EASA are not yet a member of the national federation, such membership should be sought. In those countries where there are several federations, the member companies of EASA should try to support the unification. In those countries where a national private security federation does not yet exist, the member companies of EASA should cooperate in the efforts towards the establishment of such a federation.

2. The role of the national federations in the implementation of the vision of the leaders of the industry.

In many European countries, the medium-sized and small companies by far outnumber the large companies. Nevertheless, they often feel miles away from the major players. This is often due to a lack of understanding and communication, and even more often, to a fear towards these major players. CoESS can play an essential role in building bridges towards these two groups, in particular by informing these smaller players on the common objectives and by involving them in a more intense way in the development of these objectives, without losing sight of their specific needs and the characteristics of the market segments they often operate in.

§ 6 Modalities of joint cooperation

1. Cooperation between management structures

While recognising the specific structures of each party as well as the different methods for election or designation of the mandates within these structures, both parties agree that a closer cooperation is necessary.

It is therefore agreed that at least twice a year, a joint meeting of the EASA Board and of the CoESS Board of Directors will take place.

Both parties also agree to hold informal meetings between their highest representatives.

2. Cooperation between assemblies

In order to ensure a more efficient decision making process at the CoESS General meetings, the representatives of the member companies of EASA with a mandate within the management of the national federation affiliated to CoESS, will help guaranteeing that the national federation representative participating at the CoESS General meetings has the necessary mandate to vote and to fully engage the national association concerned.

CoESS engages itself to brief fully EASA before its General meetings on all issues on the agenda which require such a briefing.

3. Cooperation within working groups and experts

CoESS functions with 7 Working Committees (Guarding, Airport Security, Electronic Surveillance, Vocational Training, Enlargement, Social Dialogue and Cash-in-transit). New Committees can be established. The objective of each Working Committee is to bring around

the table real experts in each of these domains, in order to allow CoESS to base its policy and strategy on expertise, practice from the field and realistic visions.

EASA engages itself to guarantee that, through the national CoESS member associations, its member companies provide the necessary human resources so that the CoESS Working Committee Airport Security can count between its members also experts who combine a professional vision stemming from their own company combined with the vision of the national federation in which they sit.

When necessary, EASA can invite a representation of one or more CoESS Working Committees in any one of their working groups or meetings centred around a specific issue.

4. Cooperation between secretariats

Both the secretariat of EASA and of CoESS will exchange information on an on-going basis and will hold regular meetings in order to update on ongoing issues and to prepare issues with a joint interest.

5. Cooperation vis-à-vis third parties

When a common objective is at stake and has been defined, both parties will try as much as possible to harmonise opinions and to work towards a joint or unique representation if required by third parties. Given the unique position CoESS has already obtained within some of the European institutions, EASA could benefit from this experience. CoESS could benefit from the very direct contacts some representatives of the member companies of EASA have with high-levelled decision makers.

6. Financial cooperation

The major part of Cess financing comes directly from the national member federations. In those countries where the member companies of EASA are an important member of the federation, they should argue in favour of a CoESS membership fee allowing CoESS to operate as a fully independent organisation with the minimum necessary staff and tools.

For very specific projects where a fundamental common interest has been determined, both parties engage themselves to look for extraordinary financial means. These can be obtained by joint funding by both parties, by special funding by EASA channelled through all or a part of the national federations, by joint application for external subsidy or by any other means.

7. General cooperation

Notwithstanding the modalities defined above, both parties engage themselves to try as much as possible to guarantee a permanent exchange of information, mutual briefing and general consultation.

Signed in Amsterdam, on 24 March 2004

By representatives of CoESS
By representatives of EASA