

**DRAFT MINUTES of the FEU Council meeting Tuesday 14th June 2022
HELSINKI/FINLAND**

AGENDA ITEMS

1. Welcome

Stephan Wevers welcomed everybody to the 51st physical FEU Council meeting in the Scandic Grand Central Hotel in Helsinki/Finland. This first day of the meeting was also followed online by some members who could not participate physically. The chair expressed his respect to the Finnish colleagues who worked hard to organise and hosting this gathering and congratulated them with the 90 years of existence of the SPPL.

Veli-Pekka Ihamaki/president of the Finnish association presented the partner organisations: Secapp, Nordic Rescue Group, Lamor and Esteri Group. They introduced themselves and one could interact with the representatives during the council meeting. He thanked the Fire Protection Fund for giving a grant to organise the Council Meeting and seminar in Helsinki.

Stephan continued and first gave a warm welcome to the delegation from the OBA (Organización de Bomberos Americanos)

- Crnl. Martin Cucalón de Ycaza / Ecuador
- Myr. Julio César Rumba / Ecuador
- Myr. Fernando Ayala/ Ecuador and
- Lut. Lucía Vilariño Fioreere/Argentina

Last year November, he had a pleasant stay in Cali and participated in their General Assembly in Columbia. OBA and FEU sealed friendship and intended collaboration by signing a Memorandum of Understanding. He invited the delegates to get to know each other and to see if we can do something for each other by collaborating in leadership, research, exchange of knowledge or exchange of employees.

Secondly, he was very honoured to have online the State Emergency Service of Ukraine and announced the presentation of Serhiy Kruk, Head of the State Emergency Service of Ukraine (SESU), later today on his experiences during the war between Russia and Ukraine. Unfortunately, they were not able to come to Helsinki due to the very tense situation in Ukraine caused by Russian missile attacks on critical infrastructure objects, damage and new threats.

Furthermore, a word of welcome to mr. Krzysztof Biskup, chair European Fire Safety Alliance/former FEU delegate from Poland and a number of new delegates, who introduced themselves at the roll call.

Before the agenda started, Stephan informed the delegates about a photographer in the room who would take pictures of the group but also of the individuals. Because of the Privacy law, he pointed out that the photos will be used for the website and for internal use. If one does not agree, the chair or secretary should be notified.

Stephan invited the participants to report on the Council meeting on social media, using #FEU2022Helsinki.

Setting the agenda

- agenda item 4 CFO general Serhiy Kruk joined us remotely.
- agenda item 10 Equality, diversity and inclusiveness as basic and human rights issues by Non-discrimination ombudsman Kristina Stenman > was replaced by mr. Mikko Joronen, senior officer of the Non-discrimination ombudsman office.
- agenda item 14 Best Practices: Whistleblower practices chair Celina Barret was replaced by

Riding the tide - political megatrends on diversity, equality and inclusiveness, Head of communications and public relations Sami Kerman, The Finnish Association of Fire Officers.

2. **List of attendees and roll call (live and remote audience)**

A roll call of members attending physically was carried out. See the attached attendance list, also for the delegates online. 28 delegates from 15 member associations were in attendance, several delegates, ODP alumni and guests from USA and Canada were online.

We have the pleasure to have Cyprus back on board, a warm welcome to two new representatives: Mr. Dimitris Loukaides, firefighter and treasurer of the Cyprus firefighter's association
And

Mr. Polyvios Hadjivassiliou Chief fire officer from the Cyprus fire service.

Finian requested all the delegates to inform him or Anja if there are any changes in the list of members or in their contact details, so every member can be kept well posted.

3. **Formal business**

The members were requested to take note of the draft minutes and reports prior to the meeting. If there are any remarks the President and Secretary are open to any clarifications.

3a. **Draft Minutes of meeting 4/5 Nov 2021 and matters arising**

Adopted

Finian Joyce circulated draft minutes of the online meeting held on 4 and 5 November 2021 in advance. He thanked Anja for the drafts. Minutes agreed. No matters arising.

ACTION: Adopted minutes to be uploaded to the FEU website.

3b. **President's report Nov 2021 – May 2022**

Adopted

Stephan Wevers circulated the report of his activities from Nov 2021 – May 2022 in advance.

He makes clear that a report like this is always a lot of work, all year round he is busy registering all FEU activities and this is far from all of them. But of course, it is good to see what activities have taken place, what he is doing as a president and on behalf of the board, what meetings he attended, what relationships were made and maintained.

He emphasized the not officially being present at the Interschutz fair as FEU, which takes place next week. He pointed out to be a bit disappointed with the response. Only a few members were willing to put their shoulders to the wheel but representing the FEU abroad cannot be done by the Board alone.

The vfdb offered FEU an exhibition booth space for free at Interschutz 20-25 June and the Interschutz organisation proposed to organise a guide tour for groups. The FEU Board discussed this polite offer and was prepared to have a booth to promote FEU and ODP, provided that the staffing can be arranged ample and in advance. Unfortunately, this was not the case, despite several requests. Due to the unfortunate timing of events such as the remains of the Corona era, the activities related to the war in Ukraine and the obligations that delegates have with their own association while participating in the fair. And in addition, this Council meeting taking place in the week before Interschutz.

He is sorry and hopes that the FEU will be able to take up the offer at a next opportunity. He thanked those who were prepared to contribute in any way.

ACTION: adopted President's report to be uploaded to the FEU website.

3c. **Secretary's report Nov 2021 – May 2022**

Adopted

Finian Joyce circulated the report of his activities from Nov 2021 – May 2022 in advance.

He expressed gratitude to a number of FEU colleagues for being able to do preparations in a noticeably short period for a joint tender with the European Fire Safety Alliance to provide support

services to FIEP in Brussels for the next few years. Unfortunately, the FEU was not successful in the tender.

ACTION: Secretary's report to be uploaded to the FEU website.

3d. Websites report Nov 2021 – May 2022

Adopted

Stephan Wevers circulated this report in advance of the meeting. He pointed out that America still has the largest group of visitors of our website, next to the robots of China. The report will be taken over by the Voice committee. He informed the delegates about the new ODP Alumni account on LinkedIn.

ACTION Report to be uploaded to the FEU website.

3e. FEU Financial Report 2021

Adopted

Finian prepared the Financial Report for 2021 including a review of all income and expenditure for 2021 and sent it to the FEU Internal Auditors for their consideration in advance of the meeting. The Secretary emphasized the financial situation. He thanked the countries who already paid their membership fee. At this moment there are still a number of countries in arrears: Greece, Slovakia and Portugal. The Board has requested Finian to be strict in handling with the arrears.

ACTION Report to be uploaded to the FEU website.

3f. Internal Auditor's report

Adopted

Commissioned by the FEU delegates, Ari Keijonen and Jan Jorissen carried out a check on the FEU accounts, including President's, Secretary's and Webmaster's expenses for 2021 and on the LINKS Project expenses up till 2021.

1. The general conclusion is that all expenses and their accountability could well be accounted for regarding the FEU. All questions asked by the Audit Committee were answered to our satisfaction and the documents put forward as justification could be traced back sufficiently.
2. The Audit Committee proposes still to continue to assemble relevant agreements and to gather all relevant decisions and rules regarding fees, allowances, salaries, diets etc. in a written financial statutory order, each year to be confirmed by the President, Secretary and to made known to the Audit Committee.
3. The Audit Committee proposes FEU to keep focus on clear written procedures regarding receivables and debt. For 2018 and 2019 one member still did not pay membership fee, 2020 two members and for 2021 it is four members. The auditors proposes that the constitutional consequences of outstanding membership fee are initiated for the members with outstanding membership fee, noting that reminders are issued yearly, latest in October 2021.
4. The Audit Committee proposes FEU to impose a clear and unambiguous procedure regarding binding agreements prior to activities where the FEU can expect financial involvement, such include e.g. EU projects such as LINKS.
5. The Audit Committee proposes to ratify the Treasurer's Report 2021.
6. On the condition, that all receivables from member countries are accounted for or dealt with as stated in the constitution, the Audit Committee as well proposes to discharge the FEU Executive Board of the financial responsibility for 2021.
7. FEU's long-time secretary and treasurer Finian Joyce is stepping down from his post. The auditors thank Finian for his clear and transparent accounting and good cooperation!

ACTION:

- Report to be uploaded to the FEU website.
- Initiating constitutional procedures due to outstanding membership fees for the members Greece (2021), Portugal (2018, 2019 2020 and 2021), and Slovakia (2021). Therefore:
 - Portugal has failed to pay its annual membershipfee in 2019, 2020 and 2021 and has been given a reminder within three months of the end of the financial year, and has

still failed to pay after a second reminder giving an extra delay of three months, and therefore Portugal shall be excluded from membership according to the constitution section 7.3.

- Greece and Slovakia have failed to pay annual contribution in 2021, and will be given a reminder according to the constitution section 7.3.
- In accordance to this, the constitution annex 5 is amended and Portugal is deleted.

Stephan thanked Ari and Jan for their efforts.

New members Auditing Committee

Ari had the wish to be replaced as an auditor after 5 years. Jan Jorissen was only appointed last year. Zoltán Hozbor/Hungary has been asked to take on this task and, subject to the approval of his supervisor, is willing to do so.

Cross of Merit

Ari planned to step down after this meeting and was thanked for this outstanding contribution over the past 5 years. As an expression of the FEU's gratitude, Ari was awarded the bronze Cross of Merit.

3g. Membership update

20 out of 23 member associations have fully paid their membership fees. Stephan states that he is glad that Cyprus is back on board and that there are 6 candidate member countries: Northern Ireland, Scotland, Iceland, Bulgaria, Switzerland and Ukraine. There has been put a lot of effort in contacting them the past months. They are invited to participate a Council meeting for free, experiencing the FEU family and to make an informed choice of membership. Malta, Italy and Portugal are difficult to connect. Poland has declared that re-membership is not possible now. When asked, Stephan stated that any European country with an independent fire association and a certain level of fire service can become a member and whoever pays has the right to vote. The FEU needs to grow to have a strong voice.

After the coffee break the president welcomed a number of Finnish Rescue directors, Mrs. Marleen van de Kerkhof/ deputy commander from Amsterdam-Amstelland Fire Service Netherlands and Jan van Roey/Belgium/ODP-alumni. Simon Hardiman, ODP alumni UK joined later this afternoon.

4. Ukraine

Online presentation by CFO State Emergency Service Ukraine, general Serhiy Kruk

With the help of an interpreter, a presentation and a video, the general shared his experiences while on duty in the war between Russia and Ukraine. These are impressive words and footage, which are beyond imagination. It awakened the delegates again and made sure that the war in Ukraine does not become a routine.

Stephan stated that for all the Russian aggression against Ukraine is 'not just an attack on a country, but an attack on a united Europe with tolerance and respect, on peace, security and democracy.

When asked, the general indicated what they still needed and how the FEU could continue to help. The FEU president announced that the FEU also wants to offer some hope, e.g. to join a project (city or fire brigade) to rebuild Ukraine when wartimes are over.

Cross of Merit

To express the FEU appreciation for coming online at this tensed moment and from the point of view of respect, collaboration and future perspectives, Stephan presented the bronze FEU Cross of Merit to all fire fighters of the SESU, for this General Kruk.

To thank the FEU, the president received the symbol of the Ukrainian deminers - a toy dog "Patron".

Internally, Stephan thanked particularly Kristaps Eklons from Latvia and Rimantas Steponavicius from Lithuania for continuously informing us about the needs of the Ukrainian colleagues and Rimantas for setting up a funding page for essential equipment.

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Program on diversity, equality and inclusiveness in FRS in Finland

Chair of the seminar President of the SPPL Veli-Pekka Ihamaki

The SPPL President stated that this seminar is very topical as Finland has made some remarkable steps forward and all over Europe a development towards more inclusive, equal and diverse societies can be seen. And as part of society, fire and rescue services should be and are no different. He hoped this seminar will challenge the participants to question their thinking, maybe they would get a new idea or two. And hopefully the discussion will continue after the seminar on how to build more inclusive fire and rescue services together.

Presentations all available on the FEU-intranet

5. Opening remarks: Program on diversity, equality and inclusiveness in FRS in Finland

Kimmo Kohvakka, Director-General Ministry of the Interior

Mr. Kohvakka gave opening remarks on recent progress Finland has made and introduced the national program on equality and inclusiveness. A national approval of the objectives, a national vision is step one to stop discrimination and harassments. Followed by working together, better work conditions, smart recruitment, leadership, training and promoting and much more action points. He hopes the program will serve as a benchmark for other countries as well.

6. Case study: #EmergencyServicesToo – a reputation crisis as an opportunity

Mira Leinonen, chair CTIF Committee for Women in Fire and Rescue Services

Mira took the audience through a case when harassment became an issue. From an anonym account on Instagram, to a case #EmergencyServiceToo' to a National action plan for gender equality, diversity and inclusion. The crisis offered an opportunity to change the culture. Change needs discussion, concreteness and lots of patience.

7. Without inclusion no diversity: experiences and lessons learned at the Amsterdam fire brigade

Marleen van de Kerkhof, Deputy commander Amsterdam-Amstelland Fire Service, the Netherlands

Marleen shared her personal experiences and lessons learned at the Amsterdam fire brigade. A woman, scientist without firefighting experience, made us part of her mission to break the stubborn, rotten culture of racism, sexism and abuse of power within the fire service and how the former commander failed doing it via the media and in a strict way. She has chosen another approach, that of connecting, listening, appreciation, intervention and clearance, without using the press. After 3 years, she is making progress, but is not finished yet.

8. Small group discussion: the most relevant areas of development and practical steps forward

Time for reflection, talking about diversity, equality and inclusiveness, what do you see the most important next step forward in fire and rescue services in your country.

9. Conclusive discussion together and presenting the draft of the statement

See agenda item 16.

Coffee break and networking, 30 min

10. Equality, diversity and inclusiveness as basic and human rights issues

Mikko Joronen, senior officer of the Non-discrimination ombudsman office.

Mikko talked about Equality, diversity and inclusiveness as basic and human rights issues that they are. There has become more awareness, there is knowledge where to go, but problems are not yet sufficiently solved. He informed about the work of the Non-Discrimination Ombudsman and the two aspects of equality and non-discrimination: accessibility as an authority and diversity and inclusion as employer in relation to the Non-Discrimination Act.

11. Movement as a tool

Noora Halmeenlaakso, Vice-Chair Rainbow Police

Noora took the audience through the battle of the Rainbow Police and their work in the field of diversity, equality and inclusiveness since 2020. Why they decided to organise their activities and what benefits it has brought to their work. The Rainbow Police of Finland is not affiliated with the Ministry of Interior or to the National Police Board. The intent is to further develop the equality of LGBTI+ as employees of the police by influencing within the Ministry of Interior and to form networks with other organisations that promote equality. Together they want to change the world.

12. Riding the tide - political megatrends on diversity, equality and inclusiveness,

Sami Kerman, head of communications and public relations, SPPL

Sami gave a presentation about the Big Picture, the broader societal context, we are in. Human rights have become more mainstream, although we are not as advanced as we want to think. He refers to the political fight on the GAL-TAN axis. It has been noted that it does not give a full picture of how political spectrum works nowadays. It is too early to declare victory to either side and probably will never reach a point where equality would be fully achieved. It is more riding the tide; it goes both ways. Although it is actively to influence. If you want to see a change, be the change. Use social media as a platform. Have a good communications strategy and good crisis communication protocols. Build a good reputation.

13. Introduction of FEU statement

See agenda item 16.

14. Best Practices: Strategies and their implementation

Tanja Auvinen, Director Gender Equality Unit, Ministry of Social Affairs and Health

Tanja pointed out that it all starts with knowing the legislation, Occupational Safety and Health Act. As specially as a leader. If an employer has at least 30 employees he shall at least every two years prepare a gender equality plan dealing particularly with pay and other terms of employment, according to which the gender equality measures are implemented. The representatives of the personnel must have sufficient opportunity to influence the plan. It must include an assessment of the gender equality situation in the workplace, the necessary measures planned and a review of the extent to which measures previously included have been implemented and of the results achieved. With reference to leadership she advises to educate yourself and others, lead by example, create a confidential environment and don't be a bystander.

15. Small group discussion: What to take home from here

16. Conclusive discussion and FEU statement

The Chair concluded the meeting with a summary of the seminar on DEI. A draft statement had been prepared, thanks for that Sami, and shared with the members prior to the meeting. All have had the opportunity to see and assess it previously. Some have made important comments and the draft statement has been amended accordingly. Having heard the presentations this afternoon and whereas leaders can be the change, the Council concluded that this is the statement they want to proceed with. The president congratulated the Council for 'being no bystander anymore' and asked the delegates to take this home and spread the word, including digitally. The FEU will post it on their website and share it on social media.

Cross of Merit

At the end of this seminar, hosted by the Finnish association, the Board wanted to thank a couple of persons in particular:

Firstly, **mr. Jari Sainio**, former delegate.

Jari is a former delegate of the Finnish Association. He has been a FEU delegate since the beginning of the 2000s until the last few years. Jari has continuously and altruistically highlighted the role and importance of FEU in numerous national contexts, and in that way contributed to the recognition of FEU

and the interest of Finns in it. Through his activities and as a FEU delegate, Jari has promoted international cooperation nationally and internationally.

It was therefore a pleasure for the FEU board to award him with the silver FEU Cross of Merit and extend to him their warmest congratulations.

Secondly, **mr. Olli-Pekka Ojanen**, former delegate

Olli-Pekka has been involved in FEU activities since 1995 until very recent years. Olli-Pekka played a key role when FEU was officially established in Tampere in 1995. Olli-Pekka has contributed significantly to the fact that the Finnish fire and rescue service's effort has reached an international level, and he has by his actions, e.g. as a FEU delegate, fostered a sense of community among European fire officers and fire and rescue services. Olli-Pekka has strongly assumed the responsibility of the FEU delegate. He has actively communicated about FEU's current affairs and activated the Finnish fire and rescue services to participate in international interaction. Olli-Pekka can be described as an ambassador of the FEU for Finland. Olli-Pekka has worked more than the basic delegate's duties would include.

It was therefore a pleasure for the FEU board to award him with the golden FEU Cross of Merit and extend to him their warmest congratulations.

17. Closing remarks

The president thanked the audience for their enthusiastic contribution this afternoon. Many important aspects were addressed and there were many good, forward-looking discussions on the subject. Thanks for the team who organised the seminar and to Veli-Pekka for chairing it. He wished everyone a pleasant evening and looked forward to the second Council meeting.

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Attendance list FEU Council members 14 june 2022

	Country	Assoc	Name	Present
	Austria	OBFV	Bernhard Jily	
1	Belgium	H. Mem	Chris Addiers	
		NB	Jan Jorissen	✓
		NB	Wim Van Zele	✓
		NB	Bert Brugghehans	
2	Croatia	HVZ	Mario Starcevic	
		HVZ	Goran Frankovic	✓
		HVZ	Sinisa Jembrih	✓
3	Cyprus	CFA	Dimitris Loukaides	✓
		CFS	Polyvios Hadjivassiliou	✓
		CFS	George Pouzoukkis	
		CFS	Andreas Kettis	
4	Czech Rep	CAFO	Vladimir Vlcek	✓
		CAFO	Petr Oslejsek	✓
		CAFO	Martin Nekula	✓
5	Denmark	DB	Bjarne Nigaard	✓
		DB	Jakob Vedsted Andersen	
6	Estonia	EAFC	Mart Haljaste	
		EAFC	Margo Klaos	✓
		EAFC	Marko Ruu	✓
7	Finland	SPPL	Ari Keijonen	✓
		SPPL	Veli-Pekka Ihamaki	✓
		SPPL	Torbjorn Lindstrom	✓
		SPPL	Peter Johansson	✓
	France	FNSPF	Sylvain Besson	
8	Germany	VFDB	Jens Stiegel	
		VFDB	Sebastian Vries	✓
		VFDB	Wolfgang Schauble	
		H. Mem	Dieter Nuessler	
	Greece	EAPS	Konstantinos Tsigas	
9	Hungary	NDGDM	Zoltan Hozbor	✓
		NDGDM	Laszlo Barta-Vamos	
10	Ireland	CFOA	Finian Joyce	✓
		CFOA	Celina Barrett	
		CFOA	Eoin O'Ceilleachair	
		CFOA	Dermot Brannigan	✓
11	Latvia	SFRS	Martins Baltmanis	✓
		SFRS	Marita Masule	

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		SFRS	Ramona Lamberte	
		SFRS	Rudolfs Azens	
12	Lithuania	NFOA	Rimantas Steponavicius	✓
	Luxembourg	FNP	Serge Heiles	
13	Netherlands	Brandweer Nederland	Stephan Wevers	✓
			Diemer Kransen	✓
			Dennis van Zanten	✓
		H. Mem	Ruud Jonkman	
	Norway	NBLF	Nils-Erik Haagenrud	
		NBLF	Ove Stokkeland	
		NBLF	Marianne Juul	
	Scotland	Observer	Martin Blunden	
	Slovakia	SAFO	Martin Blaha	
		SAFO	Milan Mrvecka	
14	Spain	APTB	Mariano Hernández Fernández	✓
		APTB	Javier Vergara Falces	
		APTB	Sagrario Moreno- Manzanaro	
		APTB	Aitor Soler Zimbrello	
15	Sweden	SBB	Andreas Hoff	
		SBB	Anna Andersson Carlin	✓
		SBB	Lina Holgersson	
		H. Mem	Goran Schnell	
	Switzerland	Observer	Sylvain Scherz	
	UK	NFCC	Mark Hardingham	
		NFCC	Sabrina Cohen-Hatton	
15 full member countries				

Guests:

Argentina: Lucía Vilarino Fiore / OBA

Ecuador: Martín Cucalón de Ycaza / OBA

Ecuador: Julio César Rumbear / OBA

Ecuador: Fernando Ayala / OBA

Tues. 14 June

	Country	Last name	First name	Initials
guest	Argentina	Vilariño Fiore	Lucía Belén	
1	Belgium	Jorissen	Jan	
	Belgium	Van Zele	Wim	
1	Croatia	Jembrih	Siniša	
	Croatia	Franković	Goran	
1	Cyprus	Hadjivassiliou	Polyvios	
	Cyprus	Loukaidis	Dimitris	
1	Czech Republic	Oslejsek	Petr	
	Czech Republic	Nekula	Martin	
	Czech Republic	Vlcek	Vladimir	
1	Denmark	Nigaard	Bjarne	
guest	Ecuador	Cucalón de Ycaza	Martín	
guest	Ecuador	Rumbea	Julio César	
guest	Ecuador	Ayala	Fernando	
1	Estonia	Rüü	Marko	
	Estonia	Klaos	Margo	
1	Finland	Ihamäki	Veli-Pekka	
	Finland	Keijonen	Ari	
	Finland	Lindström	Torbjörn	
	Finland	Ojanen	Olli-Pekka	
	Finland	Sainio	Jari	
	Finland	Johansson	Peter	
1	Germany	Vries	Sebastian	
1	Hungary	Zoltán	Hozbor	
1	Ireland	Joyce	Finian	
	Ireland	Brannigan	Dermot	
1	Latvia	Baltmanis	Martins	
	Latvia	Smukste	Elvira	
	Latvia	Grinbergs	Janis	

	1	Lithuania	Steponavičius	Rimantas	<i>Rimantas</i>
staff		Netherlands	Strootman-Baas	Anja	<i>Anja</i>
staff		Netherlands	Wegman	Sandra	<i>Sandra</i>
	1	Netherlands	Van Zanten	Dennis Mark	<i>Dennis Mark</i>
		Netherlands	Wevers	Stephan	<i>Stephan</i>
		Netherlands	Kransen	Diemer	<i>Diemer</i>
	1	Spain	Hernández	Mariano	<i>Mariano</i>
	1	Sweden	Andersson Carlin	Anna	<i>Anna</i>
	15	Finland	Mäki	Pero	<i>Pero</i>
		Finland	Pitkärén	Jari	<i>Jari</i>
15 full member countries					
		Finland	Hasari	Marko	<i>Marko</i>
		Finland	Aalto	Esa	<i>Esa</i>

Finland Salo Outi Outi Sab
 FINLAND ESKOLA PAULINA
 FINLAND KIMMO KOLVSKA
[Handwritten signatures]

FEU meeting 14.6.2022 – Online participants

FEU council meeting (5 online participants)

Wolfgang Schäuble

Sagrario Moreno

László Barta-Vámos (HUN) (Vendég)

Ramona Lamberte (Guest)

Andreas Hoff (Gäst)

FEU seminar - Diversity, Equality and Inclusiveness in Fire and Rescue Services (17 online participants)

Jón Viðar Matthíasson

Celina Barrett

Kari Hakala

Hurme Pia

Andreas Hoff

Drozd, Otto

Mikko Poutala

Henriikka Majoniemi

Sagrario Moreno

Juhani Härkönen

Ignacio Pérez (Invitado)

Georg Strien

Hokkanen Ari-Pekka

Lina (ssbf)

Tamminen Heikki

Sindre Egeness

Markkanen Kimmo

Presentation by CFO of Ukrainian State Emergency Service (16 online participants)

Mikko Poutala

Henriikka Majoniemi

Ronald Pellewever

Andreas Hoff

Haapanen Jarmo

Sagrario Moreno

Ove Stokkeland

Dennis Ottosen

Jón Viðar Matthíasson

Watt, Andrew

Dieter Nuessler

Lissy Ouwehand-Ram

Drozd, Otto

Mäki Tero

Mensvoort, Hans van

Ignacio Pérez