

**Question for written answer Z-016/2021
to the European Central Bank
Rule 140
Ernest Urtasun (Verts/ALE)**

Subject: Deloitte ‘Leadership Assessment and Development Services’ contract

Deloitte was recently awarded a public contract with the European Central Bank (ECB) to develop the ‘Leadership Assessment and Development Services’ programme, with a total value of EUR 12 million. The works and services to be provided include assessing candidates for managerial or leadership positions and providing benchmarks both for tracking individual leadership capability to support individual progress and for assessing and tracking collective leadership capability at different leadership levels. This will make Deloitte extremely influential in shaping the professional leadership structure of the ECB. In contrast with many other human resources (HR) service providers, Deloitte provides independent assessments of critical ECB functions. In addition, it provides extremely sensitive services to banks under ECB surveillance, such as account auditing and legal advice. Overall, there may be a significant risk of conflict of interests and confidentiality breaches.

1. Did the ECB consider contracting an HR service provider that does not offer auditing and legal advice?
2. Did it consider the serious risk of conflict of interests and confidentiality breaches when awarding Deloitte this contract?