

Attachment 1 - Plan of mitigation measures

In this Attachment to the Environmental Management Plan for **the Contract 1.B.5/2 - Reconstruction of the bridge to ensure minimum clearance - road bridge in km 2.45 of the Warta River in Kostrzyn nad Odrą**, measures mitigating negative impacts on the environment have been presented as a guidance for the Contractor under the Contract 1B.5. The costs and the time schedule for the implementation of these activities should be included in the Bid. The condition related to discussing the implementation of the EMP at working meetings and site meetings (item 135) also applies to the Engineer and the PIO.

The conditions described in the Attachment 1 to the EMP are grouped into the following thematic categories:

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Explanatory notes to the table in the Attachment 1 to the EMP:

- 1) Unless otherwise specified in a given case, the **Task Implementation Area** means the area where any preparatory works, main works (including Permanent Works and Temporary Works) and any works related to the removal of defects and faults or the execution of unfinished works listed in the Take-over Certificate or disclosed during the Defects Notification Period, together with the areas of necessary temporary occupation, are carried out.
- 2) Unless otherwise specified in a given case, the requirements for the Contractor described in the EMP refer to the whole Task Implementation Area.
- 3) Unless otherwise specified in a given case, the **Task Implementation Period** means the period of execution of any preparatory works, main works (including Permanent Works and Temporary Works) and any works related to the removal of defects and faults or the execution of unfinished works listed in the Take-over Certificate or disclosed during the Defects Notification Period.
- 4) The construction area / construction site means places where Permanent Works are to be carried out, including storage and working places where Equipment and Materials are to be supplied, as well as other places indicated in the Contract as being part of the Construction Site. The terms "Construction Site" and "Construction Area" are interchangeable terms and are understood in the Contract Terms and Conditions as the "Construction Site".

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Item	Issue	Place	Mitigation measure	Responsible party
A	REQUIREMENTS FOR THE TASK IMPLEMENTATION SCHEDULE			
1	Schedule of works	Task implementation area	<p>EMP terms and conditions concerning dates for execution of works</p> <p>When establishing the work schedules and during the period of works execution, the Contractor shall take into account the EMP conditions concerning the dates and time of execution of various types of works, including:</p> <ul style="list-style-type: none"> a) permissible dates for works in the Warta River and Postomia River beds (see item 37) b) permissible periods to carry out works during the day (see items 82, 83) c) permissible dates for removal of trees and shrubs (see items 27, 28) d) permissible time limit for the removal of fertile earth (humus) (see item 22) e) permissible dates for carrying out works related to the demolition of the existing and temporary bridge (see item 38) 	Contractor
2	Schedule of works	Task implementation area together with access roads and their surroundings	<p>EMP terms and conditions concerning activities to be carried out prior to the commencement or at the initial stage of works.</p> <p>When establishing the work schedules and during the period of works execution, the Contractor shall take into account the EMP conditions concerning activities to be carried out before or at the initial stage of works, including:</p> <ul style="list-style-type: none"> a) conditions concerning the construction and equipping of construction site backup facilities, technological roads and yards (see items 17, 18, 42, 79, 80, 89-92, 94 - 96); b) conditions concerning the transport service for the construction site (see items 3-15, 120); c) conditions concerning fencing of the construction site (see item 42, 106); d) condition concerning the removal and protection of the humus layer (see items 21 - 24); e) conditions for removal of trees and shrubs and protection of trees (see items 27 - 30); f) condition concerning carrying out the environmental inventory (see item 31); g) conditions concerning the conservation of habitats and sites of protected species and the protection of small animals (see items 42, 56, 58); h) condition concerning the sapper's site investigation (see item 107); i) condition for informing residents about planned works (see item 87); j) conditions concerning preparation of documents (see items 4, 19, 97, 103 - 105, 117, 123, 142); 	Contractor

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Item	Issue	Place	Mitigation measure	Responsible party
			<p>k) conditions for obtaining the Engineer's approval of the person for the EMP implementation coordinator (see item 128) and the composition of the Contractor's environmental supervision team (see item 129), the archaeologists' expert team (see item 132) and sapper's supervision team (see item 131);</p> <p>l) condition for training on the EMP implementation rules (see item 127);</p> <p>m) conditions for conducting other trainings, including awareness-raising programmes in the field of spreading HIV-AIDS type of diseases and counteracting sexual harassment and mobbing (see item 44, 111, 112, 130, 140, 143).</p>	
B	REQUIREMENTS FOR THE TRANSPORT SERVICE OF THE TASK IMPLEMENTATION AREA			
	Protection of health and safety of people	Access roads to the Task implementation area together with their surroundings.	<p>Conditions for using access roads to the Task implementation area</p> <p>The following conditions shall apply to the use of access roads to the Task implementation area:</p>	Contractor
3	Protection of material goods		a) Access to the Task implementation area shall be determined on the basis of the existing roads.	
4	Protection of land surface		b) The Contractor shall organise the traffic according to the agreed temporary traffic project for the Task implementation period (marking and securing of works and marking of diverted traffic and recommended road signs associated with the change of traffic organisation, road marking etc.).	
5			c) The Contractor shall update the project of traffic organisation and protecting the works for the time of the Task implementation in accordance with the schedule of works and the adopted technology and in accordance with the provisions contained in the Technical Specifications and the requirements of the road administrators concerning the transport roads and their conditions of use. The Contractor shall agree with the road administrators on the project of the traffic organisation and works protection.	
6			d) The Contractor shall ensure that all access roads to the Task implementation area are properly marked, in accordance with the applicable law and agreements with the relevant road administrators. These markings shall be regularly inspected by the Contractor; in the event of damage or theft of the markings, the Contractor shall immediately reconstruct or supplement them.	
7			e) The Contractor shall maintain the hardened areas in good technical condition within the Task implementation area, within which the traffic of vehicles will take place.	
8			f) The Contractor shall be liable for any damage to structures and buildings, roads, drainage ditches, culverts, sewage systems, water and gas pipelines, power lines and posts, cables, geodetic network points and installations of any kind, and other objects such as vertical and horizontal signs, navigation signs, information boards, cultural goods objects, etc., caused by it or its Subcontractors during the Task implementation period. The Contractor shall immediately repair at its own expense any damage caused and, if necessary, carry out any other works ordered by the Engineer.	
9			g) The Contractor shall comply with the official axle load limits when transporting materials and	

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			equipment to and from the Task implementation area.	
10			h) The Contractor shall obtain all necessary permits from the authorities for the carriage of non-standard cargo and shall notify the Engineer of any such carriage on a continuous basis.	
11			i) The Contractor shall be obliged to prepare photographic documentation of the entire area of the Task implementation area and access roads, with particular emphasis on the technical condition of roads and buildings located in the vicinity of transport roads for construction materials.	
12			j) Prior to the commencement of works, the Contractor shall carry out local inspections in the presence of road administrators, as the result of which reports on the condition of access roads to the Task implementation area will be drawn up. On this basis, the Contractor shall be obliged to restore the technical condition of roads from before the Task implementation period.	
	Protection of health and safety of people Protection of material goods	Waterways in the Task implementation area and outside the Task implementation area	Conditions related to the use of waterways The following conditions shall apply to the use of waterways to the Task implementation area:	Contractor
13			a) The Contractor shall be liable for any damage to structures, navigational signs of waterways and other engineering structures and technical infrastructure caused by the Contractor or its Subcontractors during the execution of the works, including the transport of materials, equipment or waste. The Contractor shall immediately repair at his own expense any damage caused and, if necessary, carry out any other works ordered by the Engineer;	
14			b) The Contractor shall be obliged to prepare photographic documentation of the entire Task implementation area, with particular emphasis on the technical condition of the infrastructure indicated in item a);	
15			c) The Contractor shall be responsible for compliance with the navigational regulations on inland waterways and sea waters, with respect to its own vessels as well as those of its Subcontractors.	
C	REQUIREMENTS FOR THE LOCATION OF CONSTRUCTION SITE BACKUP FACILITIES AND ROADS, MATERIAL STORAGE AND PARKING AREAS			
16	Protection of water and soil Protection of wildlife	Task implementation area	Obligation for the execution of construction site backup facilities and roads, material storage and parking areas Prior to the commencement of works, the Contractor shall carry out the construction site backup facilities and technological roads and material storage areas, as well as parking spaces. The equipment of the construction site backup facilities and the use of the area should meet, inter alia, the conditions specified in items 42, 59, 79, 80, 81, 89-92, 94-96, 98, 100 - 102. When planning the above mentioned elements of the construction site, it is necessary to ensure that their area is limited to the minimum necessary. If it is not possible to designate, in particular, parking places and material storage places outside	Contractor

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Item	Issue	Place	Mitigation measure	Responsible party
			the area of particular flood hazard, the Contractor shall develop a procedure for securing / evacuating these elements of the construction site backup facilities in case of flood and submit them for approval as a part of the preparation of the Flood Protection Plan of the construction site (see item 114).	
	Protection of acoustic climate	Task implementation area	Requirements for the selection of the location of construction site backup facilities and roads, material storage and parking areas	Contractor
17	Protection of water		a) The construction site backup facilities shall be located between the Sybiraków Street and the Warta River in the area of the passenger harbour, far away from residential buildings.	
18	Protection of wildlife		b) Construction site backup facilities (amenities, machinery and materials) shall be located outside the area of the "Warta Mouth" National Park and protected natural habitats.	Contractor
D	REQUIREMENTS FOR THE MANAGEMENT OF EARTH MASSES			
19	Protection of water and soils	Task implementation area	Land management Soil located on the construction site should be first used on the construction site. The remaining excess soil should be managed in accordance with applicable regulations and the design documentation. Earth masses, in which exceedances of the permitted concentrations of substances are demonstrated (in accordance with applicable waste management and environmental protection legislation) shall be considered as waste and transferred to entities holding appropriate permits for their further management. Earth (including earth masses) and aggregates used for works and coming from outside the construction site should comply with soil and earth quality standards (in accordance with the Environmental Protection Law and its implementing legislation) as well as any other applicable laws and standards (including conditions from item 70). The method of managing soil constituting waste shall be presented in the Waste Management Plan, prepared by the Contractor and submitted to the Engineer's approval prior to the commencement of works (in accordance with item 97).	Contractor
20	Protection of water and soils	Task implementation area	Quality control of excavated earth masses If, as the result of ongoing assessment and verification of the quality of excavated earth masses (see monitoring activity item 148 in the Attachment 2 to EMP) changes in the parameters and appearance of the soil (e.g. colour, smell, consistency) are found: - The Contractor shall carry out control tests and determine the quality of earth masses in accordance with the applicable regulations (in accordance with the Act of 14 December 2012 on Waste and relevant executive acts to the Act). The tests will be carried out by a laboratory accredited for this type of examination. The purpose of the tests is: <ul style="list-style-type: none">establishing the possibility of using earth masses within the construction site area (if the lack	Contractor

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Item	Issue	Place	Mitigation measure	Responsible party
			of contamination with hazardous substances is confirmed); • determination of acceptable ways of dealing with contaminated earth masses.	
E	REQUIREMENTS FOR MANAGEMENT OF THE HUMUS LAYER			
	Protection of soils Protection of wildlife	Task implementation area	Collection, storage and use of the humus layer a) Prior to the commencement of works in particular parts of the Task implementation area where works, roads, technological yards, etc. are planned, a layer of fertile soil (so-called humus) with the thickness of not less than approx. 0.2 m should be removed and stored in heaps in a place and in a manner approved by the Engineer;	Contractor
21				
22			b) The works related the removal of humus shall be carried out between the beginning of September and the end of February. If it is necessary to carry out these works at a different time, the Engineer's approval must be obtained;	
23			c) The stored humus prisms should be sprayed systematically, with the frequency depending on the weather conditions (do not allow the prisms to dry out for more than 5 days);	
24			d) Stored humus heaps should be protected against contamination, driving over, compaction, storage of building materials and growth of weeds and invasive plants etc;	
25			e) After the completion of the construction works, the stored humus should be used for the construction of arranged green areas, in accordance with the land development project (also the condition in item 61). Activities related to the restoration of the humus layer and the restoration of green areas shall be started as soon as possible in order to allow their implementation;	
26			f) Works related to the construction of green areas shall be carried out under the supervision of a botanist/phytosociologist expert from the Contractor's environmental supervision team as referred to in item 129.	
F	REQUIREMENTS FOR REMOVAL OF TREES AND SHRUBS			
27	Protection of wildlife	Task implementation area	Permissible dates for removal of trees and shrubs Removal of trees and shrubs shall be carried out outside the bird breeding period, i.e. from 1 August to the end of February.	Contractor
28	Protection of wildlife	Task implementation area	Condition for removal of trees and shrubs outside the permitted period If trees and shrubs need to be removed during the bird breeding period, immediately before removal, their presence in the area of bird habitats must be inspected by the environmental supervision bird fauna specialist indicated in the item 129; if the above mentioned habitats are found, according to the inventoried habitats, appropriate permits must be obtained to derogate from the prohibitions in force for particular protected fauna species (according to the rules defined in accordance with the applicable regulations) - see also items 33 – 36.	Contractor
G	PROTECTION REQUIREMENTS FOR TREES AND SHRUBS NOT INTENDED FOR REMOVAL			
29	Protection of wildlife	Task implementation area and areas directly adjacent to the Task	Execution of works in the area of trees and shrubs not intended for removal	Contractor

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Item	Issue	Place	Mitigation measure	Responsible party
		implementation area	<p>Trees intended for removal, growing in the Task implementation area and exposed to damage due to the work and movement of equipment shall be effectively protected against mechanical damage through:</p> <ul style="list-style-type: none"> a) protecting tree trunks growing in the immediate vicinity of executed earthworks, e.g. by placing wooden planks around the whole trunks up to the height of not less than 1.5 m, b) carrying out earthworks within the root system, if possible, manually, c) exposed roots of trees and shrubs, in order to protect them from excessive drying (summer) or freezing (winter) should be covered with mats made of straw, baggy fabrics or peat, d) prohibition to store construction materials and soil from excavations within the tree crown projection. 	
30	Protection of wildlife	Task implementation area and areas directly adjacent to the Task implementation area	<p>Protection of damaged trees and shrubs</p> <p>In case of damage to the aboveground parts of trees and shrubs not intended for removal, the necessary care actions should be carried out immediately, appropriate to the place and type of damage.</p> <p>In case of root damage, cut off the damaged tips and protect the roots with a fungicide.</p> <p>The above mentioned activities should be carried out in consultation with the dendrologist from the environmental supervision team of the Contractor (referred to in item 129), and after their execution, the opinion of the above team should be presented to the Engineer for approval regarding the assessment of the correctness of the executed activities.</p>	Contractor
H	REQUIREMENTS FOR THE CONSERVATION OF PROTECTED NATURAL RESOURCES			
31	Protection of wildlife	Task implementation area	<p>One-off environmental inventory of the Task implementation area before the commencement of works</p> <p>Prior to the commencement of preparation works, the environmental supervision team of the Contractor, referred to in item 129, shall carry out a one-off nature inventory of the Task implementation area.</p> <p>The purpose of the implementation of the measures will be, inter alia:</p> <ul style="list-style-type: none"> • indication of places of the acceptable location of the construction site backup facilities and storage places for materials and waste (see the condition in items 17, 18); • verification of the location of the patches of habitats and plant sites in order to implement the measure indicated item 58, • securing amphibian habitats in item 56, • carrying out the bat fauna and bird fauna visual inspection of objects to be demolished (on the plot No. 350, precinct 0004 Town Centre, town of Kostrzyn nad Odrą). <p>If habitats and species of fauna and flora subject to protection are found, for which it will be</p>	Contractor

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Item	Issue	Place	Mitigation measure	Responsible party
			necessary to violate the prohibitions specified in the applicable regulations, decisions should be obtained allowing for derogations from the principles of the plant, fungi and animal species protection, referred to in items 33 - 36. Within the measure the Contractor's environmental supervision team will also carry out an assessment of the habitats of game species.	
32	Protection of wildlife	Task implementation area	Ongoing inspections of the environmental supervision team during the Task implementation period The works and other works carried out during the Task implementation period should be carried out under the current supervision of the Contractor's environmental supervision team (referred to in item 129). These experts should, in accordance with the speciality and type of executed works, <i>inter alia</i> , carry out regular inspections of the entire Task area (at least once a month) and currently submit their comments and recommendations to the Contractor's personnel responsible for carrying out the works in accordance with the conditions of the EMP. Written notes of the inspections carried out, attached to the monthly reports on the implementation of the conditions of the EMP (referred to in items 134, 136) shall be prepared.	Contractor
	Protection of wildlife	Task implementation area	Obtaining a decision allowing for derogations from the rules on the plant, fungi and animal species protection If before the commencement - as a part of one-off nature inventory indicated in the item 31 - or during the execution of works (see also item 33) the presence of habitats or sites of protected species of flora and fauna is found in the area of the Task implementation, then the following conditions shall apply (indicated in items 33 – 36):	Contractor
33			a) The Contractor shall obtain and submit for the Engineer's approval a written opinion of the environmental supervision team of the Contractor (referred to in item 129) containing the definition of the necessity to obtain the decision referred to in item b), and then, if it proves necessary in the light of the opinion referred to above, it shall implement the measures referred to in items b-d (below);	
34			b) before taking any actions that could lead to the destruction of habitats and sites or scaring-off the protected species (in accordance with the opinion referred to in item a), the Contractor shall obtain administrative decisions required by law allowing for derogations from the prohibitions in force in relation to the protected plant, fungi and animal species;	
35			c) the obtained decisions shall be submitted by the Contractor to the Engineer for information;	
36			d) The Contractor shall precisely and timely implement the conditions contained in the above mentioned decisions (see also item 130).	
37	Protection of wildlife	Task implementation area	Dates for execution of works in the Warta River bed channel and the Postomia River channel Works interfering with the Warta River and the Postomia River channels should be carried out outside the spawning and roe incubation period, i.e. outside the period from March 1 to June 30.	Contractor
38	Protection of	Task implementation area	Permissible time limit to carry out demolition works of the bridge superstructure and the	Contractor

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Item	Issue	Place	Mitigation measure	Responsible party
	wildlife		temporary bridge The dismantling and demolition works, carried out over the water surface within the existing bridge and the temporary bridge, should be carried out between 1 September and the end of February.	
39	Protection of wildlife	Task implementation area	Minimising the scope and duration of works in river channels The Contractor should limit both the time of the works in the beds channels and in the riparian zones of the Warta and Postomia Rivers as well as their spatial range to the minimum necessary.	Contractor
40	Protection of wildlife	Task implementation area	Limiting the suspended solids inflow into water Works, including dismantling and demolition works and digging out the bridge support elements (demolition works), carried out under the surface of water, shall be carried out in the shielding of steel sheet piling walls.	Contractor
41	Protection of wildlife	Task implementation area	Restoration of habitats for lithophilous species The spaces after the removed bridge bays should be filled with natural or near-natural material. The above mentioned activities should be carried out in consultation with the environmental supervision team of the Contractor (referred to in item 129), and after their execution, the opinion of the above team should be presented to the Engineer for approval regarding the assessment of the correctness of the executed activities.	Contractor
42	Protection of wildlife	Task implementation area	The works must be carried out in such a way as to avoid killing animals The area of the Task implementation, and in particular the places where the works are currently being carried out, the construction backup facilities, the places where materials are stored, etc. should be protected against the entry of small animals (amphibians, reptiles, small mammals), by fencing these areas with a net, with mesh of not more than 0.5 x 0.5 cm and the height of not less than 0.5 m or any other material capable of achieving the same purpose. This net should be buried in the ground to the depth of not less than 15 cm. Determination of detailed location of fencing preventing small animals from entering the Task implementation area and the installation of the above mentioned fencing should be carried out under the supervision of herpetologist and mammalian fauna experts (referred to in item 129). When determining the location of the protection measures, particular consideration should be given to securing the construction site against the entry of amphibians by means of protective fences around the bay of the sailing club on the north side of the bridge and around the oxbow lakes on the south side of the bridge. Throughout the whole period of implementation of the Task, the condition of the fences should be systematically checked, and any breaks should be removed immediately, including: a) during the period from 1 March to 31 August, these checks shall be carried out at least once every three days; b) from 1 September to the end of February, at least once every 10 days.	Contractor
43	Protection of wildlife	Task implementation area	Protection of excavations The excavations shall be:	Contractor

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Item	Issue	Place	Mitigation measure	Responsible party
			<ul style="list-style-type: none"> secured to prevent animals from falling in and being accidentally trapped in them. <p>Relocation of small animals from the Task implementation area should be carried out in accordance with the condition in item 44 concerning catching and transfer of small animals from the Task implementation area.</p>	
44	Protection of wildlife	Task implementation area	<p>Checks of places likely to form traps for small animals</p> <p>Every day, prior to the commencement of works, excavations and other places that could form traps for animals: amphibians, reptiles, small mammals shall be checked.</p> <p>In the periods from 1 March to 15 May and 15 September to 15 October, a second check shall also be carried out each day in the pre-evening time.</p> <p>Animals trapped there must be caught and released outside the Task implementation area to a location appropriate for particular species (habitat-compatible site).</p> <p>The last check on the presence of animals in the excavations shall be carried out immediately before backfilling the trenches.</p> <p>Employees of the Contractor, appropriately trained, in accordance with item 130 will carry out inspections in accordance with the guidelines of herpetologist and mammalian fauna specialist (referred to in item 129), who will coordinate and indicate the places of release of trapped animals of different animal species.</p> <p>All wells and other anthropogenic objects, which may form a trap for amphibians and small mammals, should be secured according to the remarks and under the direction of the above mentioned herpetologist and mammalian fauna experts.</p>	Contractor
45	Protection of wildlife	Task implementation area	<p>Prohibition of moving earth masses by pushing the material in the riverbed</p> <p>The Contractor is absolutely forbidden to move earth masses by pushing the material in the riverbed.</p>	Contractor
46	Protection of wildlife	Task implementation area	<p>Ensuring the ecological patency in the Postomia River mouth</p> <p>The Contractor should carry out all works executed in the Postomia River mouth in such a way as to occupy at one time up to 10 m of its width, thus not affecting the remaining 80-90% of the mouth width of the river in question.</p>	Contractor
47	Protection of wildlife	Task implementation area	<p>Ensuring the supply of river water to the oxbow lake in order to protect the oxbow lake area from drying out</p> <p>Works within the area of the oxbow lake, at the south-western bridgehead of the temporary bridge, carried out with the execution of a temporary embankment will be carried out by the Contractor with the use of a pipe culvert, ensuring the supply of river water to the oxbow lake area during flooding.</p>	Contractor
48	Protection of wildlife	Task implementation area	<p>Reduction of birds' mortality due to collisions with the newly built bridge infrastructure</p> <p>The bridge structural elements, elevated above the roadway, should be covered with bright colours and the bridge structure should be illuminated at night so that it is visible from a distance by flying birds.</p> <p>The execution of action in the scope of the permanent bridge lighting should also meet the</p>	Contractor and Engineer/Investor

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Item	Issue	Place	Mitigation measure	Responsible party
			conditions in item 50.	
49	Protection of wildlife	Task implementation area	<p>Reduction of light pollution in the area of the "Warta Mouth" National Park - lighting of the temporary bridge and lighting for the time of the Task implementation</p> <p>The Contractor shall use the lighting of the temporary bridge facility and the Task implementation area directed in such a way as not to cause or to minimise the light pollution of the area of the "Warta Mouth" National Park (the condition should be understood as counteracting external risks to this Park).</p> <p>The Contractor will modify the method of implementation of the measure (direction of lighting) if it is found (by the environmental supervision of the Contractor, by the Engineer or the Director of the National Park) that it causes excessive light pollution of the National Park area.</p> <p>The activities shall be carried out with participation of the Contractor's environmental supervision team referred to in item 129.</p>	Contractor
50	Protection of wildlife	Task implementation area	<p>Reduction of light pollution in the area of the "Warta Mouth" National Park - permanent lighting of the designed bridge</p> <p>The Contractor will make the lighting of the designed bridge in the course of the national road No. 31 directed in such a way as not to cause or to minimise the light pollution of the area of the "Warta Mouth" National Park. Structural elements of the designed bridge structure elevated above the road level, in particular pylons, may only be illuminated for safety reasons. (the condition should be understood as preventing external risks to this Park).</p>	Contractor and Engineer/Investor
51	Protection of wildlife	Task implementation area	<p>Protection of birds</p> <p>The Contractor will execute the designed bridge construction, which will favour the reoccupation by the common house martin by using a rough surface of the bridge construction elements.</p>	Contractor
52	Protection of wildlife	Task implementation area	<p>Minimising the impact of new infrastructure on fish</p> <p>To harden/reinforce the bank slopes in the underwater area, the Contractor will use natural stone material, which is a bottom substrate preferred by many fish species.</p>	Contractor
53	Protection of wildlife ożywionej	Task implementation area	<p>Environmental supervision before and during the dismantling of the bridge and the conditions for carrying out dismantling works in terms of bat protection</p> <p>Prior to the commencement of the demolition works, it is required to carry out an inspection of the settlement by bats of niches in the bridge structure and in the objects planned to be demolished, that will be carried out by a bat fauna expert from the Contractor's environmental supervision referred to in item 129. In case the presence of individuals of protected bat species is found, an administrative decision, as required by law, allowing derogations from the prohibitions applicable to protected animal species (if required in a given case) shall be obtained - see items 33 – 36.</p>	Contractor
54	Protection of wildlife	Task implementation area	<p>Protection of native bivalve species</p> <p>Excavated during the works in the Warta and Postomia riverbeds, they should be placed again in the watercourses where they will not be exposed to damage resulting from the investment.</p>	Contractor

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Item	Issue	Place	Mitigation measure	Responsible party
			The action will be carried out with the participation of a fish fauna expert from the Contractor's environmental supervision.	
55	Protection of wildlife	Task implementation area	Minimising the impacts on amphibians and reptiles during the construction of a temporary bridge The Contractor shall construct a temporary bridge embankment within the oxbow lake under the supervision of an expert herpetologist from the environmental supervision of the Contractor, referred to in item 129, in a way that minimises damage to amphibian and reptile species. In particular, the Contractor shall apply the embankment execution technology that minimises the land occupation within the area of the oxbow lake.	Contractor
56	Protection of wildlife	Task implementation area	Protection of amphibian habitats within the oxbow lake area against backfilling The Contractor shall protect amphibian habitats in the area of the oxbow lake against possible backfilling. The action will be carried out with the participation of a herpetologist expert from the Contractor's environmental supervision, who will determine the method of the habitat protection.	Contractor
57	Protection of wildlife	Task implementation area	Relocation of amphibians during works within the oxbow lake area Expert herpetologist from the environmental supervision of the Contractor, as a part of the supervision of the works within the oxbow lake, will transfer any appearing amphibian individuals outside the area covered by the works to the sites proper in terms of habitat.	Contractor
58	Protection of wildlife	Task implementation area	Protection of natural habitat patches The contractor, under the supervision of a botanist expert, the environmental supervision team referred to in item 129, shall protect the following habitat patches, visibly against damage, at the place of foundation of the temporary bridge and the new bridge: <ul style="list-style-type: none"> • 91E0*– Willow, poplar, alder and ash riparian forests (<i>Salicetum albo-fragilis</i>, <i>Populetum albae</i>, <i>Alnenion glutinoso-incanae</i>, alder carrs), in the locations: 1) on the right bank of the Warta River, 2) on the left bank of the Postomia River, 3) near the left, south-western bridgehead of the temporary bridge, on its southern side, • 3150 - Oxbow lakes and natural eutrophic reservoirs with communities with <i>Nymphaeion</i>, <i>Potamion</i>, in the location: 1) by the south-western bridgehead of the temporary bridge, on its southern side; 2) by the left, south-western bridgehead of the new bridge, on its northern side. • 6430 riverside herb vegetation (<i>Convolvuletalia sepium</i>) The method of protection shall be agreed upon by the Engineer. The Contractor shall monitor the condition of the protection and carry out necessary repairs.	Contractor
I	REQUIREMENTS FOR THE RESTORATION OF NATURAL RESOURCES AFTER COMPLETION OF CONSTRUCTION			
	Protection of wildlife Protection of soils	Task implementation area	Cleaning up the site after completion of works, restoring the humus layer and carrying out land reclamation After the completion of works one shall:	Contractor

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Contract 1.B.5/2 - Reconstruction of the bridge to ensure minimum clearance - road bridge in km 2.45 of the Warta River in Kostrzyn nad Odrą

Item	Issue	Place	Mitigation measure	Responsible party
59			a) dismantle the construction site backup facilities and technological roads and yards, and transport the materials from the dismantling outside the Task implementation area to a predefined destination (accepted by the Engineer);	
60			b) after the completion of the investment, the embankment for the temporary bridge facility should be decommissioned;	
61			c) within the boundaries of the Task implementation area, restore the fertile soil layer (inter alia, with the use of humus collected from the works area in accordance with the conditions specified in items 21 - 26) in accordance with the land development plan;	
62			d) carry out measures to support the restoration of green areas (including grass sowing) in accordance with the land development plan;	
63			e) ensure adequate maintenance of restored green areas, including double mowing of the grass with harvesting and removal of the swath (by the end of the Defects Notification Period)	
64	Protection of wildlife Protection of soils	Task implementation area	Restoration of damaged part of the oxbow lake The contractor will reconstruct the damaged part of the oxbow lake after the completion of the planned bridge and decommissioning of the temporary bridge. The scope, method of execution and time schedule of the required actions are presented in the Attachment 8 to the EMP. The method, in which the condition is fulfilled, will be described by the Contractor in the Quality Assurance Plan, which must be approved by the Engineer before starting the works included in it.	Contractor
65	Protection of wildlife Protection of soils	Task implementation area	Land reclamation under the bridge flyovers The contractor should carry out reclamation of the land on both sides of the river under the flyovers of the new bridge by reconstructing the soil layer and the plant cover. The scope, method of execution and the time schedule for the required actions are presented in the Attachment 8 to the EMP. The aim of the implementation of the actions is to preserve the areas enabling migration of animals through the Warta River and Postomia River valleys and the land strip of the "Warta Mouth" National Park", and in particular not to deteriorate their sustainability. The method, in which the condition is fulfilled, will be described by the Contractor in the Quality Assurance Plan, which must be approved by the Engineer before starting the works included in it.	Contractor
66	Protection of wildlife	Task implementation area	Restriction of the spread of alien plant species The spread along the Warta, Odra and Postomia rivers of ecologically and geographically alien species of invasive synanthropic plants should be limited by immediately sowing the exposed soil with seeds of native plant species; in areas where there is a risk of 'blowing out the seeds', the sowing should be covered with a fixed biodegradable biotextile, alternatively a biodegradable biotextile with sewn-in grass seeds may be used. The method, in which the condition is fulfilled, will be described by the Contractor in the Quality Assurance Plan, which must be approved by the Engineer before starting the works included in it.	Contractor

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Item	Issue	Place	Mitigation measure	Responsible party
			<p>The actions described in items 61 - 66 shall be carried out by the Contractor under the supervision of a botanist-phytosociologist expert (referred to in item 129), including inter alia:</p> <ul style="list-style-type: none"> - agreeing on precise dates for works; - agreeing on a detailed location of humus utilisation sites; - agreeing on the species composition of grass mixtures; - agreeing on the way of carrying out the works and collecting plant material for the reconstruction of the oxbow lake; - agreeing on the rules of maintenance of the designed green areas; - submission of the results of the above mentioned arrangements for the Engineer's approval; - supervision of the execution of treatments supporting the restoration of green areas and supervision of the maintenance of these areas (until the end of the Defects Notification Period). 	
67	Protection of wildlife	Task implementation area	<p>Protective operation within the "Warta Mouth" National Park</p> <p>The contractor shall execute protective operation within the "Warta Mouth" National Park in the scope of:</p> <ul style="list-style-type: none"> a) exposure, by removal of vegetation and topsoil containing roots and stolons, from the so-called "Somer Island" located in the final stretch of the Postomia River. b) preparation of rock and sandy substrate within the "Somer Island " border to create a habitat for terns, gulls and Charadriiformes. <p>The scope of action, agreed with the Director of the "Warta Mouth" National Park is described in the Attachment 9 to the EMP.</p> <p>The activities will be carried out by the Contractor with the participation of the environmental supervision experts (referred to in item 129) and under the supervision of the Director of the "Warta Mouth" National Park.</p> <p>The Contractor will agree with the Director of the "Warta Mouth" National Park the dates and selection of methods and intensity of works and will describe how the condition is implemented in the Quality Assurance Plan, which must be approved by the Engineer prior to the commencement of works included in it.</p>	Contractor
68	Protection of wildlife	Task implementation area	<p>Compensatory tree planting</p> <p>Before the deadline of the Time for Completion of works, the Contractor shall carry out compensatory tree planting within properties managed by the "Warta Mouth" National Park in a number not less than a number of trees removed within the Contract and shall ensure that the trees are kept in proper condition (until the end of the Defects Notification Period).</p> <p>The measure will be carried out by the Contractor with the participation of the expert dendrologist and phytosociologist of the environmental supervision of the Contractor (referred to in item 129).</p> <p>The Contractor will agree with the Director of the "Warta Mouth" National Park the method, in which the measure is fulfilled and will describe it in the Quality Assurance Plan. Prior to the commencement of works included in it, the Quality Assurance Plan must be approved by the</p>	Contractor

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Contract 1.B.5/2 - Reconstruction of the bridge to ensure minimum clearance - road bridge in km 2.45 of the Warta River in Kostrzyn nad Odrą

Item	Issue	Place	Mitigation measure	Responsible party
			Engineer and the Director of the "Warta Mouth" National Park.	
69	Protection of wildlife	Task implementation area	<p>Compensatory measures for birds</p> <p>10 nesting boxes on trees growing in the vicinity of the bridge should be installed on the riverside trees at the distance of up to 300 m from the bridge in question - 5 pieces of B-type boxes (inhabited, inter alia, by the common starling) and 5 pieces of semi-open boxes (P-type, inhabited, inter alia, by the black redstart and the white wagtail).</p> <p>The Contractor shall carry out the activity under the supervision of the bird fauna expert referred to in item 129, who shall submit to the Engineer the documentation on the implementation of the activity, including, inter alia, the location of the boxes (including GPS coordinates). The activity should not be carried out before the beginning of the breeding season taking place after the felling of trees. During the Task implementation period, the Contractor will carry out an annual check on the settlement and technical condition of the boxes and will reconstruct them in case of damage.</p>	Contractor
J	REQUIREMENTS FOR THE PREVENTION OF ENVIRONMENTAL POLLUTION (INCLUDING THE LIMITATION OF EMISSIONS INTO THE ENVIRONMENT)			
70	Protection of water and soils Protection of wildlife	Task implementation area	<p>Use of construction materials complying with the regulations and standards and environmentally friendly</p> <p>Only construction materials that are not harmful to the environment (natural, environmentally friendly or neutral) shall be used for the implementation of the Task.</p> <p>The materials, raw materials, fuels, fertilizers, cement and concrete mixes used should have relevant certification and be approved for use.</p>	Contractor
71	Protection of acoustic climate Protection of health and safety of people	Task implementation area	<p>Use of quiet road surface</p> <p>For the entire section of the planned road, the Contractor will use a so-called quiet surface with the noise level reduced by 6 dB compared to the standard one.</p>	Contractor
72	Protection of air	Task implementation area	<p>Reducing emissions of offensive substances</p> <p>In order to limit the evaporation of offensive substances, the Contractor will carry out the pavement works as far as possible during the warm period.</p>	Contractor
73	Protection of water	Task implementation area	<p>Drainage of rainwater from newly designed infrastructure</p> <p>The Contractor will carry out a drainage system to drain the rainwater and snowmelt from the bridge and the reconstructed road system by means of rainwater drainage in accordance with the construction design as follows:</p> <ul style="list-style-type: none"> from the southern side of the bridge structure, after pretreatment, through the bank outlet to the receiving body of Postomia River in the Delfin Sailing Club area; connect the drainage of the bridge structure to the designed sewer, gullies connected 	Contractor

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Contract 1.B.5/2 - Reconstruction of the bridge to ensure minimum clearance - road bridge in km 2.45 of the Warta River in Kostrzyn nad Odrą

Item	Issue	Place	Mitigation measure	Responsible party
			with the extended road system of the Sikorskiego Street and the gullies from the Mostowa Street.	
74	Protection of water	Task implementation area	Protection of water against pollution during execution of works on the bridge Demolition of the existing bridge structure consisting in crushing and cutting out the construction material, shall be carried out by the Contractor with the use of protections allowing to remove all construction material from the demolition area outside the area of works, including the use of safety and catching nets / protective sheets.	Contractor
75	Protection of water	Task implementation area	Protection of water against pollution during the construction of a new bridge and the assembly and disassembly of the temporary bridge. The construction of a new bridge and the assembly and disassembly of the temporary bridge will be carried out in such a way as to protect the river from litter, waste or material falling into it. The Contractor shall present the method of protection for the Engineer's approval.	Contractor
76	Protection of water and soils Noise protection Protection of air	Task implementation area	Technical efficiency and inspections of equipment, machinery, devices, vehicles and vessels <ul style="list-style-type: none"> The equipment used during the construction must be fully operational and comply with the requirements for its release into service so as to ensure proper protection of the ground, surface water and groundwater against pollution, protection against the emission of dust and gases into the air and protection against the emission of noise into the environment. The Contractor shall carry out ongoing (i.e. at least before start-up and after completion of works) inspections of equipment, machines, devices, vehicles and vessels and, in particular, shall eliminate by available organisational means the possibility of any contamination penetration into the soil and water environment, including in particular the occurrence of spillage of fuels, hydraulic oils and oil derivatives, both during handling, transport and operation of equipment, machines, devices, vehicles and vessels. 	Contractor
77	Protection of water and soils	Task implementation area	Preventing the emission of petroleum-derivative pollutants All earthworks and works within the water area shall be carried out with particular caution, in a manner ensuring protection of the soil, surface water and groundwater against pollution, in particular by petroleum-derivative substances.	Contractor
78	Protection of water and soils	Task implementation area	Procedure in case of emissions of petroleum-derivative pollutants In the event of an emergency leakage of petroleum-derivative substances or other substances harmful to the soil and water environment, it is necessary to proceed with the immediate neutralisation of the leakage, its collection and transfer to entities authorised to manage waste for disposal in accordance with the established spillage procedure indicated in item 117. In the case of major accidents, use the procedures described in item 115.	Contractor
79	Protection of water	Task implementation area	Leakage neutralisation means In the area of Task implementation, i.e. within the construction site backup facilities and in the	Contractor

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Contract 1.B.5/2 - Reconstruction of the bridge to ensure minimum clearance - road bridge in km 2.45 of the Warta River in Kostrzyn nad Odrą

Item	Issue	Place	Mitigation measure	Responsible party
	and soils		immediate vicinity of the works being carried out, the Contractor shall provide means to neutralise possible leaks and waste. Adequate quantities of these agents (e.g. sorbents), suitable for use on solid surfaces and water surfaces, must be provided.	
80	Protection of water	Task implementation area	Having oil booms on water In the area of the Task implementation, an appropriate number of oil booms on water shall be ensured, necessary for use in the event of uncontrolled leakage of petroleum-derivative substances.	Contractor
81	Protection of water and soils	Task implementation area	Environmentally safe storage of materials and raw materials Materials and substances to be used in the implementation phase, whose emissions to the environment may cause environmental damage, should only be stored in suitable containers, in dedicated locations, in an environmentally safe manner.	Contractor
82	Protection of acoustic climate	Task implementation area	Restricting works to daytime Construction works in the vicinity of areas under protection against noise (in the area of the Mostowa Street they shall only be carried out during the daytime (6:00 - 22:00 hours) using equipment and technologies that allow to ensure the reduction of noise emission).	Contractor
83	Protection of acoustic climate Protection of wildlife	Task implementation area	Minimisation of impacts on the fauna of the "Warta Mouth" National Park Investment works, understood as the dismantling and construction of individual parts of the temporary bridge structure can be carried out between dawn and dusk.	Contractor
84	Protection of acoustic climate Protection of air	Task implementation area	Reduction of noise and exhaust emissions from equipment, machinery, devices, vehicles and vessels During the Task implementation period, as least acoustically onerous as possible technologies of execution of construction works should be used, e.g. use pumps for drainage with low noise emission or equipped with effective noise protection, switch off engines and devices not in operation at a given time, limit the working time of engines at the highest revolutions, limit the simultaneous use of vehicles, machines and devices with significant noise emission, maintain good work organisation.	Contractor
	Protection of air, Protection of acoustic climate	Task implementation area	Reduction of air pollution by exhaust gases In order to reduce the negative impact on the air condition:	Contractor
85			a) the internal combustion engines of equipment, machinery, devices, vehicles and vessels should be switched off during breaks in operation (reduce the emission at the 'idling' phase);	
86			b) vehicles should be parked with the engine stopped;	
87	Protection of health	Task implementation area	Informing local residents Prior to the commencement of works, the Contractor shall inform the residents in the vicinity of	Contractor

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Contract 1.B.5/2 - Reconstruction of the bridge to ensure minimum clearance - road bridge in km 2.45 of the Warta River in Kostrzyn nad Odrą

Item	Issue	Place	Mitigation measure	Responsible party
	and safety of people		the Task implementation area about the planned works by announcing them in the local press and organising an information meeting.	
88	Protection of acoustic climate	Task implementation area	Protection of local residents and the National Park area against noise The Contractor shall apply technical solutions ensuring proper acoustic conditions, in particular in the vicinity of the existing buildings, and if necessary (including at the Engineer's request) it shall use portable acoustic barriers.	Contractor
89	Protection of air	Task implementation area	Reduction of dusting from construction site and roads During the implementation of the Task, the effects of secondary dusting shall be reduced, in particular by: <ul style="list-style-type: none"> • systematic cleaning of the construction site and the construction site backup facilities; • spraying of dusty and polluted road surfaces, especially in the rain-free period), except in winter ; • use of tight tarpaulins on vehicles transporting materials that may cause dusting during transport; • cleaning vehicle wheels before leaving for access roads to the Task implementation area. 	Contractor
90	Protection of human health and life	Task implementation area together with access roads.	Maintenance of cleanliness on the roads In order to maintain cleanliness on the roads, the following measures shall be taken: <ol style="list-style-type: none"> a) The Contractor shall use all available technical means and organisation of works in order to minimise making dirty the access roads to the Task implementation area. b) in places where heavy equipment leaves the construction site, the Contractor shall install stands where initial removal of soil or mud from vehicle wheels will take place. c) The Contractor shall be obliged to immediately and systematically remove any and all pollutants generated on the roads as the result of the traffic of vehicles, machines and equipment related to the Task implementation. 	Contractor
91	Protection of water and soils	Task implementation area	Hardening of the construction site and technological roads The area of the construction site backup facilities and all technological roads and other places where vehicles, machines and equipment will move should be hardened and made tight with a technology related to the used equipment. The applied technology is subject to approval as a part of the Project's approval of the construction site organisation.	Contractor

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Contract 1.B.5/2 - Reconstruction of the bridge to ensure minimum clearance - road bridge in km 2.45 of the Warta River in Kostrzyn nad Odrą

Item	Issue	Place	Mitigation measure	Responsible party
92	Protection of water and soils	Task implementation area	Protection of the ground surface within the construction site backup facilities against contamination The construction site should be organised in such a way as to protect the ground from contamination, including zones where a parking space for the machinery and vehicles working on the construction site will be located, parking spaces for employees, places for refuelling vehicles, places for storing hazardous materials (e.g. fuels, lubricants, solvents, paints), and places for storing hazardous waste should be made tight (lined with insulating materials) before any hazardous substances could get into the ground and water environment, The applied technology is subject to approval as a part of the Project's approval of the construction site organisation.	Contractor
93	Protection of water and soils	Task implementation area	Refuelling rules for vehicles, machinery and equipment Refuelling should be carried out using mobile or stationary fuel distribution points with appropriate safeguards, such as a stand with sorbent for the elimination of any leakages and spillage to the ground.	
94	Protection of water and soils	Task implementation area	Rules for parking construction and transport equipment The construction and transport equipment used in connection with the Task implementation shall be brought to a parking place after completion of works or in case of the equipment failure - to a parking place ensuring protection of the ground surface against penetration of pollutants into the ground and water environment. Faulty equipment shall be immediately taken out of the area of the Task implementation to the place of its repair.	Contractor
95	Protection of water and soils	Task implementation area	Ban on refuelling vehicles and construction equipment in the area of execution of works The refuelling of vehicles and construction equipment shall be carried outside the area of execution of works.	Contractor
96	Protection of water and soils	Task implementation area	Precipitation water management Protect the area of the tight surface of the construction site backup facilities against rainwater run-off directly into the ground by using bands, and pre-treat the water collected from this surface in settling tanks before discharge. The method of implementation of the measure shall be subject to approval as a part of the approval of the site organisation project.	Contractor
K	REQUIREMENTS FOR WASTE AND WASTE WATER MANAGEMENT			
97	Protection of water and soils	Task implementation area	Preparation of Waste Management Plan (WMP) Prior to the commencement of works, the Contractor will draw up a Waste Management Plan and obtain its acceptance by the Engineer (see section 6.13 of the EMP text).	Contractor
98	Protection of water and soils	Task implementation area	Waste management rules For the Waste generated during the Task implementation, including demolition works, one shall: <ul style="list-style-type: none"> segregate and store the waste selectively in a separate location in conditions that prevent 	Contractor

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Contract 1.B.5/2 - Reconstruction of the bridge to ensure minimum clearance - road bridge in km 2.45 of the Warta River in Kostrzyn nad Odrą

Item	Issue	Place	Mitigation measure	Responsible party
	Protection of air		dusting and blowing off light fractions and their negative impact on the environment; • ensure their successive receipt by entities authorised to further manage them.	
99	Protection of water and soils	Task implementation area	Waste management in the light of protection of the natural and landscape values of the "Warta Mouth" National Park 1) The contractor shall not locate a place for temporary collection of waste within the boundaries of the "Warta Mouth" National Park and protected natural habitats. 2) The Contractor shall apply all possible technical and organisational solutions to protect the space of the "Warta Mouth" National Park, and in particular the Postomia River bed, as well as identified habitats and species, which are the objects of protection of the Natura 2000 Warta Mouth PLC080001 network areas, against pollution by demolition materials and materials used during demolition and bridge construction as well as construction and disassembling of the temporary bridge. 3) Where for technological reasons it is necessary to transport large structural elements of the bridge to the bank area for their further demolition (e.g. crushing), such activities require the following condition to be met in items 17, 18 (Conditions for selecting the location of construction site backup facilities, material storage places).	Contractor
100	Protection of water and soils	Task implementation area	Hazardous waste management rules Hazardous waste should be segregated and stored separately in designated leak-proof containers (additionally, liquid waste over 220 litres requires secondary protection against spillage, e.g. a leachate tray with the capacity of at least 110% of the largest container and 25% of the total volume of liquid waste) placed on a hardened area, marked and secured against access by third parties, until it is handed over to authorised entities for further management. In order to protect surface waters against pollution, hazardous waste storage sites will be designated outside the area of special flood risk.	Contractor
101	Protection of water and soils	Task implementation area	Rules for management of household and municipal waste water The Contractor shall provide the construction site backup facilities with tight toilets for household waste water and ensure that they are systematically emptied by authorised entities.	Contractor
102	Protection of water and soils	Task implementation area	Prevention of formation of illegal waste disposal sites Prior to the commencement of works, the Contractor shall identify the Task implementation area in terms of occurrence of illegal waste deposition sites. During the Task implementation period, the Contractor shall protect the Task implementation area against their possible forming.	Contractor
L	REQUIREMENTS FOR THE PROTECTION OF HUMAN HEALTH AND SAFETY			
	Protection of health and safety of people	Task implementation area	Preparation of documents related to the safety in the Task implementation area In the Task implementation area, order and proper organisation of works shall be maintained. Prior to the commencement of works, the Contractor shall prepare and obtain the Engineer's approval for, inter alia, the following documents related to the safety on the construction site:	Contractor
103			a) Health and Safety Protection (BIOZ) plan – see section 6.13 of the EMP text.	
104			b) Construction site project, see item 6.13 of the EMP text.	

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Item	Issue	Place	Mitigation measure	Responsible party
105			c) ES Management Strategies and Implementation Plans (management strategies and implementation plans for environmental, social, health and safety risks), which include, <i>inter alia</i> , such elements as: description of actions taken to manage the risks, description of materials and equipment used, description of management processes, etc. to be implemented by the Contractor and its subcontractors in order to minimise risks. At the Engineer's request, the Contractor shall update and submit for approval the ES Management Strategies and Implementation Plans - see Section 6.13 of the EMP text.	
106	Protection of health and safety of people	Task implementation area	<p>Fencing of the construction site</p> <p>Before commencing the works, the Contractor will make a fence for the area. The fence should be at least 1.5 m high. If it is not possible to fence the construction or work site, the boundaries of the site shall be marked with warning signs and, if necessary, permanent supervision shall be ensured. The Contractor shall monitor the condition of the fence and warning signs and shall carry out any necessary repairs.</p> <p>The Contractor will also protect the area of the "Warta Mouth" National Park outside the area of the Task implementation against accidental damage by machines and vehicles used in the implementation of the Task - the way of protecting the area will be determined by the team of environmental supervision of the Contractor, taking into account the function of the ecological corridor of the Task implementation area. The method of protection shall be subject to the Engineer's approval.</p>	Contractor
107	Protection of health and safety of people	Task implementation area	<p>Sapper supervision in the Task area</p> <p>In order to minimise the risk related to digging out or finding dangerous objects of military origin in the Task implementation area, the Contractor shall provide:</p> <ul style="list-style-type: none"> • prior to the commencement of works - a sapper's investigation of the Task implementation area, including the Warta riverbed (a report on the sapper's investigation will be submitted to the Engineer); • in the course of the works - sapper's supervision of the works (performed by the sapper supervision team), which consists in ongoing checking and cleaning of the Task area from dangerous objects of military origin together with their disposal; • in case of finding dangerous objects of military origin in the Task implementation area - implementation of procedures described in item 116. 	Contractor
108	Protection of health and safety of people	Task implementation area	<p>Documentation and monitoring of the technical condition of buildings exposed to vibrations</p> <p>Prior to the commencement of works, during which vibrations putting at risk the local residents and nearby buildings and infrastructural facilities, including those found in the communal register of monuments, may occur, the Contractor will carry out an inventory of existing buildings and facilities, with particular emphasis on cracks and damages, and with a preliminary division of these damages into superficial damages (cracks in plaster, tiles, etc.) and damages to the building structure (cracks in lintels, load-bearing walls, ceilings, etc.), with the possible installation of cracks</p>	Contractor

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Item	Issue	Place	Mitigation measure	Responsible party
			gauges to measure the cracks. During the execution of the above mentioned works, the Contractor shall monitor the condition of these buildings and facilities on an ongoing basis and will use equipment, technologies and methods to ensure that vibrations are reduced. The spatial scope of the inventory shall be agreed by the Contractor with the Engineer.	
109	Protection of health and safety of people	Task implementation area	Implementation of guidelines regarding requirements concerning the work safety The Contractor shall ensure implementation of detailed guidelines concerning the work safety, among other things in the scope of: <ul style="list-style-type: none"> • construction site management, including hazardous zones; • storage and transport; • electrical systems and equipment; • machines and technical devices; • works at height; • earthworks; • works carried out on water; • demolition works; • underwater works; • navigation (shipping). contained in the legal regulations in force.	Contractor
	Protection of health and safety of people	Task implementation area	Ensuring hygienic conditions In the Task implementation area, one shall:	Contractor
110	Protection of water and soils		a) ensure that the sanitary facilities are tight (e.g. in the form of the necessary number of portable toilets) and that they are used by employees, (Rules for management of household and municipal waste water have been given in in item 101).	
111			b) ensure that all employees are trained to maintain proper hygiene and cleanliness conditions within the construction site and its immediate surroundings.	
112	Protection of health and safety of people	Task implementation area with surroundings	Principles of HIV-AIDS prevention and other infectious diseases, including e.g. COVID 19 The Contractor, through an approved service provider, shall implement an awareness-raising programme in the scope of spreading HIV-AIDS type of diseases (including conducting an appropriate training) and shall take all other measures to reduce the risk of HIV transmission among the Contractor's personnel and the local community. These activities shall be carried out in accordance with the detailed conditions set out in the Bidding Documents of the Contract (Part 3, Section VIII - General Conditions, Clause 6.7). Training will also cover other infectious diseases (e.g. COVID 19).	Contractor
113	Protection of	Task implementation area	Carrying out a bottom cleanliness attestation in the area of the bridge	Contractor

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Contract 1.B.5/2 - Reconstruction of the bridge to ensure minimum clearance - road bridge in km 2.45 of the Warta River in Kostrzyn nad Odrą

Item	Issue	Place	Mitigation measure	Responsible party
	health and safety of people Protection of water		After completion of works (including demolition of the temporary bridge), the Contractor will carry out bottom cleanliness attestation in the area of the reconstructed bridge and in the line of the temporary bridge in order to ensure that in connection with the execution of the Task, in particular the demolition works, no obstacles limiting the operation of the bridge or putting at risk the safety of the vessels have taken place.	
M	REQUIREMENTS FOR EXCEPTIONAL ENVIRONMENTAL HAZARDS			
114	Protection of health and safety of people	Task implementation area	Rules for flood risk management In connection with the risk of flooding, the Contractor shall prepare a document entitled: Flood management plan for the construction site and shall obtain the Engineer's approval (see item 6.13 of the EMP text). In the case of flooding, the Contractor shall follow the procedures described in the aforementioned document, in particular, in the case of forecast high water stages on the Warta River, the Contractor shall protect the construction site against negative effects of surface water flow and shall carry out relevant evacuation of people, equipment and materials and shall prevent water pollution with substances and materials originating from the construction site, including hazardous ones.	Contractor
115	Protection of health and safety of people	Task implementation area	Rules for notification of crisis situations In the event of a crisis situation (other than flood), accident, major breakdown, etc., the Contractor shall take the following actions: <ul style="list-style-type: none"> immediately inform the relevant services (Fire Brigade, Ambulance, Police, etc.); until the arrival of appropriate services, carry out necessary actions to reduce the risk of loss of personnel, property and the environment (agreed with the appropriate services, if possible); notify the Engineer and the Employer; upon arrival of the relevant services, follow strictly their recommendations and instructions. 	Contractor
116	Protection of health and safety of people	Task implementation area	Rules for unexploded shells or ordnance management In case an unexploded shell or unexploded ordnance is found, one shall: <ul style="list-style-type: none"> stop the work immediately; evacuate the area around the finding; immediately inform the sapper supervision (see item 131) and the Police, and then follow their instructions; notify the Engineer and the Employer. It is strictly forbidden to lift, dig up, bury, carry, throw into fire or water, etc., unexploded shells or unexploded ordnance found.	Contractor
117	Protection of health and safety of	Task implementation area	Rules for management of leakage of petroleum-derivative substances In connection with the risk of possible leakage of petroleum-derivative substances, the Contractor shall prepare a document, a so-called spillage procedure (see item 6.13 of the EMP text) and shall	Contractor

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Item	Issue	Place	Mitigation measure	Responsible party
	people		obtain its approval by the Engineer and will follow the approved procedure.	
	Protection of health and safety of people	Task implementation area	Guidelines for safety on the waterway / prevention of shipping accidents	Contractor
118			a) means of transport (floating sets) and floating equipment must meet the requirements of relevant regulations in force on the territory of the Republic of Poland in the field of inland navigation	
119			b) means of transport (floating sets) and floating equipment in terms of parameters must be adapted to the conditions resulting from the current waterway class and the current condition of the water on that waterway.	
120			c) The Contractor shall obtain the required arrangements for carrying out works within the waterway and using the floating equipment with the Director of the Inland Navigation Office in Szczecin and the relevant waterway administration;	
121			d) the work area and the waterway must be marked in accordance with the Inland Navigation Act and the local law to inform about the existing risks and restrictions in shipping traffic. The method of marking and the location of the marking should be agreed with the Director of the Inland Navigation Office in Szczecin and with the competent waterway administration.	
122			e) the works time schedule and the organisation of the works must take into account the occurrence of low water stages and the risks of adverse navigation conditions	
N	REQUIREMENTS FOR THE PROTECTION OF CULTURAL MONUMENTS			
123	Protection of monuments	Task implementation area	Provision of archaeological supervision For the whole period of the earthwork's execution, the Contractor shall ensure the participation of a team of archaeological experts (archaeological supervision of the Contractor). This team shall be responsible for implementing and/or coordinating the following activities: a) carrying out prior archaeological surveys within the found archaeological sites, b) execution of works, within the found archaeological sites, in accordance with the conditions specified by the Voivodship Conservator of Monuments in the permit to carry them out, c) appropriate protection of valuable objects and other elements of the historical substance and transporting them from the area of works to a designated place or institution, d) preparation of an appropriate archaeological supervision action plan in the form of a Quality Assurance Plan.	Contractor
124	Protection of monuments	Task implementation area	Rules of conduct in case of discovery of movable monuments or archaeological sites If the Contractor, in the course of the works, discovers an object which is presumed to be a monument, it is obliged (taking into account the requirements in item 125 below): a) stop any works likely to damage or destroy the discovered objects and secure, by the means available, this object and the discovery site, b) immediately notify the Voivodship Conservator of Monuments, and if this is not possible, the Mayor of Kostrzyn nad Odrą. The Contractor shall at the same time notify the Engineer accordingly about the above scope,	Contractor

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Item	Issue	Place	Mitigation measure	Responsible party
			<p>c) immediately notify the archaeological expert team of the Contractor, and the Director of the Kostrzyn Fortress Museum,</p> <p>d) enable and ensure carrying out documentation activities, archaeological surveys and other necessary actions indicated by the team of archaeological experts of the Contractor and/or administrative bodies responsible for securing the objects and other monumental substance,</p> <p>e) in the case of immovable monuments, upon completion of the actions described in item d), the guidelines and other actions specified by the team of archaeologists / or administrative bodies responsible for securing the objects and other monumental substance must be implemented, the Contractor shall develop a procedure to be followed in case of finding an object, which has the features of a monument.</p>	
125	Protection of monuments	Task implementation area	<p>Obtaining the permit of the Voivodship Conservator of Monuments</p> <p>In order to implement the provisions of the EMP related to the Protection of Cultural Heritage and Historical Monuments, the Contractor, if necessary, shall also obtain, on the basis of the power of attorney granted by the Employer, the permission of the Voivodship Conservator of Monuments (VCM) to carry out rescue archaeological surveys.</p>	Contractor
126	Protection of monuments	Task implementation area	<p>Protection of objects found in the municipal record of monuments</p> <p>The Contractor shall protect objects found in the municipal record of monuments (except for the bridge intended for demolition) in the area of the Task implementation and its immediate vicinity against damage, and in case of their damage, shall carry out appropriate repairs.</p> <p>The method of protection and conditions of carrying out works in the vicinity of the objects found in the municipal record of monuments shall be described in the construction site organisation project and agreed with the Contractor's architectural supervision.</p>	Contractor
O	REQUIREMENTS FOR THE CONTRACTOR'S PERSONNEL INVOLVED IN THE IMPLEMENTATION OF THE EMP			
127	Implementation and reporting on the EMP implementation	Task implementation area	<p>Training of the Contractor's staff in the EMP implementation</p> <p>The Contractor is responsible for conducting the training (concluded with a test verifying the knowledge of the participants) on the terms and conditions of the EMP and protective guidelines during the construction process for its management and engineering and technical staff supervising the construction site, which should be prepared with the assistance of its environmental supervision. Employees of the Contractor who will deal with fuels and other petroleum-derivative substances and other substances harmful to the health and the environment shall be trained in the principles of the soil and water environment protection and application of protection measures, including the use of sorbents.</p> <p>In the monthly reports submitted to the Engineer, the Contractor shall provide information on the state of training of the Contractor's personnel in the EMP conditions in the current reporting period.</p>	Contractor
128	Implementation and reporting on the EMP	Task implementation area	<p>Appointment of the EMP coordinator in the Contractor's team</p> <p>A person will be appointed in the Contractor's team to coordinate and supervise activities related to the implementation of the EMP.</p>	Contractor

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Item	Issue	Place	Mitigation measure	Responsible party
	implementation		<p>The duties of such person will include, inter alia:</p> <ul style="list-style-type: none"> • supervision of the implementation of particular EMP conditions in subsequent stages of the Task implementation; • ongoing monitoring of the status of implementation of particular conditions from the Attachments 1 and 2 in the Task implementation area; • keeping the management of the Contractor's team informed about the obligations resulting from the EMP at a given stage of works as well as about any problems with the implementation of the EMP; • cooperation with the remaining part of the Contractor's team (including in particular the supervision of the environmental supervision team of the Contractor referred to in item 129) in ensuring the implementation of the EMP; • reporting on the implementation of the EMP (in accordance with the rules set out in items 134 - 135); • cooperation with persons responsible for the implementation of the EMP in the team of the Engineer and the Employer. <p>The EMP Coordinator cannot be a member of the Contractor's environmental supervision team. The person appointed to the above mentioned function requires the Engineer's approval</p>	
129	Implementation and reporting on the EMP implementation	Task implementation area	<p>Provision of environmental supervision team of the Contractor</p> <p>Throughout the Task implementation period, the Contractor shall ensure the participation of a team of environmental experts (environmental supervision), composed of representatives of the following specialities:</p> <ul style="list-style-type: none"> a) botanist-phytosociologist (natural habitats and protected plant species); b) dendrologist (principles of tree care and protection); c) zoologist-fish fauna specialist (fish and aquatic animal species); d) zoologist-herpetologist (amphibians and reptiles); e) zoologist-bird fauna specialist (birds); f) zoologist-mammalian fauna specialist (non-flying mammals), g) zoologist-chiropterologist (bats), h) zoologist - entomologist (insects). <p>These experts will be involved in the implementation of selected mitigation and monitoring activities specified in the EMP, and in particular:</p> <ul style="list-style-type: none"> a) mitigation activities listed in the Attachment 1 to the EMP in the items, in particular: 17, 26, 28, 30, 31 – 36, 41- 44, 49, 53 - 58, 62 – 69, 87, 99, 134 - 137; b) monitoring activities listed in the Attachment 2 to the EMP in the items, in particular: 17, 26, 	Contractor

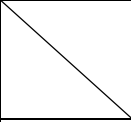
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Contract 1.B.5/2 - Reconstruction of the bridge to ensure minimum clearance - road bridge in km 2.45 of the Warta River in Kostrzyn nad Odrą

Item	Issue	Place	Mitigation measure	Responsible party
			28, 30, 31 – 36, 41- 44, 49, 53 - 58, 62 – 69, 87, 99, 134 - 137. The personal composition of the environmental experts' team requires the Engineer's approval. One member of the environmental supervision team may represent a maximum of two environmental specialisations listed in items a) to h) above.	
130	Implementation and reporting on the EMP implementation	Task implementation area	Tasks of the environmental supervision team of the Contractor The task of environmental supervision will be to take appropriate protective measures in the event of identification of risk to protected species of fauna and flora as the result of execution of works. In particular, the duties of the environmental supervision should include: <ul style="list-style-type: none"> - prior to the commencement of the Task implementation, checking the area, in which the works are to be carried out in terms of the presence of protected species sites (see item 31); - if habitats and species of fauna and flora subject to protection are found, for which it will be necessary to breach the prohibitions set out in the applicable regulations, obtaining of appropriate permits for the execution of these activities before commencing construction works (see items 33 - 36); - carrying out supervision in the course of execution of construction works, including in particular these consisting in removal of trees and shrubs, designation of habitats and sites of protected species, restoration of green areas, bridge demolition, works in the river beds and oxbow lakes (see also items 32, 41 - 47, 53 - 58). - training of the Contractor's employees on how to deal with situations posing a risk to the natural environment occurring on the construction site, including activities related to the control of places, which may constitute traps for small animals, referred to in item 44. 	Contractor
131	Implementation and reporting on the EMP implementation Protection of human health and safety	Task implementation area	Provision of sapper supervision team The Contractor will ensure the participation of the sapper supervision team for the whole duration of the Task implementation period. Such team will be involved in the implementation of selected mitigation activities specified in the EMP (in particular the activities listed in item 107). Depending on the needs, the sapper supervision team may consist of at least one or more persons holding relevant industry licences. The team composition of the sapper supervision team requires the Engineer's approval.	Contractor
132	Implementation and reporting on the EMP implementation Protection of cultural goods	Task implementation area	Providing a team of archaeologists' experts During execution of earthworks, the Contractor will ensure the participation of a team of archaeological experts. These experts will be involved in the implementation of selected mitigation measures identified in the EMP (in particular these described in items 123 - 126). The members of the archaeologists' expert team must have appropriate professional licences. The composition of the archaeological expert team requires the approval of the Engineer. Prior to the commencement of works, the Contractor shall submit for the approval by the Engineer a Quality Assurance Plan for the activities of the archaeological expert team.	Contractor
133	Implementation	Task implementation area	Supervision of occupational health and safety services	Contractor

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Item	Issue	Place	Mitigation measure	Responsible party
	and reporting of the implementation of the EMP Protection of human health and safety		During the Task implementation period, the Contractor shall ensure constant supervision of occupational health and safety services. The scope of responsibilities, qualifications and personnel composition of the Contractor's occupational health and safety services shall be in accordance with the Polish Labour Law. Prior to the commencement of works, the occupational health and safety supervision of the Contractor shall conduct dedicated training for the Contractor's personnel in the scope of occupational safety and accident risk during the Task implementation.	
P	REQUIREMENTS FOR THE REPORTING OF THE EMP IMPLEMENTATION			
134	Implementation and reporting on the EMP implementation	Task implementation area	<p>Reporting on the state of implementation of the EMP in monthly reports</p> <p>During the Task implementation period, the Contractor shall submit monthly reports to the Engineer on the implementation of conditions specified in the EMP (in the form of a checklist together with the necessary attachments, including reports on the implementation of environmental supervision).</p> <p>The Contractor shall prepare a template of the above report (checklist) and obtain the Engineer's approval for this document.</p> <p>Depending on the circumstances, the Engineer may require from the Contractor to submit additional reports concerning, among other things, crisis situations, implementation of selected items of the EMP and other things.</p>	Contractor
135	Implementation and reporting on the EMP implementation	Task implementation area	<p>Discussing the implementation of the EMP during working meetings and construction site meetings</p> <p>During the Task implementation period, monthly meetings of representatives of the PIO, Engineer and Contractor will be held to discuss and control the implementation of mitigation and monitoring measures specified in the EMP.</p> <p>Regardless of the above, current requirements and problems related to the implementation of the EMP will be discussed at all construction site meetings.</p>	Project Implementation Office, Contractor
<div style="text-align: center;">  </div>	Implementation and reporting on the EMP implementation	Task implementation area	<p>Reports of the Contractor's environmental supervision team</p> <p>The Contractor's environmental supervision team carries out reporting:</p>	Contractor
			<p>a) preparing periodic reports (monthly, quarterly and final reports) on the implementation of conditions specified in the EMP (in the form of a checklist with the necessary attachments, including reports on the implementation of environmental supervision) submitted to the Engineer and requiring his / her approval,</p>	
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Item	Issue	Place	Mitigation measure	Responsible party
137			<p>b) preparing reports to be submitted to the environmental authorities in accordance with the terms of decisions authorising derogations from the prohibitions applicable to species subject to species protection (see also items 33 to 36).</p> <p>The preparation of the documents indicated in items a) and b) shall be the responsibility of the coordinator for the EMP in the Contractor's team.</p>	
R	SPECIFIC REQUIREMENTS OF THE ES WORLD BANK POLICIES			
138	<p>Protection of health and safety of people</p> <p>Protection of water</p> <p>Protection of natural resources</p>	Task implementation area	<p>ES Code of Conduct</p> <p>The Contractor shall take all necessary measures to ensure that the Contractor's personnel are informed about the ES Code of Conduct submitted with the bid and described in item 6.13 of the EMP text, including specific prohibited behaviours, and that they understand the consequences of engaging in such prohibited behaviours.</p> <p>The Contractor shall also ensure that the ES Code of Conduct is visibly presented in the places where the Contractor's personnel are located.</p> <p>The condition applies to the Contractor and its staff, regardless of the legal form of cooperation and respectively to Subcontractors and their staff.</p>	Contractor
139	<p>Protection of health and safety of people</p>	Task implementation area	<p>Prevention of sexual harassment and mobbing</p> <p>The Contractor shall ensure that during the execution of the Contract, such conditions are in place as to prevent mobbing and sexual harassment to its staff and Subcontractors' staff, as well as to other persons (whether related to the execution of the Contract or third parties).</p>	Contractor
140	<p>Protection of health and safety of people</p>	Task implementation area	<p>Awareness-raising on the prevention of sexual harassment and mobbing</p> <p>The Contractor shall, through an approved and qualified service provider, conduct training and implement an awareness-raising programme on the prevention of sexual harassment and mobbing. These activities shall be carried out throughout the entire term of the Contract, including the period of notification of defects at least every two months. These actions will have the form of information, education and awareness-raising campaigns.</p>	Contractor
141	<p>Protection of health and safety of people</p>	Task implementation area	<p>Reporting cases of sexual harassment and mobbing</p> <p>It is the Contractor's duty to inform the Engineer immediately about all reported cases and suspicions concerning sexual harassment and mobbing.</p> <p>All reported cases and suspicions concerning sexual harassment and mobbing should be entered into the register of complaints and requests kept by the Contractor.</p> <p>In the case of mobbing or sexual harassment, the Contractor shall be obliged to take actions aimed at immediate termination of such behaviour and to take all legal measures against the perpetrators of such behaviour. The Contractor shall be also obliged to provide all necessary assistance and support to the victims of such conduct.</p>	Contractor
142	<p>Protection of health and safety of people</p>	Task implementation area	<p>Ensuring that staff employed in the implementation of the Task can submit complaints and requests</p> <p>The Contractor will inform all employees on the construction site about the possibility of lodging</p>	Contractor

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Item	Issue	Place	Mitigation measure	Responsible party
			complaints about working and pay conditions and will provide an information leaflet with the necessary information on how to lodge complaints and requests, in which it will ensure that there are no repercussions for the person reporting a problem. The Contractor will keep a register of complaints and requests. The content of the leaflet and the format of the register will be agreed with the Engineer.	
143	Protection of health and safety of people	Task implementation area	Ensuring accident-free working conditions The Contractor shall ensure such conditions in the Task area and outside the Task area (during activities related to the execution of the Task, e.g. during transport) as to prevent accidents involving persons related to the execution of the Contract, including Contractor's, Engineer's, Investor's, Subcontractors' staff, etc., as well as third parties. In the event of such accidents, it is necessary to: <ul style="list-style-type: none"> • immediately ensure proper handling of the injured party • secure the location of the accident • inform the Engineer as soon as possible about the accident and the Contractor's reaction to the accident • notify the relevant services and allow them to reach the place of the accident. 	Contractor
144	Protection of health and safety of people	Task implementation area	Conditions of employment of young workers In connection with the execution of the Contract, Contractor may employ only such a juvenile who is at least 15 years old, has completed primary school of at least eight years duration and has presented a medical certificate stating that the work in question does not endanger his / her health. The Contractor shall ensure that juvenile employees (persons under 18 years of age) will not perform works prohibited to juvenile employees, specified in relevant regulation (see p. 6.14 of EMP).	Contractor
145	Protection of health and safety of people	Task implementation area	The Contractor shall be obliged to apply and comply with all labour law regulations in force in Poland, in particular all provisions of the Labour Code, and shall act in accordance with the ES Code of Conduct. In particular, the following issues should be reflected in the Contractor's employment policy and the remuneration regulations: <ul style="list-style-type: none"> • Ensuring equal pay for employees performing the same work without taking into account gender, sexual orientation or age. • ensuring that persons employed in the Contract are not persecuted or discriminated against on the basis of gender, sexual orientation and age. • ensuring that the Contractor, in accordance with the possibilities and conditions and the Polish Labour Code provisions, will meet the living and social needs of employees in the workplace. • ensuring by the Contractor to make it easier for employees to improve their professional qualifications. 	Contractor
S	GUIDELINES FOR DEALING WITH THE SITUATION IN THE EVENT OF AN EPIDEMIC OR EPIDEMIC EMERGENCY STATE IN FORCE DURING THE EXECUTION OF WORKS			
146	Protection of health	Task implementation area	In the event that an epidemic or epidemic emergency state is in force during the execution of works, the Contractor is obliged to:	Contractor

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Item	Issue	Place	Mitigation measure	Responsible party
	and safety of people		<ul style="list-style-type: none"> a) to provide the persons on the Construction Site with all necessary precautions to maintain the health and safety of workers, Contractor's Personnel, to the extent described in the Terms and Conditions of the Contract, in particular to introduce appropriate measures to avoid or minimise the spread of diseases, including measures aimed at avoiding or minimising the transmission of infectious diseases that may be associated with the inflow of temporary or permanent labour, related to the execution of the Contract, in the manner specified in the applicable Law, e.g. in regulations issued pursuant to the Article 46a of the Act of 5 December 2008 on preventing and combating infections and infectious diseases in humans (i.e. Journal of Laws of 2019, item 1239 as amended) on establishing certain restrictions, orders and prohibitions in connection with the occurrence of an epidemic state, b) designate a person responsible under the Contract for matters relating to the health and safety at work during an epidemic or epidemic emergency state, c) implement relevant recommendations of the World Bank and sanitary services in the Republic of Poland, d) cooperate with the Employer and the Engineer, in particular, provide current information on the precautions taken or planned, including the appropriate protection of the Construction Site against unauthorised access, the procedures introduced and the appropriate updating of the documents described in item 6.13, in particular the Health and Safety Protection Plan, Waste Management Plan, Construction Site Organisation Design, Management Strategies and ES Implementation Plans, e) organise information action (e.g. in the form of posters and instructions on the site) on the symptoms and signs of infection, virus spread, protection measures (including regular hand washing) f) organise training for workers, Contractor's personnels at least in the scope of: <ul style="list-style-type: none"> i. updated procedures and documents, ii. symptoms and signs of COVID-19 (or any other infectious disease in connection with an established epidemic/ epidemic emergency situation), including self-monitoring of symptoms, spread of the virus, available protection measures, iii. procedures in case of noticing symptoms of the disease in oneself and others, iv. regulations in force concerning the quarantine of workers and their families, remuneration for the period of illness, isolation or quarantine, the provision of health care, including sanitary transport, carried out in connection with the prevention of infection, v. applicable procedures for signalling infringements or reporting complaints by employees, vi. waste handling - e.g. masks, gloves, disinfectants and cleaning products 	

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Item	Issue	Place	Mitigation measure	Responsible party
			In the course of an epidemic emergency or epidemic state, within the scope of the law, training should be provided by electronic means of communication or in the form of self-education. The above rules should be applied in an appropriate manner in the event of declaring an epidemic state or epidemic emergency state in connection with another infectious disease in the Republic of Poland.	