

## Appendix 1 Plan of mitigation measures

NOTE:

This Appendix to the Environmental Management Plan (EMP) for the Works Contract 3A.3 *Section 4 - Right embankment of the Vistula from the Skawinka estuary to the Kościuszko* barrage specifies the terms and conditions for the implementation of the Contract in terms of actions mitigating negative impact on the environment. The costs and the schedule of implementation of these actions should be included in the tender offer.

**ENVIRONMENTAL MANAGEMENT PLAN FOR THE WORKS CONTRACT 3A.3 SECTION 4 - RIGHT EMBANKMENT OF THE VISTULA FROM THE SKAWINKA ESTUARY TO THE KOŚCIUSZKO BARRAGE**

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Conditions described in Appendix 1 to the EMP are grouped in the following categories:

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Definitions of the table in Appendix 1 of the EMP:

1. Unless otherwise stated, the definition **Contract Area** refers to the area of performance of any preparatory works, main works (including Permanent and Temporary Works) and any other works related to removal of faults and defects or completion of unfinished works enlisted in the Take-over Certificate or reported in the Defects Liability Period, Guarantee and Warranty together with the area of necessary temporary occupancy.
2. Unless otherwise stated, the definition **Contract Implementation Period** refers to the period of performing any preparatory works, main works (including Permanent and Temporary Works) and any other works related to removal of faults and defects or completion of unfinished works enlisted in the Take-over Certificate or reported in the Defects Liability Period, Guarantee and Warranty.

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
<b>A. REQUIREMENTS ON SCHEDULE OF WORKS</b>					
1		Schedule of works	The Contract area	<p><b>EMP conditions on the schedule of works</b></p> <p>When setting work schedules and at the stage of their implementation, the EMP conditions regarding the dates and time of conducting various types of work should be taken into account, described in detail in the consecutive items of the table, including, but not limited to:</p> <ul style="list-style-type: none"> <li>a) acceptable hours of works (see item 65);</li> <li>b) acceptable dates for removing (felling) trees and shrubs (see items 27 and 28);</li> <li>c) dates of environmental inspection before removal (felling) of trees (see item 28);</li> <li>d) the optimal date for conducting works within the root volumes of trees and shrubs (see item 32);</li> <li>e) dates of inspections related to ensuring the protection of small animals on the site (see items 37 and 38);</li> <li>f) agreeing deadlines for carrying out land reclamation works (see item 47);</li> <li>g) deadlines for reporting the implementation of the EMP (see item 96).</li> </ul>	Contractor/Site Manager
2		Schedule of works	The Contract area with access roads and their neighbourhood	<p><b>EMP conditions on activities to be carried out before or at the initial stage of works</b></p> <p>When setting work schedules and at the stage of their implementation, the EMP conditions should be taken into account regarding activities to be carried out before or at the initial stage of works, described in detail in the following items of the table, including, but not limited to:</p> <ul style="list-style-type: none"> <li>a) conditions for building and equipping the construction site facilities, service roads and sites (see items 13, 14, 15, 37, 51,</li> </ul>	Contractor/Site Manager

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				<p>54, 55, 56, 57, 58, 59, 60, 61, 62, 71, 72, 75, 76, 77, 82, 83).</p> <p>b) conditions for the road access to the construction site (see item 3, 4, 5, 6, 7, 8, 9, 10, 11, 12);</p> <p>c) the condition for removing and securing the topsoil/mineral soil (see item 21, 22, 23, 24, 25, 26);</p> <p>d) the condition for securing trees and shrubs unintended for removal (felling) (see item 29);</p> <p>e) conditions for the implementation of environmental inventories (see item 35);</p> <p>f) the condition for securing the building site against the entry of small animals (see item 37);</p> <p>g) the condition for obtaining decisions authorizing exceptions to the principles of species protection of plants, fungi and animals (see item 44, 45);</p> <p>h) conditions for the development of selected documents (see items 20, 44, 74, 79, 84, 88, 92, 93, 94, 96);</p> <p>i) conditions for documentation of technical condition of buildings and infrastructure facilities (see item 8, 81);</p> <p>j) the condition for explosive ordnance survey of the site (see item 80);</p> <p>k) the condition for inventory of illegal landfills and waste disposal (see item 78);</p> <p>l) the condition for compliance with the opinion of the heritage conservator (see item 87);</p> <p>m) the condition for obtaining the Engineer's approval for the appointed person to be EMP co-ordinator and the composition of the team of environmental experts, the team of archaeological experts and the team of sappers(see items 91, 92, 93, 94).</p> <p>n) the condition for training on the guidelines of the EMP implementation (see item 90).</p>	

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<b>B. REQUIREMENTS ON ROAD ACCESS TO THE CONTRACT AREA</b>					
3	I.1.2.e I.1.2.b	Earth surface protection	Access roads to the Contract area with their neighbourhood	<p><b>Conditions for using access roads to the Contract area</b></p> <p>The following conditions apply to the use of access roads to the Contract area:</p> <ul style="list-style-type: none"> <li>a) access to the <i>Contract area</i> should be based on existing roads;</li> <li>b) the Contractor shall ensure proper marking of all access roads to the <i>Contract area</i>, in accordance with applicable law and arrangements with relevant Road Managers. These markings will be regularly inspected, and in the event of their destruction or theft, the Contractor will immediately take action to restore or complement them;</li> <li>c) The aforementioned requirements shall be observed by the Contractor also in case of organizing the water transportation.</li> </ul>	Contractor/Site Manager
4		Health and safety protection, Protection of tangible properties	Access roads to the Contract area with their neighbourhood	<p><b>Conditions for using access roads to the Contract area</b></p> <p>The Contractor shall ensure protection of people against increased traffic volume on roads used during construction works. During the contract period, the Contractor will provide, install and operate all temporary safety devices (e.g. traffic lights, information boards, safety barriers), thus ensuring the safety of vehicles and pedestrians.</p> <p>The Contractor shall apply and observe any regulations and rules of in-land navigation in case of using water transportation for the works.</p>	Contractor/Site Manager
5		Earth surface protection	Access roads to the Contract area with their neighbourhood	<p><b>Conditions for using access roads to the Contract area</b></p> <p>Compacted surfaces (e.g. technological and access roads) and related facilities applied for their proper application, used by the cars transporting building materials and aggregate, should be kept in a proper technical condition;</p>	Contractor/Site Manager

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6		Health and safety protection, Protection of tangible properties, earth surface protection	Access roads to the Contract area with their neighbourhood	<p><b>Conditions for using access roads to the Contract area</b></p> <p>The Contractor shall comply with the statutory load limits on the axle when transporting materials and equipment to and from the <i>Contract area</i>. The Contractor shall obtain all necessary permits for the transport of non-standard loads and shall notify the Engineer of any such transport on a continuous basis;</p>	Contractor/Site Manager
7		Health and safety protection, Protection of tangible properties, earth surface protection	Access roads to the Contract area with their neighbourhood	<p><b>Conditions for using access roads to the Contract area</b></p> <p>The Contractor will be liable for any damage to civil structures and buildings, roads, drainage ditches, culverts, water and gas pipelines, power poles and lines, cables, geodetic control points and installations of any kind, and other types of objects such as vertical and horizontal markings, navigation markings, information boards, cultural heritage structure, etc., caused by him or his subcontractors, service providers and suppliers during the implementation of the Contract. The Contractor is also responsible for restoring the flow of ditches and drainage systems in the area of works and used transport roads, in the event of damages caused by the performance of works and transport connected with the works,</p> <p>the Contractor shall immediately repair any damage at their own expense and, if necessary, carry out other work ordered by the Engineer;</p>	Contractor/Site Manager

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8		Earth surface protection	Access roads to the Contract area with their neighbourhood	<p><b>Conditions for using access roads to the Contract area</b></p> <p>a) the Contractor is obliged to provide photographic documentation of the entire Contract area and access roads, with particular reference to the technical condition of roads and buildings located in the vicinity of the roads for transporting building materials. The completed documentation should be described with the place and the date of development thereof;</p> <p>b) prior to the commencement of works, the Contractor shall carry out site inspections in the presence of Road Managers, subsequently to which the protocols of the condition of access roads to the <i>Contract area</i> shall be developed. Based on the protocols, the Contractor will be obliged to restore the technical condition of the roads;</p>	Contractor/Site Manager
9		Health and safety protection, Protection of tangible properties, earth surface protection	Access roads to the Contract area with their neighbourhood	<p><b>Conditions for using access roads to the Contract area</b></p> <p>a) the Contractor is obliged to agree with Administrators of roads and of the navigation route the traffic management plan and security of the works. The Contractor is obliged to carry out the traffic management according to agreed designs (marking and securing of the <i>Contract area</i>, marking of detours and recommended marking of roads, related to the change in traffic management etc.);</p> <p>b) prior to the commencement of works, the Contractor shall submit to the Engineer for approval the traffic management plan and security of works as agreed upon with Road Managers as well as the traffic management schedule. Depending on the needs and progress of works, traffic management plans should be updated by the Contractor on a regular basis;</p>	Contractor/Site Manager
10		Health and safety protection, Protection of tangible properties, earth surface protection	Access roads to the Contract area with their neighbourhood	<p><b>Conditions for using access roads to the Contract area</b></p> <p>The Contractor is obliged to provide access routes for ambulances and fire brigades throughout the whole period of works, to designate roads, exits and pedestrian crossings and parking spaces for vehicles used on site.</p>	Contractor/Site Manager



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11		Protection of tangible properties, earth surface protection, water protection, Protection of animate nature	Access roads to the Contract area with their neighbourhood	<p><b>Additional conditions regarding access roads to the Contract area</b></p> <p>Delivery of materials and traffic of vehicles, machines and equipment servicing the construction site should be carried out on existing public, forest or dirt roads, while applying the navigation route, in the first place.</p>	Contractor/Site Manager
12		Protection of tangible properties, earth surface protection, water protection, Protection of animate nature	Access roads to the Contract area with their neighbourhood	<p><b>Setting out new access roads to the Contract implementation area</b></p> <p>When necessary to make an additional access road to the <i>Contract area</i>, it should be outlined as the shortest possible section, outside the areas of high natural value.</p> <p>Planned locations of access roads should be agreed with the team of environmental experts (including, among others, a phytosociologist) and submitted along with the abovementioned agreements, for the approval by the Engineer.</p> <p>The aforementioned establishments are also related to potential new reloading sites associated with application of water transportation for deliveries of soil.</p>	Contractor/Site Manager/Environmental Team-phytosociologist

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<b>C. REQUIREMENTS ON LOCATIONS OF SITE FACILITIES AND SERVICE ROADS AND YARDS</b>					
13	I.1.2.a I.1.2.f	Water and soil protection, Protection of animate nature	The Contract area	<p><b><i>Obligation to build site facilities, service roads and yards</i></b></p> <p>Construction site facilities, service roads and yards must be completed prior to the commencement of construction works.</p> <p>Construction site facilities are used to store building materials, garaging, refueling and repairing vehicles, machines and equipment, and to provide location of social facilities (locker rooms, office, workshop, portable sanitary cabins) and waste containers.</p> <p>Equipment for site facilities should meet, among others, conditions provided for in items 37, 51, 54, 55, 56, 57, 58, 59, 60, 61, 62, 71, 72, 75, 76, 77, 82, 83.</p> <p>When planning the abovementioned facilities of the construction site their space should be limited to the necessary minimum.</p>	Contractor/Site Manager

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14	I.1.2.f	Earth surface protection, habitat protection, protection of the soil and water environment, Acoustic climate protection	<i>The Contract area</i>	<p><b>Conditions for the location of construction site facilities, yards, storage/disposal sites, etc.</b></p> <p>Materials storage place, social facilities and parking space for machines and equipment should be located:</p> <ul style="list-style-type: none"> <li>a) in the areas with the lowest natural values, taking into account the principle of minimizing land take and transformation of its area and the obligation of land reclamation after completion of works,</li> <li>b) outside the immediate vicinity of flood waters of the river and outside the areas where water may be contaminated,</li> <li>c) outside the embanked area,</li> <li>d) at a distance of not less than 100 m from existing watercourses, water reservoirs and wetlands;</li> <li>e) in the areas ensuring no impact of noise on acoustically protected areas.</li> </ul> <p>The locations intended for site facilities and the abovementioned components of the construction site should be agreed with a team of environmental experts (including a phytosociologist and zoologists) and presented for the Engineer's approval together with expert agreements.</p>	Contractor/Site Manager/Environmental Team

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15	I.1.2.f	Protection of animate nature, water protection, earth surface protection	<i>The Contract area</i>	<p><b>Conditions for the location of service roads</b></p> <p>Service roads should be located:</p> <ul style="list-style-type: none"> <li>a) outside the areas with the highest natural values; if the condition cannot be met in a given location, service roads should be located in the immediate vicinity of works, taking up minimum necessary space of the areas;</li> <li>b) at the maximum possible distance from existing watercourses, water reservoirs and wetlands;</li> <li>c) in the first place on existing roads, including existing roads linear to and on flood banks;</li> </ul> <p>The locations intended for service roads should be agreed with a team of environmental experts (including a phytosociologist) and presented for the Engineer's approval together with expert agreements.</p>	Contractor/Site Manager/Environmental Team
16	I.1.2.a	Earth surface protection, water and soil protection	<i>The Contract area</i>	<p><b>Economical use of the site and limitation of works on the embanked area</b></p> <p>In the whole Contract area, economical use of the site should be ensured as well as a minimum transformation of its area.</p> <p>All works related to the implementation of the Contract should be carried out to the maximum extent possible outside the areas of the existing embanked area.</p>	Contractor/Site Manager
17		Earth surface protection, water and soil protection	<i>The Contract area</i>	<p><b>Economical use of the site - materials storage place</b></p> <p>When outlining storage spaces, their number and area should be limited to the extent necessary for the current works or activities.</p> <p>In the case the areas intended for storage of materials become empty, such areas should be reused as far as possible for further storage of materials.</p>	Contractor/Site Manager

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18		Land acquisition for permanent occupancy	<i>The Contract area</i>	<b>Buy-outs and compensation</b> Buy-outs and compensation as well as assistance for individuals affected by the Project (pursuant to Land Acquisition and Resettlement Action Plan).	PIU/Contractor's Team/Engineer
19		Land acquisition for temporary occupancy	<i>The Contract area</i>	<b>Payment of compensation</b> Payment of compensation by the Contractor for temporary occupancy prior to commencement of works (in accordance with the Land Acquisition and Resettlement Action Plan).	PIU/Contractor's Team/Engineer
<b>D. REQUIREMENTS ON THE QUALITY AND MANAGEMENT OF SOILS</b>					
20		Water and soil protection	<i>The Contract area</i>	<b>Management of the soils from within the construction site</b> Soils located on the construction site (including earth masses) should first be used on the construction site. The remaining excess of soil should be managed in accordance with the design documentation. The procedure for dealing with soil constituting waste should be presented in the Waste Management Plan prepared by the Contractor and submitted to the Engineer for approval prior to the commencement of works (in accordance with item 74 – preparation of a Waste Management Plan (PGO)).	Contractor/Site Manager

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<b>E. REQUIREMENTS ON PROCEEDING WITH TOPSOIL/MINERAL SOIL</b>					
21	I.1.2.r I.1.2.n	Soil protection, Protection of animate nature	<i>The Contract area</i>	<p><b>Collecting the top layer of soil</b></p> <p>In order to protect the layer of topsoil from the Contract area:</p> <ul style="list-style-type: none"> <li>a) prior to the commencement of earthworks on a given area, it should be inspected for the presence of protected species;</li> <li>b) prior to the commencement of construction works in individual parts of the Contract area, a layer of fertile soil (i.e. topsoil) should be removed, with a thickness of not less than 0.1 m (this condition applies to all locations in the Contract area where the existing topsoil layer could be degraded in relation to conducting works, driving and operating vehicles, machinery and equipment, storing materials, etc.);</li> <li>c) works related to the removal of the layer of topsoil shall be carried out from September to February;</li> <li>d) earthworks should be carried out under the supervision of a naturalist.</li> </ul>	Contractor/Site Manager/Environmental Team

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22	I.1.2.r	Soil protection, Protection of animate nature	<i>The Contract area</i>	<p><b>Storing of topsoil</b></p> <p>The removed layer of top-soil shall be stored in the following way:</p> <ul style="list-style-type: none"> <li>a) removed topsoil shall be stored beyond the area of earthworks in piles;</li> <li>b) the precise location of topsoil piles should be pre-arranged with a team of environmental experts (including phytosociologist and zoologist), so that topsoil storing does not degrade natural habitats and protected species, nor does it adversely affect the condition of trees and shrubs;</li> <li>c) storage piles of topsoil should be secured against: contamination, being driven over by vehicles, compaction, storage of building materials, etc.;</li> <li>d) storage piles of topsoil, until they are reused for final shaping of the embankment and adjacent areas, shall be kept in adequate humidity, in a manner allowing for its reuse – they should be systematically sprinkled, with a frequency depending on the weather.</li> </ul>	Contractor/Site Manager/Environmental Team
23	I.1.2.r	Soil protection, Protection of animate nature	<i>The Contract area</i>	<p><b>Use of topsoil</b></p> <p>Upon the completion of construction works the topsoil should be used to restore the fertile soil layer at later construction phase.</p>	Contractor/Site Manager/Environmental Team
24		Earth surface protection, soil protection.	<i>The Contract area</i>	<p><b>Collecting the mineral soil layer</b></p> <p>After removing topsoil, a ca. 40 cm layer of mineral soil should be removed (or more if bentonite mat has been laid).</p>	Contractor/Site Manager

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25		Soil protection, Protection of animate nature	<i>The Contract area</i>	<p><b>Storing the mineral soil</b></p> <p>The removed layer of mineral soil shall be stored in the following way:</p> <ul style="list-style-type: none"> <li>e) removed mineral soil shall be stored beyond the area of earthworks in piles;</li> <li>f) the precise location of mineral soil piles should be pre-arranged with a team of environmental experts (including phytosociologist and zoologist), so that mineral soil storing does not degrade natural habitats and protected species, nor does it adversely affect the condition of trees and shrubs;</li> <li>g) storage piles of mineral soil should be secured against: contamination, being driven over by vehicles, compaction, storage of building materials, etc.;</li> <li>h) storage piles of mineral soil, until they are reused for final shaping of the embankment and adjacent areas, shall be kept in adequate humidity, in a manner allowing for its reuse – they should be systematically sprinkled, with a frequency depending on the weather.</li> </ul>	Contractor/Site Manager/Environmental Team
26		Earth surface protection, soil protection.	<i>The Contract area</i>	<p><b>Use of mineral soil</b></p> <p>The stored mineral soil should be used at later stages of construction.</p>	Contractor/Site Manager



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<b>F. REQUIREMENTS ON REMOVING (FELLING) TREES AND SHRUBS</b>					
27	I.1.2.k	Protection of animate nature	<i>The Contract area</i>	<p><b>Permissible date of removing (felling) trees and shrubs</b></p> <p>Removal (felling) of trees and shrubs should be scheduled for the period from September the 1<sup>st</sup> to the end of February.</p> <p>It is permitted to carry out removal (felling) of trees and shrubs in another period provided that an ornithological inspection (inspection by an ornithologist expert) is carried out, which will verify and confirm that the birds' nests or breeding sites will not be destroyed as a result.</p>	Contractor/Site Manager/Environmental Team - ornithologist
28		Protection of animate nature	<i>The Contract area</i>	<p><b>Environmental supervision before and during removal (felling) trees with diameter above 40 cm</b></p> <p>In the case of removing trees with diameter above 40 cm, the following rules apply:</p> <ul style="list-style-type: none"> <li>a) removal (felling) of trees with diameter above 40 cm should be preceded by the inspection of these trees for the presence of protected species of invertebrates and bats, carried out by experts entomologist and chiropterologist, in no more than 1 week time before felling the tree;</li> <li>b) in case protected species of invertebrates and/or bats in trees planned for removal (felling) are detected, the experts will schedule acceptable deadlines and ways to carry out felling as well as determine the methods of dealing with the wood inhabited by protected animal species.</li> </ul> <p>The deadlines for removal (felling) as scheduled by the experts can not violate the conditions specified in item 27 - Permissible date of removal (felling) of trees and shrubs. For trees in which bats have been found, the optimal date for felling is the period from September the 1<sup>st</sup> to October the 31<sup>st</sup>;</p> <ul style="list-style-type: none"> <li>c) removal (felling) of trees with diameter above 40 cm will be carried out under the direct supervision of the above expert</li> </ul>	Contractor/Site Manager/Environmental Team

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				<p>entomologist and chiropterologist;</p> <p>d) in case representatives of protected invertebrate species and/or bats are found in the trees subject to removal (felling), the experts shall determine the methods of dealing with the wood inhabited by protected animal species and how to reduce the death rate of identified representatives of protected animals;</p> <p>e) in case protected species of invertebrates and/or bats in trees planned for removal (felling) or trees subject to removal ( felling) are detected, an administrative decision required by law should be obtained to allow for exceptions to the prohibitions applicable to protected animal species (if required in a given case);</p> <p>f) relocation of protected species of invertebrates and/or bats from trees planned for removal (felling) and/or from trees subject to removal (felling) can only take place under the direct supervision of the above mentioned experts entomologist and chiropterologist.</p>	

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<b>G. REQUIREMENTS ON PROTECTING TREES AND SHRUBS NOT INTENDED FOR REMOVAL (FELLING)</b>					
29	I.1.2.I	Protection of animate nature	<i>The Contract area</i>	<p><b>Protection of tree trunks not intended for removal (felling)</b></p> <p>Prior to the commencement of construction works, tree trunks exposed to mechanical damage should be wrapped in wood to a height of 2-3 m from the ground level (the bottom part of the boards should be supported on the ground). A flexible material (e.g. thick straw mats) should be placed between the cloaking and the tree trunk surface, in order to secure the trunk against scratching.</p> <p>The wooden cloaking should be attached to the trunk (e.g. with wire bands or steel tape) in a way that does not harm the tree.</p> <p>During the Contract implementation period, the condition of tree trunks exposed to damage should be monitored on an ongoing basis and the protection should be maintained in a proper condition.</p> <p>After the completion of works trunk protection should be removed.</p> <p>Works near root systems and trunks should be done by hand. It is not allowed to leave the root blocks uncovered for a long time to prevent them from drying out.</p>	Contractor/Site Manager/Environmental Team

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30		Protection of animate nature	<i>The Contract area</i>	<p><b>Protection of the areas under crowns of trees and shrubs</b></p> <p>Construction works should be carried out in a way that does not harm trees and shrubs that have not been intended for removal (felling).</p> <p>At a distance of less than 1 m from the edge of the protrusion of the crown of trees and shrubs not intended for removal (felling), it is forbidden to:</p> <ul style="list-style-type: none"> <li>outline roads and service yards, parking spaces and other elements that may influence the increase in tamping and changes in soil aeration;</li> <li>allow for traffic, stopover and parking of vehicles, machines and equipment;</li> <li>store earth masses (including topsoil) and building materials (in particular bulk materials);</li> <li>smoke or use fire, use equipment or machines producing high temperature that can cause drying of the crown of trees.</li> </ul> <p>The storage of cement, aggregates, diesel, fuels and binders is prohibited at a distance of less than 10 m from trunks of trees and shrubs not intended for removal.</p> <p>The method of forming and compacting embankments in the vicinity of trees and shrubs not intended for removal shall be agreed with an expert dendrologist, and the results of the findings should be submitted to the Engineer for approval.</p>	Contractor/Site Manager/Environmental Team - dendrologist

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
31		Protection of animate nature	<i>The Contract area</i>	<p><b>Preventive cutting of branches of trees exposed to damage</b></p> <p>In the case of exposure of tree boughs and branches to mechanical damage by working or moving vehicles, machines and equipment, preventive cutting of tree branches exposed to damage should be carried out.</p> <p>These pruning cuts - under the supervision of a dendrologist expert - cannot disturb the natural habit of trees (they cannot cover more than 1/3 of the green mass), they should ensure stability and statics of trees (pruning must be even on each side of the crown).</p>	Contractor/Site Manager/Environmental Team - dendrologist
32	I.1.2.m I.1.2.l	Protection of animate nature	<i>The Contract area</i>	<p><b>Carrying out works within root blocks of trees and shrubs</b></p> <p>Works in the vicinity of root blocks of trees and shrubs not intended for removal (felling) should only be carried out manually, subject to the following conditions:</p> <ul style="list-style-type: none"> <li>a) skeletal roots (with a diameter of over 4 cm) should not be cut off;</li> <li>b) excavations should be carried out no closer than 2 m from the trunk;</li> <li>c) the time of root exposure to drying should be shortened to the minimum (while maintaining the conditions referred to in item 33 - Protection of exposed roots of trees and shrubs);</li> <li>d) the suitable period for carrying out the work in question is from October to April,</li> <li>e) it is prohibited to store any materials, soil or construction waste near tree trunks,</li> </ul>	Contractor/Site Manager/Environmental Team - dendrologist
33		Protection of animate nature	<i>The Contract area</i>	<p><b>Securing of exposed roots of trees and shrubs</b></p> <p>Exposed roots of trees and shrubs not intended for removal (felling) should be covered with straw or jute mats. At positive temperatures, these mats should be abundantly moistened with water (to prevent drying of the roots), while at negative temperatures these mats should be dry (to avoid freezing of the roots).</p>	Contractor/Site Manager/Environmental Team - dendrologist

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
34		Protection of animate nature	<i>The Contract area</i>	<p><b>Securing of damaged trees and shrubs</b></p> <p>In case aboveground parts of trees and shrubs not intended for removal have been damaged, the necessary care measures should be carried out immediately, adequate to the place and type of damage.</p> <p>In case of root damage, the ends should be trimmed off and the roots secured with a fungicide.</p> <p>The abovementioned activities should be performed in consultation with the team of environmental experts (dendrologist expert), and after they have been completed, the Engineer should be presented with an opinion on the aforementioned team regarding the assessment of the activities.</p>	Contractor/Site Manager/Environmental Team - dendrologist
<b>H. REQUIREMENTS ON SECURING PROTECTED NATURAL RESOURCES</b>					
35	I.1.2.n	Protection of animate nature	<i>The Contract area</i>	<p><b>One-time nature inventory of the area of works before the commencement of works</b></p> <p>Prior to the commencement of works, a one-time nature inventory of the Contract area, performed by a team of environmental experts, referred to in item 92 - Providing a team of environmental experts.</p> <p>The purpose of the inventory is to determine the current distribution of natural habitats and habitats and sites of protected species of flora and fauna, including ongoing revision of information on the subject as included in the EIA Report (drawn up in 2014, together with later supplements) and in the Investment Data Sheet (drawn up in 2014).</p> <p>If the presence of natural habitats and habitats or protected sites of plant and animal species in the Contract area has been confirmed, it is necessary to do as follows:</p> <p>a) in the case of natural habitats - further actions should be agreed with a competent environmental team expert, and the results of the findings should be submitted to the Engineer for approval;</p> <p>b) in the case of habitats or sites of protected species - perform the actions referred to in item 44 (obtaining a decision allowing for</p>	Contractor/Site Manager/Environmental Team

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
				<p>exceptions to the principles of species protection of plants, fungi and animals for the habitats and sites of protected species indicated in the EIA and the Investment Data Sheet) and item 45 (obtaining a decision allowing for exceptions to the principles of species protection of plants, fungi and animals for newly detected habitats and sites of protected species);</p> <p>c) identified representatives of protected species (e.g. amphibians, reptiles, birds) should be relocated outside the Works Contract site to a place with similar habitat conditions, far away enough from the Works Contract site, so that animals cannot return to this area until the work has been completed. All work will require an appropriate administrative decision in accordance with the procedure indicated in the above item - b). (before relocating amphibians, you must obtain the permit of the owner or manager of the reservoir, watercourse or terrain to which they will be transferred);</p>	
36		Protection of animate nature	<i>The Contract area</i>	<p><b>Limiting the time of the Contract completion</b></p> <p>The Contractor should ensure such organization of works as to shorten the duration of the Contract as much as possible and in this way minimize the negative impact of works on animals living in the area of the Contract and its neighbourhood.</p>	Contractor/Site Manager
37	I.1.2.o	Protection of animate nature	<i>The Contract area</i>	<p><b>Securing the Contract area against small animals entering the site</b></p> <p>Works should be performed in such a way as to avoid killing animals.</p> <p>If seasonal migrations of amphibians are reported to take place on the Works Contract site, the area of works should be secured so that the amphibians cannot get to the site where they would be at risk - for this purpose, temporary fencing made of a compact material (e.g. transparent foil, tarpaulin, geotextile, geogrid) should be set up. Alongside the fencing, every 20-30 m shallow holes need to be dug (about 0.5x0.5x0.2 m) lined with foil as traps for roaming amphibians, which should be inspected twice a day – in the morning and in the late afternoon. If amphibians are found in them, they should be moved outside the Works Contract site to a place with similar habitat</p>	Contractor/Site Manager/Environmental Team – herpetologist and theriologist

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
				<p>conditions, far away enough from the Works Contract site, so that they cannot return to this area until the work has been completed.</p> <p>Determining the precise location of fencing securing the Contract area against animals entering the site and installation of the abovementioned fencing should be carried out under the supervision of an expert herpetologist and theriologist.</p> <p>The above-mentioned measures shall be performed without detriment to the implementation of the measures indicated in items 40 and 41.</p> <p>The measures undertaken by the herpetological supervision cannot increase mortality of protected species.</p> <p>The condition of the abovementioned fencing should be inspected on regular basis and any possible gaps should be immediately removed, including:</p> <ul style="list-style-type: none"> <li>a) from March the 1<sup>st</sup> to August the 31<sup>st</sup> these inspections should be carried out at least once every 3 days;</li> <li>b) from September the 1<sup>st</sup> to the end of February - not less than once every 10 days.</li> </ul> <p>Fencing inspections should be carried out with the participation of the abovementioned experts.</p>	



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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
38	I.1.2.s	Protection of animate nature	<i>The Contract area</i>	<p><b><i>Inspection of places that could be traps for small animals</i></b></p> <p>Every day in the morning inspect excavations and other places that can be traps for animals: amphibians, reptiles, small mammals.</p> <p>In the periods from March the 1<sup>st</sup> to May the 15<sup>th</sup> and from September the 15<sup>th</sup> to October the 15<sup>th</sup>, a second inspection should also be carried out every day in the late afternoon.</p> <p>Trapped animals should be collected and released outside the Contract area, to the place appropriate for a given species, which should be determined in agreement with an expert of the environmental team.</p> <p>The last inspection for the presence of animals in the excavations should be carried out immediately before backfilling the excavations.</p> <p>Inspections should be carried out under the guidance and in accordance with the guidelines of an expert herpetologist and theologian, who will also coordinate and indicate the places of release of trapped animal species.</p> <p>All wells, excavations and other anthropogenic structures which may be a trap for amphibians and small mammals should be secured according to the guidelines and under the guidance of the abovementioned expert herpetologist and the theriologist.</p>	Contractor/Site Manager/Environmental Team - herpetologist and theriologist
39	I.1.2.p	Protection of animate nature	<i>The Contract area</i>	<p><b><i>Ongoing liquidation of marginal water deposits in the Contract area</i></b></p> <p>During the Contract performance, it is necessary to permanently eliminate marginal water deposits in places which may interfere with ongoing or scheduled works as well as in places where ongoing or scheduled traffic of vehicles, machines and equipment is to be run.</p> <p>This measure aims to prevent the settlement of protected amphibian species in the Contract area during the performance of works. This activity should be carried out in consultation with a herpetologist, who will also supervise if the procedures are followed.</p>	Contractor/Site Manager/Environmental Team - herpetologist

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
40		Protection of animate nature	<i>The Contract area</i>	<p><b>Ensuring the possibility of safe migration of amphibians</b></p> <p>Works should be carried out in a manner that ensures the safe migration of amphibians, including the migration through designed internal roads within the Contract area. Detailed rules for meeting this condition should be agreed with a herpetologist, who will also supervise if the procedures are followed.</p> <p>The abovementioned agreements with a herpetologist should be submitted to the Engineer for approval.</p>	Contractor/Site Manager/Environmental Team - herpetologist
41	I.1.2.o	Protection of animate nature	<i>The Contract area</i>	<p><b>Trapping and relocating small animals from the Contract area</b></p> <p>If small animals are reported to inhabit the Contract area (amphibians, reptiles, small non-flying mammals, bats), in places where works may pose a threat to their life or health, they should be trapped and relocated from the Contract area to the appropriate habitats, located outside the impact of the works.</p> <p>These actions should be performed under the supervision of a competent environmental expert (herpetologist, theriologist and/or chiropterologist).</p>	Contractor/Site Manager/Environmental Team – herpetologist, theriologist, chiropterologist
42		Protection of animate nature	<i>The Contract area</i>	<p><b>Fighting foreign invasive plant species</b></p> <p>During the works, foreign invasive plant species should be removed (at least twice a year, in the entire Contract area), until they disappear and are replaced with local vegetation.</p> <p>Removal of foreign invasive plant species should be done by pulling out the plants (along with the root ball), transporting and then disposing of them.</p> <p>The actions should be carried out in accordance with detailed instructions specified by the phytosociologist expert.</p>	Contractor/Site Manager/Environmental Team - phytosociologist

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
43		Protection of animate nature	<i>The Contract area</i>	<p><b><i>Ongoing inspections of the team of environmental experts during the Contract implementation period</i></b></p> <p>Works and other works performed during the Contract implementation period should be carried out under the ongoing supervision of a team of environmental experts (referred to in item 92).</p> <p>These experts should, among others, carry out regular inspections of the entire area of the Contract (at least once a month) and submit their comments and recommendations to the Contractor's staff responsible for carrying out works in accordance with the EMP conditions.</p> <p>The notes from the inspections should be made in writing, attached to the monthly reports on the implementation of the EMP conditions (referred to in item 96 - Reporting the implementation status of the EMP).</p>	Contractor/Site Manager/Environmental Team

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
44		Protection of animate nature	<i>The Contract area</i>	<p><b><i>Obtaining a decision allowing for exceptions to the principles of species protection of plants, fungi and animals for the habitats and sites of protected species shown in the EIA and the Investment Data Sheet</i></b></p> <p>In respect of the resources of protected plant fungi and animals species, as shown in the Environmental Impact Assessment Report along with subsequent supplements, and in the Investment Data Sheet, the following actions should be performed before the commencement of construction works:</p> <p>a) The Contractor shall obtain and submit to the Engineer for approval a written opinion of the team of environmental experts including the specification of:</p> <ul style="list-style-type: none"> <li>• the extent of the possible impact of the works on the identified natural resources, and</li> <li>• the need to obtain the decision referred to in point b herein, and then, if it proves necessary in the light of the abovementioned opinion, the Contractor shall carry out the activities referred to in point b-d (hereunder);</li> </ul> <p>b) before taking any actions that may lead to the destruction of habitats and sites or flushing out the representatives of protected species), the Contractor is required to obtain the administrative decision required by law, allowing for exceptions to the binding prohibitions regarding protected species of plants, fungi and animals;</p> <p>c) the Engineer should be notified of the decision obtained;</p> <p>d) the Contractor is obliged to precisely and timely implement the conditions contained in the abovementioned decision.</p>	Contractor/Site Manager/Environmental Team

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
45		Protection of animate nature	<i>The Contract area</i>	<p><b>Obtaining a decision allowing for exceptions to the principles of species protection of plants, fungi and animals for new detected habitats and sites of protected species</b></p> <p>If prior to the commencement or during the performance of construction works in the Contract area, the presence of habitats or sites of protected species of flora and fauna has been reported (other than the sites referred to in item 44 - Obtaining a decision allowing for exceptions to the principles of species protection of plants, fungi and animals for the habitats and sites of protected species shown in the EIA and the Investment Data Sheet), then the Contractor shall undertake measures listed in item 44.</p>	Contractor/Site Manager/Environmental Team
46		Protection of animate nature	<i>The Contract area</i>	<p><b>Relocation of protected species</b></p> <p>Prepare a report and photographic documentation on the activities related to the relocation/destruction of existing plant or animal species. The report should be consistent with the guidelines indicated in the administrative decisions obtained. The report should state at least the type and quantity of relocated species, indicate the places from which and to which they will be relocated, the manner of relocation and the time.</p>	Contractor/Site Manager/Environmental Team
<b>I. REQUIREMENTS ON RECREATION OF THE SITE AFTER THE COMPLETION OF CONSTRUCTION WORKS</b>					
47	I.1.2.t I.1.2.w	Protection of animate nature	<i>The Contract area</i>	<p><b>Recreation of topsoil layer and green areas and tidying up the site after completion of works</b></p> <p>After completion of works:</p> <ol style="list-style-type: none"> <li>1) construction facilities, service roads and sites should be dismantled, whilst road panels and sand collected from ballast should be transported outside the Contract area to the place specified beforehand (accepted by the Engineer);</li> <li>2) in the areas occupied in connection with the implementation of the Contract (within the boundaries of the Contract area), appropriate agrotechnical measures should be taken (soil loosening, fertilization, etc.), in order to prepare the recreation</li> </ol>	Contractor/Site Manager/Environmental Team – phytosociologist i dendrologist

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
				<p>of the fertile soil layer;</p> <p>3) in the areas occupied in connection with the implementation of the Contract (within the boundaries of the Contract area)the fertile soil layer should be recreated (including the use of the topsoil collected from the area of works);</p> <p>4) treatments facilitating the restoration of green areas should be performed (including seeding and planting trees [in accordance with the design documentation], using only native plant species, compatible with local habitat conditions);</p> <p>5) proper care of the recreated green areas should be ensured(until the end of the Defect, Guarantee and Warranty Period);</p> <p>6) tidy up the Contract area;</p> <p>7) the area covered by the works as used by machines, means of transport and areas adjacent to the area of works should be restored to its original state</p> <p>Activities described in point 2, 3, 4 and 5 (above) should be performed under the supervision of experts phytosociologist and dendrologist, including:</p> <p>a) agreement of the exact dates of works;</p> <p>b) agreement of the composition and quantitative proportions of seed mixtures planned for sowing;</p> <p>c) agreement of conditions for preparation of soil;</p> <p>d) agreement of the principles of caring for the recreated green areas;</p> <p>e) submission of the results of the above agreements to the Engineer for approval;</p> <p>f) supervision over the implementation of activities supporting the recreation of green areas and supervision over the care of these areas (until the end of the Defects Notification Period, Guarantee and Warranty).</p>	

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
				Activities related to the recreation of the topsoil layer and the restoration of green areas referred to in this item of the EMP should be commenced as soon as their implementation is possible.	
48		Protection of animate nature	<i>The Contract area</i>	<p><b>Caring for grasslands</b></p> <p>Caring for grasslands in the first growing season after planting consists in;</p> <ul style="list-style-type: none"> <li>• fertilizing, lawns should be supplied with mineral fertilizers as needed (no more 3-5 kg NPK/are/year). Mixtures of fertilizers should be prepared in such a way as to supply the grass with ingredients required in particular seasons: <ul style="list-style-type: none"> <li>○ in spring, the lawn requires a mixture with dominating nitrogen,</li> <li>○ from the middle of summer nitrogen should be reduced, increasing the dose of potassium and phosphorus</li> <li>○ the final fertilization should not contain nitrogen, but potassium and phosphorus.</li> </ul> </li> <li>• seeding,</li> <li>• mowing: <ul style="list-style-type: none"> <li>○ the first mowing should be carried out when the grass is about 10 cm high and should be cut to a height of 6 cm,</li> <li>○ subsequent mowing should take place at such intervals so that the grass does not exceed 15 cm in height,</li> <li>○ the last pre-winter mowing should be carried out 1 month before the expected cold weather (for the climate of Poland the first half of October may be assumed),</li> <li>○ after each mowing, cut grass should be removed from all surfaces and harvested hay should be stored outside the construction site,</li> </ul> </li> </ul>	Contractor/Site Manager/Environmental Team – phytosociologist

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
				<ul style="list-style-type: none"> <li>it is necessary to maintain adequate soil moisture.</li> </ul> <p>Mowing of grasslands in subsequent growing seasons should be carried out twice a year.</p>	
<b>J. REQUIREMENTS ON THE PREVENTION OF THE ENVIRONMENTAL POLLUTION</b>					
49	I.1.2.h	Water and soil protection, health and safety protection, Protection of animate nature	<i>The Contract area</i>	<p><b><i>The use of building materials in accordance with regulations and standards and harmless to the environment</i></b></p> <p>Only building materials that are not harmful to the environment (natural, environmentally friendly or neutral) should be used for the implementation of the Contract. One shall not apply substances, which would be lethal to the occurring animals, except for substances necessary for proper operations of the construction machines.</p> <p>The materials, raw materials, fuels, fertilizers, cement-concrete mixes used should be certified and approved for use.</p> <p>Earth structures should be made of natural materials, without the use of hazardous materials or harmful to health.</p> <p>Mineral materials, possibly geotextiles, should be used for the construction/extension of embankments, but only those that are not a source of emission of harmful substances to the soil and water environment.</p>	Contractor/Site Manager



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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
50	I.1.2.c I.1.2.d	Water and soil protection	<i>The Contract area</i>	<p><b><i>Technical efficiency and inspections of vehicles, machines and equipment</i></b></p> <p>In order to prevent contamination of soil and water, only technically efficient vehicles, machines and equipment should be used to carry out works.</p> <p>The Contractor should carry out ongoing inspections of the efficiency of vehicles, machines and equipment and eliminate with any resources available any permeating of contamination to soil and water, including in particular spilling of fuel, hydraulic diesel and petroleum substances, both during operating, refuelling, transport, as well as the work of vehicles, machines and equipment.</p>	Contractor/Site Manager
51		Water and soil protection	<i>The Contract area</i>	<p><b><i>Conditions on the location of the sites for collection and production of building materials</i></b></p> <p>Building materials, in particular bulk materials, should be collected only on compacted surfaces within the construction site. These materials cannot be collected at a distance of less than 100 m from existing watercourses.</p> <p>Analogous conditions apply to the places of production of building materials (cement mixes, prefabricates, aggregates, etc.).</p>	Contractor/Site Manager

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
52		Water protection	<i>The Contract area</i>	<p><b>Reducing time and number of drainage and the ban to dispose of water from excavations directly to watercourses</b></p> <p>The time for carrying out drainage should be reduced to the minimum and such methods should be applied to reduce the amount of pumped water and ensure its protection against contamination.</p> <p>The water pumped out from the excavations cannot be directly disposed to watercourses due to high content of suspension.</p> <p>Before disposing to watercourses the water should be purified of suspension, through the use of sedimentation tanks.</p> <p>Suspensions after treatment should be managed in a manner consistent with their qualifications eliminating the possibility of entering the watercourse or storage in places where flooding or permeating may occur.</p>	Contractor/Site Manager
53		Protection of animate nature, water protection	<i>The Contract area</i>	<p><b>The ban to interfere with watercourse beds and riverside zone</b></p> <p>During the performance of the Contract it is not allowed to interfere with the beds and banks of the watercourses (e.g. the ban of traffic of vehicles, machines and equipment, the ban to contaminate, devastate, store materials, etc.).</p>	Contractor/Site Manager
54	I.1.2.e	Protection of animate nature, earth surface protection	<i>The Contract area</i>	<p><b>Conditions for movement of vehicles, machines and equipment in the Contract area</b></p> <p>Movement of vehicles, machines and equipment shall be carried out only:</p> <ol style="list-style-type: none"> <li>within the site area;</li> <li>on existing roads;</li> <li>on service roads and yards;</li> <li>on internal roads (after they have been built).</li> </ol>	Contractor/Site Manager

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
55		Water and soil protection	<i>The Contract area</i>	<p><b><i>Parking place for machines and vehicles after finishing work</i></b></p> <p>Machines and vehicles shall be parked, every day after finishing work, in places intended for parking in the site facility area.</p> <p>After stay over periods of the vehicles parked during the break in operation, the parking place should be inspected for the presence of any leak of operational substances .</p>	Contractor/Site Manager
56		Water and soil protection	<i>The Contract area</i>	<p><b><i>Sealing of the ground intended for movement of vehicles, machines and equipment on the construction site</i></b></p> <p>The site area intended for movement of vehicles, machines and equipment shall be sealed from the ground using insulating materials to guarantee the soil protection.</p>	Contractor/Site Manager
57		Water and soil protection	<i>The Contract area</i>	<p><b><i>The ban to carry out maintenance activities and repairs of vehicles, machines and equipment outside the construction site</i></b></p> <p>Maintenance of vehicles, machines and equipment (including (including change of diesel, liquids, etc.) may be carried out only in designated places on the construction site, meeting the conditions specified in item. 58 - Designation and sealing of garages and maintenance of vehicles, machines and equipment.</p>	Contractor/Site Manager

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
58		Water and soil protection	<i>The Contract area</i>	<p><b><i>Designation and sealing of garages and maintenance of vehicles, machines and equipment</i></b></p> <p>Places intended for maintenance of vehicles, machines and equipment (including garaging, refuelling and technical service yards, etc.) should be designated and properly marked on the construction site.</p> <p>The above-mentioned places intended for maintenance of vehicles, machines and equipment should be periodically (until completion of the construction) lined with impermeable insulating materials, protecting the substrate against penetration of solid or liquid contaminants.</p> <p>When determining the location of the places, safe distance from flowing and standing water tanks should be taken into account, among others.</p> <p>The detailed location of the above places should be agreed in advance with a team of environmental experts (including an expert phytosociologist and a zoologist).</p>	Contractor/Site Manager/Environmental Team – phytosociologist, zoologist
59		Water and soil protection	<i>The Contract area</i>	<p><b><i>Ensuring the outflow of water from parking yards and roads to sewage systems</i></b></p> <p>Parking yards for equipment and access roads should be made with a slope ensuring outflow of rainwater and snowmelt and wastewater to sewage devices or to other receivers in a way that prevents any contamination from entering the ground or surface water.</p>	Contractor/Site Manager
60	l.1.2.g	Water and soil protection	<i>The Contract area</i>	<p><b><i>A stand with a sorbent near the service and parking yards for vehicles, machines and equipment</i></b></p> <p>In the vicinity of the places intended for servicing vehicles, machines and equipment (including garaging, refuelling and technical service yards, etc.) it is necessary to ensure adequate quantities of sorbents, used for liquidation of diesel leaks and outflows of petroleum derivatives.</p>	Contractor/Site Manager

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
61		Water and soil protection	<i>The Contract area</i>	<p><b>Guidelines for refuelling vehicles, machines and equipment</b></p> <p>Refuelling should be carried out using mobile or stationary fuel distribution points, with appropriate safeguards, such as a stand with a sorbent used for liquidation of leaks and outflows of petroleum derivatives.</p>	Contractor/Site Manager
62		Water and soil protection	<i>The Contract area</i>	<p><b>Guidelines for washing and cleaning vehicles, machines and equipment</b></p> <p>It is forbidden to mark places or wash vehicles near watercourses, i.e. at a distance of less than 100 m, water reservoirs, as well as places where water stagnation has formed (conditions specified in item. 14 - Conditions for the location of construction site facilities, yards, storage/disposal sites, etc.).</p>	Contractor/Site Manager/Environmental Team
63		Water and soil protection	<i>The Contract area</i>	<p><b>Prevention of leaks from vehicles, machines and equipment</b></p> <p>Maintenance of vehicles, machines and equipment used in the Contract area (including, among others, cleaning the equipment after concreting works) are allowed only in designated places on the construction site, adequately secured against the possibility of contamination of the ground and waters and equipped in such way as to enable the immediate removal of any contamination.</p>	Contractor/Site Manager
64	I.1.2.i	Water and soil protection	<i>The Contract area</i>	<p><b>Proceedings in the case of emission of petroleum derivatives</b></p> <p>In the event of the emission of petroleum derivatives into the environment (including soil and water) the following measures should be taken:</p> <ul style="list-style-type: none"> <li>a) take immediate action to prevent the spread of contamination, by means of available resources (e.g. sorbents);</li> <li>b) immediately remove the soil contaminated as a result, in accordance with applicable regulations.</li> <li>c) in case of major failures, use the procedures described in item 85 – Emergency notification rules</li> </ul>	Contractor/Site Manager

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
65	I.1.2.u	Acoustic climate protection	<i>The Contract area</i>	<p><b>Reducing time of works to daytime</b></p> <p>Construction works should be carried out in a daytime, i.e. from 6:00 to 22:00.</p>	Contractor/Site Manager
66		Acoustic climate protection	<i>The Contract area</i>	<p><b>Reducing noise of vehicles, machines and equipment</b></p> <p>During the performance of the Contract only technically efficient vehicles, machines and equipment shall be used, with noise emission (acoustic power) compliant with the binding regulations and which does not result in exceeding the environmental quality standards in the scope of permissible noise levels.</p> <p>In case any inefficient vehicles, machines and equipment are found which can generate a higher noise level in their neighbourhood, they should be immediately replaced with the efficient ones.</p>	Contractor/Site Manager
67		Acoustic climate protection	<i>The Contract area</i>	<p><b>Reducing noise of pump sets</b></p> <p>In the case of carrying out works in the acoustically protected areas or in their vicinity, in order to reduce their inconvenience to residents, only such pump sets shall be used which are equipped with soundproof housing which ensures the reduction of the noise levels to be compliant with the applicable regulations and standards (regarding permissible noise levels in the environment).</p>	Contractor/Site Manager
68		Acoustic climate protection	<i>The Contract area</i>	<p><b>Control of noise level in acoustically protected areas</b></p> <p>In the case of works carried out in acoustically protected areas or in their vicinity, the noise level shall be constantly monitored and, depending on the needs, appropriate technical and organizational measures ensuring noise reduction to be compliant with applicable regulations and standards (regarding permissible noise levels in the environment) should be applied.</p>	Contractor/Site Manager

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
69		Air protection, Acoustic climate protection	<i>The Contract area</i>	<p><b>Limiting the power consumption of vehicles, machines and equipment</b></p> <p>Vehicles, machines and equipment shall be used with low power consumption and switch off power/engines during the break in operation.</p> <p>Operating time of vehicles, machines and equipment shall be reduced to the necessary minimum.</p>	Contractor/Site Manager
70		Air protection	<i>The Contract area</i>	<p><b>Limiting air pollution with exhaust fumes</b></p> <p>In order to reduce the negative impact on the condition of the air:</p> <ul style="list-style-type: none"> <li>a) only technically efficient vehicles, machines and equipment should be used, with the required approvals to reduce the emission of gaseous and particulate substances into the atmosphere;</li> <li>b) a place should be provided for free manoeuvres of vehicles, such as yards;</li> <li>c) it is necessary to limit the movement of vehicles, machines and devices to the necessary minimum, as well as to limit the speed of traffic on the construction site;</li> <li>d) it is necessary to minimize the idling time of engines and follow the instructions on shutting down the machines and equipment during breaks in operation;</li> <li>e) vehicles should be parked with the engine turned off</li> </ul>	Contractor/Site Manager

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
71		Air protection	<i>The Contract area</i>	<p><b>Limiting dusting from the construction site and roads</b></p> <p>When carrying out construction works, the effects of secondary dusting should be limited by maintaining a high work culture, in particular by:</p> <ul style="list-style-type: none"> <li>a) regular cleaning of the construction site;</li> <li>b) applying the necessary technical and organizational measures to limit the emission of dust from the construction site, including storage places for building materials causing dusting;</li> <li>c) spraying dusty road surfaces in dry periods, before using vehicles;</li> <li>d) using sealed tarpaulins on cars carrying materials that can cause dusting during transport;</li> <li>e) cleaning vehicle wheels before entering access roads to the Contract area;</li> <li>f) removing dirt using mechanical devices.</li> </ul>	Contractor/Site Manager
72		Health and safety protection, Air protection	<i>The Contract area</i>	<p><b>Keeping the roads clean</b></p> <p>In order to keep the roads clean and prevent dusting on the roads the following steps should be taken:</p> <ul style="list-style-type: none"> <li>a) the Contractor shall apply all available technical means and organize works to minimize the dusting and pollution of access roads to the Contract area;</li> <li>b) the Contractor is obliged to immediately and systematically remove any dirt caused on the roads as a result of the movement of vehicles, machines and equipment related to the implementation of the Contract.</li> </ul>	Contractor/Site Manager
73		Air protection	<i>The Contract area</i>	<p><b>Ban to burn fires and burn down materials, waste, litter, etc.</b></p> <p>It is forbidden to burn fires and burn down materials, waste and litter, etc. in the Contract area.</p>	Contractor/Site Manager



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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
<b>K. REQUIREMENTS ON WASTE MANAGEMENT</b>					
74		Water and soil protection	<i>The Contract area</i>	<b>Development of a Waste Management Plan (PGO)</b> Prior to the commencement of works the Contractor shall develop and submit for the Engineer's approval a Waste Management Plan, specifying the way of handling waste expected to be generated during the works and taking into account, among others, conditions for waste management included in the EMP.	Contractor/Site Manager
75	I.1.2.v I.1.2.m	Water and soil protection, Air protection	<i>The Contract area</i>	<b>Guidelines for waste management</b> Waste generated during the performance of the Contract shall be: a) segregated and stored selectively in sealed containers or in separate and adapted places, in conditions preventing dusting and dispersing of light fractions and their negative impact on the environment; b) ensure gradual waste reception by entities authorized to handle it; c) it is prohibited to store any materials, soil and construction waste near tree trunks.	Contractor/Site Manager/Environmental Team - dendrologist
76		Water and soil protection	<i>The Contract area</i>	<b>Guidelines for handling hazardous waste</b> Hazardous waste should be segregated and stored separately in special sealed containers placed in the sealed, paved area that is marked and secured against access by third parties, until it is handed over to entities authorized to handle it.	Contractor/Site Manager
77	I.1.2.q	Water and soil protection	<i>The Contract area</i>	<b>Guidelines for handling domestic waste</b> Domestic waste should be collected on the compacted area on the site in sealed septic tanks, content of which will be handed over to entities authorised to handle it.	Contractor/Site Manager

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
78		Water and soil protection	<i>The Contract area</i>	<p><b><i>Preventing illegal dumping of litter and waste</i></b></p> <p>Prior to the commencement of works the Contractor shall investigate the area for possible illegal landfills of litter and waste. In case of identifying an illegal landfill the Contractor shall clear such sites through removing the waste and transporting it away to the treatment site. During the performance of the Contract the Contractor shall secure the Contract area against possible formation of such landfills.</p>	Contractor/Site Manager
<b>L. REQUIREMENTS ON HEALTH AND SAFETY PROTECTION</b>					
79		Health and safety protection	<i>The Contract area</i>	<p><b><i>Development of documents related to safety in the Contract area</i></b></p> <p>In the Contract area it is necessary to maintain order and ensure proper organization of works.</p> <p>Prior to the commencement of works, the Contractor will develop and then obtain the Engineer's approval for the following documents related to safety on the construction site:</p> <ul style="list-style-type: none"> <li>a) Health and Safety Plan (BIOZ);</li> <li>b) Construction Site Organization Plan;</li> </ul>	Contractor/Site Manager

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
80		Health and safety protection	<i>The Contract area</i>	<p><b>Sapper reconnaissance and supervision in the Contract area</b></p> <p>In order to minimize the risk related to the possible occurrence of dangerous objects of military origin in the area of the Contract, the Contractor shall ensure:</p> <ul style="list-style-type: none"> <li>a) prior to the works – reconnaissance at the Contract implementation area to verify the presence of unexploded shells and misfires (a report with results of the aforementioned sapper reconnaissance shall be submitted to the Engineer for acceptance);</li> <li>b) during the works – sapper supervision of works (carried out by the team of sappers), consisting in the ongoing checking and clearing of the Contract area of dangerous objects of military origin along with their utilization;</li> <li>c) in the case of finding dangerous objects of military origin in the Contract area - implementation of procedures described in item 86 - Conditions for handling unexploded ordnance or live bombs.</li> </ul>	Contractor/Site Manager/Environmental Team - sapper
81		Health and safety protection, Protection of tangible properties	<i>The Contract area</i>	<p><b>Documentation and monitoring of the technical condition of buildings exposed to tremor and vibrations</b></p> <p>Before starting works during which tremors and vibrations threatening the local residents as well as nearby buildings and infrastructure facilities may occur, the Contractor will carry out an inventory of existing buildings and facilities, with particular reference to cracks and damages.</p> <p>During the performance of the aforementioned works, the Contractor will monitor the condition of these buildings and facilities on a regular basis.</p>	Contractor/Site Manager

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
82		Health and safety protection,	<i>The Contract area</i>	<p><b>Implementation of guidelines on work safety requirements</b></p> <p>The Contractor will ensure the implementation of detailed guidelines on work safety requirements, including in terms of:</p> <ul style="list-style-type: none"> <li>a) development of the construction site, including hazardous areas</li> <li>b) storage and transport;</li> <li>c) electrical installations and devices;</li> <li>d) machines and technical equipment;</li> <li>e) work at heights;</li> <li>f) earthworks;</li> <li>g) selected renovation and demolition works, contained in applicable legal regulations.</li> </ul>	Contractor/Site Manager – H&S supervision
83	I.1.2.q	Health and safety protection,	<i>The Contract area</i>	<p><b>Ensuring hygienic conditions</b></p> <p>In the Contract area, it is necessary to ensure the necessary number of portable toilets and ensure their use by employees, as well as ensure the training of all employees in maintaining appropriate hygiene conditions within the construction site and its immediate neighbourhood.</p>	Contractor/Site Manager – H&S supervision
<b>M. REQUIREMENTS ON EXTRAORDINARY THREATS TO THE ENVIRONMENT</b>					
84	I.1.2.j	Health and safety protection,	<i>The Contract area</i>	<p><b>Guidelines on the conduct in connection with the flood risk</b></p> <p>In connection with the flood risk, the Contractor will prepare and submit to the Engineer's approval a document entitled: "Flood protection plan for the construction site, taking into account local hydrological and meteorological conditions in the vicinity of the construction site".</p> <p>In the event of a flood, the Contractor will follow the procedures described in the above mentioned document.</p>	Contractor/Site Manager

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
85		Health and safety protection,	<i>The Contract area</i>	<p><b>Guidelines on notifying of emergency</b></p> <p>In the event of emergency (other than a flood), accident, breakdown, etc., the Contractor is obliged to take the following actions:</p> <ul style="list-style-type: none"> <li>a) Immediately notify relevant services (Fire Brigade, Ambulance Service, Police, etc.);</li> <li>b) until the arrival of the relevant services, take the necessary actions to reduce the risk of loss of personnel, property and environment (as agreed with the relevant services if possible);</li> <li>c) notify the Engineer and the Employer</li> <li>d) after the arrival of the relevant services, act strictly according to their guidelines and instructions;</li> </ul>	Contractor/Site Manager
86		Health and safety protection,	<i>The Contract area</i>	<p><b>Guidelines for handling unexploded ordnance or live bombs</b></p> <p>In the case of finding unexploded ordnance or live bomb to the Contractor shall:</p> <ul style="list-style-type: none"> <li>a) immediately stop works on the particular site;</li> <li>b) assure evacuation of the employees from the explosion risk area;</li> <li>c) immediately notify the sapper supervision team and the Police, and then follow the guidelines obtained from them;</li> <li>d) notify the Engineer and the Employer.</li> </ul> <p>Under no circumstances can unexploded ordnance or live bombs be picked up, dug out, buried, relocated, thrown to fire or water, etc.</p>	Contractor/Site Manager/Environmental Team - sapper

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
<b>N. REQUIREMENTS ON CONSERVATION OF HISTORIC MONUMENTS</b>					
87		Conservation of historic monuments	<i>The Contract area with neighbourhood</i>	<p><b><i>The opinion of the Heritage Conservator</i></b></p> <p>In accordance with the opinion of the Heritage Conservator in Cracow, dated March 5, 2015, ref. OZKr.5183.116.2015.MTW.DW, the designed Works Contract is not registered in the Heritage Register of the Małopolskie Province and does not interfere with existing relics of earth fortifications.</p> <p>The Provincial Heritage Conservator in the opinion as of March 5, 2015 positively assessed the designed Works Contract under the following conditions:</p> <ul style="list-style-type: none"> <li>• ensure archaeological supervision during earthworks,</li> <li>• design reinforced concrete wall with double sided stone cladding on the section immediately adjacent to the historic Benedictine Abbey in Tyniec,</li> <li>• introduce restrictions for two-track vehicles traffic around the crown of the embankment, as the designed path should only be used for maintenance of the embankments and for leisure purposes.</li> </ul> <p>The above mentioned recommendations were included in the building design.</p> <p>The Contractor shall be obliged to comply with the arrangements ensuing from the opinion.</p>	Contractor/Site Manager/Environmental Team - archaeologist

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
88		Conservation of historic monuments	<i>The Contract area</i>	<p><b><i>Providing archaeological supervision</i></b></p> <p>The Contractor shall be obliged to provide ongoing archaeological supervision for the time of earthworks.</p> <p>To this end, the Contractor shall:</p> <ul style="list-style-type: none"> <li>a) prepare a relevant action plan in this regard;</li> <li>b) ensure the participation of a team of archaeologists who conduct ongoing supervision of earthworks</li> <li>c) if necessary, obtain the permission required by law to conduct archaeological research from the competent heritage conservation office.</li> </ul>	Contractor/Site Manager/Environmental Team - archaeologist

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
89		Conservation of historic monuments	<i>The Contract area</i>	<p><b><i>Guidelines on the conduct in the case of uncovering mobile monuments or archaeological sites</i></b></p> <p>If during the works an object is uncovered which may be or certainly is a historic monument or has a historical value, the Contractor is obliged to:</p> <ul style="list-style-type: none"> <li>a) immediately stop any work that may damage or destroy uncovered objects in a given place;</li> <li>b) secure (by means of available sources) uncovered objects and the place where they were found against being destroyed, damaged or stolen;</li> <li>c) immediately notify the team of archaeologists and the Engineer;</li> <li>d) take further security measures, agreed with the team of archaeologists and the Engineer;</li> <li>e) facilitate and ensure carrying out documentary activities, archaeological research and other necessary activities indicated by an expert team of archaeologists and/or administrative authorities responsible for preserving the historic substance;</li> <li>f) after completing the activities and research listed in points d) and e) uncovered mobile monuments should be relocated to appropriate institutions indicated by a team of archaeological experts and/or administrative authorities responsible for protecting the historic substance (in accordance with the applicable regulations and the content of the Permit referred to in item 88 c) – Providing archaeological supervision) .</li> <li>g) in the case of immobile monuments, after completing the activities and research listed in points d) and e) the guidelines should be implemented regarding further treatment of the uncovered historic substance, established by a team of archaeological experts and/or administrative authorities responsible for protecting the historic substance (in accordance with applicable regulations and the content of the Permit referred to in item 88 c) - Providing archaeological supervision).</li> </ul>	Contractor/Site Manager/Environmental Team - archaeologist



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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
<b>O. REQUIREMENTS ON THE CONTRACTOR'S STAFF ENGAGED IN THE IMPLEMENTATION OF THE EMP</b>					
90		Implementation and reporting of the EMP	<i>The Contract area</i>	<p><b><i>Training of the Contractor's staff in the scope of the EMP implementation</i></b></p> <p>The Contractor is obliged to train their managerial and engineering and technical staff on the rules and methods of implementation of these EMP terms which, in accordance with Appendix 1 and 2 of the EMP, are assigned to the Contractor. These trainings should be completed with a test of participants' knowledge.</p> <p>In the monthly reports submitted to the Engineer, the Contractor shall provide information on the state of training of the Contractor's staff in the scope of the EMP terms of the in the current reporting period.</p>	Contractor/Site Manager

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
91		Implementation and reporting of the EMP	<i>The Contract area</i>	<p><b>Appointment of the EMP co-ordinator in the Contractor's team</b></p> <p>In the Contractor's team, a person shall be appointed to co-ordinate and oversee actions related to the implementation of the EMP.</p> <p>The responsibilities of the person shall include:</p> <ul style="list-style-type: none"> <li>a) supervising the implementation of individual EMP terms in the subsequent stages of the Contract implementation;</li> <li>b) ongoing monitoring of the status of implementation of individual terms of Appendix 1 and 2 of the EMP in the Contract area;</li> <li>c) ongoing informing of the Contractor's management team on the obligations arising from the EMP at the particular stage of works, as well as on the issues arising during the implementation of the EMP;</li> <li>d) co-operation with the rest of the Contractor's team (including a team of environmental experts, a team of archaeologists and a team of sapper supervision) in the scope of ensuring the implementation of the EMP;</li> <li>e) preparation of commentaries and reports (kick-off, monthly, quarterly, ad-hoc, final report, reports to RDOŚ in Cracow - only to the extent resulting from the decisions obtained at the implementation stage, e.g. exceptions, if they result in the need to make the report to the authorities;</li> <li>f) co-operation with people responsible for the implementation of the EMP from the Engineer's and Employer's team.</li> </ul> <p>The person appointed to perform the abovementioned role shall require the Engineer's approval.</p>	Contractor/Site Manager/Environmental Team
92		Implementation and reporting of the EMP	<i>The Contract area</i>	<p><b>Providing of a team of environmental experts</b></p> <p>Throughout the whole Contract implementation period the Contractor shall provide the team of environmental experts, composed of the representatives of the following specializations:</p> <ul style="list-style-type: none"> <li>a) botanist - phytosociologist (natural habitats and protected plant</li> </ul>	Contractor/Site Manager

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
				<p>species);</p> <p>b) dendrologist (rule for tree care and protection);</p> <p>c) zoologist - an expert in the field of invertebrates;</p> <p>d) zoologist - herpetologist (amphibians and reptiles);</p> <p>e) zoologist - ornithologist (birds);</p> <p>f) zoologist - chiropterologist (bats);</p> <p>g) zoologist - theriologist (non-flying mammals).</p> <p>Each specialist shall have carried out at least two natural supervisions in their professional carrier.</p> <p>Monthly and quarterly reports shall be prepared on the activities performed by the Environmental Team of the Contractor as part of their environmental supervision.</p> <p>The Environmental Team of the Contractor will be required over the entire duration of the implementation phase to supervise the proper performance of works in the context of their potential negative impact on protected natural habitats and protected species, the proper place of conducting works with the view of protected habitats and species, proper implementation of preventive measures to fauna (trapping, relocation) and all other activities in the field of environmental protection.</p> <p>These experts will be involved in the implementation of selected mitigation and monitoring measures specified in the EMP.</p> <p>The personnel composition of the team of environmental experts requires the Engineer's approval.</p> <p>One member of the team of environmental experts may combine at most two specializations listed above in points a-g.</p> <p>Being involved in the work on other OVFMP contracts or on any other projects cannot limit the availability of the experts for this Contract.</p> <p>Before the commencement of works, the Contractor will submit to the</p>	

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
				Engineer's approval a Quality Assurance Plan regarding the activities of the team of environmental experts.	
93		Implementation and reporting of the EMP	<i>The Contract area</i>	<p><b>Providing a team of archaeological experts</b></p> <p>Throughout the whole Contract implementation period the Contractor shall provide the team of archaeological experts.</p> <p>These experts will be involved in the implementation of selected mitigation measures specified in the EMP.</p> <p>Depending on the needs, a team of archaeological experts can consist of one or more people with the appropriate professional licenses. The personnel composition of the team of archaeologists requires the approval of the Engineer. Being involved in the work on other OVFMP contracts or on any other projects cannot limit the availability of the experts for this Contract.</p> <p>Before the commencement of works, the Contractor will submit to the Engineer's approval a Quality Assurance Plan regarding the activities of the team of archaeological experts.</p>	Contractor/Site Manager
94		Implementation and reporting of the EMP	<i>The Contract area</i>	<p><b>Providing of a sapper supervision team</b></p> <p>Throughout the whole Contract implementation period the Contractor shall provide the sapper supervision team.</p> <p>This team will be involved in the implementation of selected mitigation measures specified in the EMP.</p> <p>Depending on the needs, a team of sappers can consist of one or more people with the appropriate professional licenses. The personnel composition of the team of sappers requires the approval of the Engineer. Being involved in the work on other OVFMP contracts or on any other projects cannot limit the availability of the experts for this Contract.</p> <p>Prior to the commencement of works, the Contractor will submit to the Engineer for approval a Quality Assurance Plan for the sapper supervision team.</p>	Contractor/Site Manager

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
95		Implementation and reporting of the EMP	<i>The Contract area</i>	<p><b><i>Discussing the implementation of EMP during working meetings and Progress Meetings</i></b></p> <p>During the performance of the Contract monthly meetings of the 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>Notwithstanding the above, updated requirements and problems related to the implementation of the EMP will be discussed at all Progress Meetings.</p>	Contractor/Site Manager/Environmental Team

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
<b>P. REQUIREMENTS ON REPORTING</b>					
96		Implementation and reporting of the EMP	<i>The Contract area</i>	<p><b>Reporting the implementation status of the EMP</b></p> <p>During the performance of the Contract, the Contractor will submit monthly reports to the Engineer on the implementation of the 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>A template of the above-mentioned report (checklist) will be developed by the Contractor and submitted to the Engineer for approval.</p> <p>Depending on the circumstances, the Engineer may request the Contractor to submit additional reports regarding, among others, emerging critical situations, including accidents, implementation of selected EMP items, etc.</p> <p>In addition, the Contractor is obliged to make a kick-off report, quarterly, ad-hoc, final reports and reports to RDOŚ (Regional Directorate for Environmental Protection) in Cracow - only to the extent resulting from the decisions obtained at the implementation stage, e.g. exceptions, if they result in the need to make the report to the authorities.</p>	Contractor/Site Manager/Environmental Team
<b>Q. REQUIREMENTS AFTER THE COMPLETION OF WORKS</b>					
97		Protection of soils and earth surface	<i>The Contract area</i>	<p><b>Cleaning works, restoration of the area to the initial state</b></p> <p>The area covered by the works due to the movement of machines and vehicles as well as the areas adjacent thereto should be cleaned and restored to its initial state.</p>	Contractor/Site Manager

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
98		Protection of soils and earth surface, Protection of animate nature	<i>The Contract area</i>	<p><b>Topsoiling, sowing, mowing the grass</b></p> <p>After completing the construction works, all of the earth surface will be topsoiled and sown with grass in accordance with the activities detailed in item 47 - Recreation of a topsoil layer and green areas and tidying up the site after completion of works and in item 48 - Caring for grasslands.</p> <p><u>During the performance of construction works and during the operational phase</u> places sowed with grass mixes should be cured of by means of e.g.: twofold mowing of flood embankments during the year, and removal of hard lichens. This measure includes the performance period, as well as the Defects Notification Period.</p>	Contractor/Site Manager/Environmental Team - phytosociologist
99		Protection of soils and earth surface,	<i>The Contract area</i>	<p><b>Management, maintenance, repairs of roads</b></p> <p>The Contractor is obliged to remove defects/damages on roads used under this Contract during the Contract Implementation Period.</p> <p>During the operating period, roads and technological lanes must be properly maintained/managed through appropriate winter road maintenance in accordance with the existing weather conditions. Gravel/ground roads - unevenness should be levelled, if necessary.</p>	Contractor/Site Manager

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
<b>R. REMAINING ESHS REQUIREMENTS</b>					
100		ESHS issues	<i>Contract implementation area</i>	<p><b>Obligation to observe ESHS requirements and conditions</b></p> <p>The Contractor shall be obliged to apply and observe all ESHS requirements and conditions (i.e. the ones related to environmental, social and health and safety issues) as determined in the Contract documents and in the ESHS Proceeding Code, and in Implementation Plans and in the Environmental, Social and Health and Safety (ESHS) Risk Management Strategy (as developed by the Contractor in accordance with the Construction Works Agreement), and as results from the legislation valid in Poland (including the Labour Code, the Construction Law, and others).</p> <p>The ESHS requirements and conditions determined in reference to the Contractor and its personnel in the aforementioned sources (regardless of the legal cooperation form) are also valid in the scope relevant for a given case for Contractor's subcontractors and their personnel and their subcontractors.</p>	Contractor/Site Manager/H&S Supervisor



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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
101		ESHS issues	<i>Contract implementation area</i>	<p><b>Assurance of safety in case of accidents at work</b></p> <p>The Contractor shall be obliged to assure such conditions for implementation of the Contract (including performance conditions) to avoid accidents engaging any people associated with implementation of the Contract (including the staff of e.g.: the Contractor, the Engineer, the Investor, the PCU, subcontractors, suppliers, and others) and third parties.</p> <p>In case an accident occurs the Contractor shall immediately assure proper treatment for injured people, notify relevant services and provide them with access to the site, and secure the place in a way assuring safety to the aforementioned services and other people, who may be present in the area of the event.</p> <p>Regardless of the aforementioned actions the Contractor shall immediately inform the Engineer about all accidents and near misses related to implementation of the Contract (both: on site, as well as in any other location), in accordance with binding procedures determined in the Contract documents (see also: item no. 108).</p>	Contractor/Site Manager/H&S Supervisor
102		ESHS issues	<i>Contract implementation area</i>	<p><b>Provision of H&amp;S Expert in the Contractor's team</b></p> <p>The Contractor shall be obliged to assure a permanent H&amp;S supervision throughout the performance, and the supervisor shall take care for observing the H&amp;S rules determined in the Contract documents and in the binding provisions of national law. Members and qualifications of the H&amp;S supervising team need to be in compliance with Polish provisions of the labour law.</p>	Contractor/Site Manager/H&S Supervisor

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
103		ESHS issues	<i>Contract implementation area</i>	<p><b>Educational actions related to H&amp;S rules and regulations</b></p> <p>The H&amp;S Supervising team shall implement trainings and an awareness programme for the Contractor's staff in reference to the H&amp;S rules and regulations on site.</p> <p>Those actions shall be implemented throughout the performance period, at least once per 12 months.</p> <p>They shall take a form of informational, educational and awareness campaigns related to H&amp;S issues in the scope corresponding with the current stage of Contract implementation.</p>	Contractor/Site Manager/H&S Supervisor
104		ESHS issues	<i>Contract implementation area</i>	<p><b>Assurance of safety for people in case of sexual harassment and mobbing</b></p> <p>The Contractor shall be obliged to assure such conditions of Contract implementation to avoid cases of sexual harassment or mobbing towards the Contractor's personnel and subcontractors, any other people associated with implementation of the Contract, and any third parties.</p> <p>If cases of sexual harassment or mobbing occur, the Contractor shall undertake measures to immediately stop the aforementioned behavior, and subsequently it shall immediately take disciplinary measures determined by the law and internal regulations of the company in relation to perpetrators, and shall provide the victims of such behavior with any necessary help and support in the scope corresponding with the case.</p> <p>Regardless of the aforementioned actions the Contractor shall immediately inform the Engineer about any cases of sexual harassment or mobbing, in accordance with binding procedures determined in the Contract documents (see also: item no. 108).</p>	Contractor/Site Manager/Expert for Preventing Cases of Sexual Harassment and Mobbing

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
105		ESHS issues	<i>Contract implementation area</i>	<p><b><i>Educational actions to prevent cases of sexual harassment and/or mobbing</i></b></p> <p>The Contractor shall implement trainings and an awareness programme for the Contractor's Staff in reference to the prevention of cases of sexual harassment and mobbing.</p> <p>Those actions shall be implemented throughout the performance period, at least once per 12 months.</p> <p>They shall take a form of informational, educational and awareness campaigns related to sexual harassment and mobbing.</p> <p>The measures shall be implemented by an expert having proper substantial qualifications in that scope, who would remain a member of the Contractor's team.</p>	Contractor/Site Manager/Expert for Preventing Cases of Sexual Harassment and Mobbing

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
106		ESHS issues	<i>Contract implementation area</i>	<p><b><i>Assurance of proper conditions of work and payment for the personnel</i></b></p> <p>The Contractor shall be obliged to secure proper conditions of works and payment for the personnel associated with implementation of the Contract, fully in accordance with provisions of the labour law binding in Poland (and especially with the Labour Code), including the following, e.g.:</p> <ul style="list-style-type: none"> <li>– the Contractor shall assure equal treatment in case of payment for the employees performing the same work, without consideration of sex, sexual orientation, and age;</li> <li>– people employed at the Contract shall not be harassed due to sex, sexual orientation and age;</li> <li>– the Contractor may employ only such a young employee, who is 15 years old, completed at least 8-years of primary school, and provided a doctor’s statement confirming that a work of a given type is not risky for his/hers health;</li> <li>– the Contractor – adequately to the potential and conditions, and in accordance with Polish provisions of the Labour Code – shall secure the living and social needs of the employees on the work site;</li> <li>– the Contractor shall be obliged to facilitate the employees in improving their professional qualifications.</li> </ul>	Contractor/Site Manager/H&S Supervisor
107		ESHS issues	<i>Contract implementation area</i>	<p><b><i>Educational actions related to the provision of claims referring to the conditions of work and payment</i></b></p> <p>The Contractor shall inform all people employed due to implementation of the Contract about a possibility of providing claims related to the conditions of work and payment, and shall develop an information leaflet with necessary data on provision of claims and applications, in which it would assure about e.g. the absence of repercussion for a person notifying about an issue.</p> <p>Contents of the aforementioned leaflet shall be agreed with the Engineer.</p>	Contractor/Site Manager/H&S Supervisor

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No.	Item in Environ. Decision	Issue	Place	Mitigating action	Entity
108		ESHS issues	<i>Contract implementation area</i>	<p><b><i>Development and implementation of procedures related to the ongoing provision of information on ESHS issues</i></b></p> <p>In the period not longer than 30 days from the commencement date of the Contract, the Engineer shall develop and provide the Contractor with a set of procedures related to the ongoing provision of information related to the following:</p> <ul style="list-style-type: none"> <li>– exceptional hazards (i.e. emergency and crisis situations discussed in section 5.12 of the EMP);</li> <li>– accidents and near misses;</li> <li>– cases of sexual harassment and mobbing;</li> <li>– claims of the personnel related to the conditions of work and payment.</li> </ul> <p>The Contractor shall immediately inform the Engineer about any issues in that scope, in accordance with the conditions determined under the valid contractual procedures.</p>	Engineer/Contractor/Site Manager/H&S Supervisor
109		ESHS issues	<i>The Contract area</i>	<p><b><i>Guidelines on HIV – AIDS prevention</i></b></p> <p>The Contractor shall, via an approved service provider, implement a program to raise awareness of HIV-AIDS diseases (including appropriate training) and will take all other measures to reduce the risk of HIV spreading among the Contractor's personnel and the local community. These activities should be performed in accordance with the detailed guidelines set out in the Bidding Documents.</p>	Contractor/Site Manager – H&S supervision