

Appendix 1 Mitigation Action Plan

In this Appendix to the Detailed Environmental Management Plan for the Odra-Vistula Flood Management Project - Contract Task 4A.3.1/g.2 POLRAD Weather Radar Modernization, task of the weather radar station in Brzuchania, mitigation measures to reduce negative environmental impacts are presented. The costs and timetable for implementing these activities have been included in the total Offer Price. The Contractor shall cover all costs associated with the implementation of the DEMP and the Accepted Contract Sum shall include these costs.

The mitigation plan, where necessary, will be implemented taking into account World Bank Policy as expressed in the Odra-Vistula Flood Management Project Operational Manual, World Bank Operational Policy OP.4.12.

Explanation of the table in Appendix 1 to the DEMP:

- unless otherwise specified in a particular case, the term Task Area shall mean the area of performance of any preparatory works, the principal works (including the Permanent Works and the Temporary Works) and any works relating to the rectification of defects and faults or the completion of unfinished works mentioned in the Certificate of Acceptance or revealed during the Defect Notification Period, together with the areas of necessary temporary occupation;
- unless otherwise specified in a particular case, the period of performance of the Task shall mean the period of performance of any preparatory works, the principal works (including the Permanent Works and the Temporary Works) and any works relating to the rectification of defects and faults or the completion of unfinished works mentioned in the Certificate of Acceptance or disclosed during the Defect Notification Period;
- unless otherwise stated in a specific case, the requirements for the Contractor described in the DEMP apply to the entire Task Area;
- the activities described in this Appendix refer to the task related to the Brzuchania Meteorological Radar Station, included in Task 4A.3.1/g.2.

Construction area / construction site means the places where the Permanent Works are to be performed, including storage areas and working places to which Equipment and Materials are to be delivered, as well as other places indicated in the Contract as forming part of the Construction Site. The terms “construction site” and “construction area” are terms used interchangeably and are understood in the Conditions of the Task to mean “Construction site”.

The term Facility refers to the Brzuchania meteorological radar station.

The term Contractor refers primarily to the Construction Manager and the EMP Coordinator (the person responsible for Nature Supervision).

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The conditions described in Appendix 1 of the DEMP are grouped into the following thematic categories:

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No.	ED Point	Issue	Place	Mitigation action	Responsible party
A – REQUIREMENTS CONCERNING THE SCHEDULE OF EXECUTION OF WORKS AND IMPLEMENTATION OF THE DEMP					
1		Schedule of works	Area of Task execution	<p>Conditions of the DEMP for the timing of the works and for the execution of selected activities related to the implementation of the DEMP</p> <p>When scheduling the works and during the execution phase, it is necessary to take into account the conditions of the DEMP regarding the timing and duration of the different types of works, as detailed in the following items of the table.</p>	Contractor
2		Schedule of works	Area of the Task together with access roads	<p>DEMP conditions for activities to be undertaken before or at the initial stage of works on the site</p> <p>When scheduling the works and during the execution phase of the works, the terms and conditions of the DEMP relating to the activities to be undertaken prior to or at the start of a particular phase of the works, as detailed in the following table headings, should be taken into account, including but not limited to:</p> <ul style="list-style-type: none"> a) conditions concerning the construction and equipping of facilities for construction and technological roads and yards; b) conditions regarding access roads to the construction site; c) the condition of preserving trees and bushes not scheduled for removal; d) the condition of securing the construction site against the intrusion of small animals; e) conditions concerning the dewatering of construction work; f) conditions concerning the preparation of selected documents; g) conditions concerning the documentation of the technical condition of buildings and infrastructure works; 	Contractor

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				<p>h) the conditions for obtaining the approval of the PIU for the person coordinating the implementation of the DEMP and the environmental supervision;</p> <p>i) conditions for training and educational activities.</p>	
B - REQUIREMENTS FOR ACCESS ROADS TO THE TASK AREA					
3		Protection of land surface and landscape, protection of soil and water, protection of material assets, protection of living nature	Access roads to the Task area and their surroundings	<p>Location of access routes to the Task area</p> <p>The existing road network should be used as far as possible as access routes to the Task area. Should it be necessary to use existing non-public (i.e. internal) roads as access roads, the Contractor is obliged to agree in advance with the owners or managers of such roads on the conditions for using them, and then to abide by such conditions during the period of the Task's performance.</p>	Contractor
4		Protection of land surface and landscape, protection of soil and water, protection of material assets, protection of living nature	Access roads to the Task area and their surroundings	<p>Delineation of new access roads</p> <p>If it is necessary to establish new access roads to the area of the Task (outside the existing public and non-public road network), the following conditions apply, among others:</p> <ul style="list-style-type: none"> a) new access roads should be designed as short as possible, outside areas of high natural value and in a way that minimises the need to remove trees and bushes. b) the planned locations of new access roads must be submitted, together with the above mentioned agreements, to the PIU for approval. c) planned locations and conditions for the use of new access roads should be agreed with the owners or managers of land lying in the strip and in the immediate vicinity of the planned road, and then adhered to during the execution of the Task. d) obtaining the above-mentioned agreements does not release the Contractor from the necessity to comply with the legal regulations in 	Contractor

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				force regarding the planning and execution of transport outside the existing road network.	
5		Protection of human health and safety, protection of material assets	Access roads to the Task area and their surroundings	<p>Ensuring safety and traffic flow on access roads</p> <p>During the period of execution of the Task, the Contractor shall, on an ongoing basis and with due notice, take all necessary organisational and technical measures to ensure the safety and fluidity of road traffic on the access roads to the area of execution of the Task (in particular in the vicinity of the entrances and exits from the construction site), including but not limited to:</p> <ul style="list-style-type: none"> a) if necessary, the Contractor shall ensure that all currently used access roads to the area of the Task are properly marked in accordance with the applicable law and in agreement with the relevant Road Authority and the Police. These markings will be inspected regularly and in the event of damage or theft, the Contractor shall take immediate action to restore or replace them. 	Contractor
6		Protection of land surface and landscape, protection of material assets	Access roads to the Task area and their surroundings	<p>Documentation of the initial condition of the construction site, access roads and their surroundings</p> <p>The Contractor shall document the initial condition of areas likely to be adversely affected by the construction works, including but not limited to:</p> <ul style="list-style-type: none"> a) The Contractor is obliged to make photographic documentation of the entire area of the Task and access roads, with particular emphasis on the technical condition of roads and buildings located near the routes of transport of materials and construction equipment. The documentation prepared should be described indicating the place and date of preparation; b) before commencing the use of individual sections of access roads to the area of the Task, the Contractor shall conduct local inspections in the presence of the road managers, as a result of which protocols on the condition of individual access roads shall be drawn up. On this basis, the Contractor will be obliged to restore the technical condition of the roads after completion of the works. 	Contractor

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7		Protection of human health and safety	Access roads to the Task area and their surroundings	<p>Keeping the access roads clean</p> <p>In order to maintain cleanliness and prevent accidents on the access roads to the area of the Task, the Contractor shall, among other things, take the following measures:</p> <ul style="list-style-type: none"> a) use all available technical means and organise the works in such a manner as to minimise contamination of the access roads to the site; b) remove immediately and systematically any contamination arising on access roads as a result of the movement of vehicles, machinery and equipment related to the execution of the Task (in particular in the vicinity of entrances and exits from the site); c) clean the wheels of vehicles before leaving the construction site on public roads. 	Contractor
8		Protection of human health and safety, protection of material assets	Access roads to the Task area and their surroundings	<p>Complying with tonnage restrictions on roads</p> <p>The works should be planned and executed in such a manner as to ensure that the technical condition of the access roads to the Task area is not impaired, in particular in connection with the transport of construction materials and equipment. The Contractor shall comply with statutory axle load restrictions when transporting materials and equipment to and from the Task area.</p>	Contractor
9		Protection of material assets	Access roads to the Task area and their surroundings	<p>Repairing damage to buildings and infrastructure elements</p> <p>The Contractor shall be responsible for all damage to structures and buildings, roads, drainage ditches, culverts, water and gas pipelines, power poles and lines, cables, surveying and installation points of any kind, and objects of other kinds such as vertical and horizontal markings, navigational markings, information signs, objects of cultural interest, etc., caused by them or their Subcontractors, service providers and suppliers during the period of execution of the Task.</p>	Contractor

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				<p>The Contractor shall also be responsible for restoring the patency of ditches and drainage systems in the area of the works and transport routes used, in the event of damage caused by the works and transport related to the works.</p> <p>The Contractor shall immediately repair any damage caused at their own expense.</p>	
C - REQUIREMENTS CONCERNING THE LOCATION OF FACILITIES FOR CONSTRUCTION AND TECHNOLOGICAL ROADS AND YARDS					
10		Protection of land surface and landscape, protection of soil and water, protection of living nature	Area of Task execution	<p>Obligation to construct facilities for construction and technological roads and yards</p> <p>The stage of construction works should be preceded by works related to the preparation of the area for the investment covering, among others, the preparation of storage places for construction and installation materials and radar equipment, facilities for the construction site, etc. as well as the designation and preparation of traffic routes for machines and vehicles.</p> <p>When planning the aforementioned elements of the construction site, it must be ensured that the land is used sparingly and that their area is kept to the necessary minimum. The area of temporary activity spaces should be limited to what is necessary.</p>	Contractor
11	I.1.1.2.3	Protection of land surface and landscape, protection of soil and water, protection of the acoustic climate, protection of living nature	Area of Task execution	<p>Conditions for the location of facilities for construction, yards, storage areas, etc.</p> <p>Facilities for construction, equipment unit bases, material and technological yards, car parks and storage areas for soil, construction materials and waste, should be located:</p> <ul style="list-style-type: none"> a) in locations ensuring that there is no noise impact on acoustically protected areas; b) as far as possible from residential buildings; 	Contractor

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				<ul style="list-style-type: none"> c) out of range of natural habitats and other areas of natural value; d) so as to preserve any broad-leaved and ligneous vegetation growing outside the areas required to be occupied for the execution of the construction works; e) avoiding shallow groundwater sites in well-permeable formations and sites of plants, animals and fungi subject to legal protection; f) taking into account the principle of minimising land take and surface transformation, and the obligation to reclaim the site after completion of the works. <p>The area of facilities for construction, parking places for machinery and equipment and storage places for construction materials should be hardened and organised in such a manner as to protect the ground and water environment from contamination with oil products.</p>	
12		Protection of land surface and landscape, protection of soil and water, protection of the acoustic climate, protection of living nature	Area of Task execution	<p>Conditions for locating technological roads and technical yards</p> <p>Technological roads and technical yards are to be located exclusively:</p> <ul style="list-style-type: none"> a) in locations which allow compliance with current regulations on the acoustic protection of land; b) as far as possible from residential buildings; c) as far as possible from existing watercourses, bodies of water and wetlands; d) in such locations as to preserve as far as possible any existing trees and bushes growing beyond those necessary for the occupation of the site in connection with the development; e) outside the areas of the highest natural values; in the event of the impossibility of meeting this condition in a given location, technological roads should be located in the immediate vicinity of the works, occupying only the minimum necessary area of the above mentioned areas; f) in the first instance on existing roads. 	Contractor
D - REQUIREMENTS FOR THE REMOVAL OF TREES AND BUSHES					

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13		Protection of landscape, protection of living nature	Area of Task execution	<p>Permitted scope and general conditions for the removal of trees and bushes</p> <p>The removal of trees and bushes should be kept to the minimum necessary to enable the works to be executed. Only those trees and bushes which grow in areas designated for building and development or which prevent the execution of works shall be removed, after obtaining the necessary permits in accordance with Polish law, if such a permit is required in a given case.</p> <p>Trees and bushes to be removed shall be carefully located and clearly marked in the field. The conformity of the location and number of trees and bushes marked in the field as to be removed with the applicable project documentation shall be confirmed by a written opinion from the nature conservation officer.</p>	Contractor
E - REQUIREMENTS FOR THE PRESERVATION OF TREES AND BUSHES NOT INTENDED FOR REMOVAL					
14	I.1.1.2.1. g, h	Protection of landscape, protection of living nature	Area of Task execution	<p>Protection of areas under tree and bush crowns</p> <p>a) Do not locate material and equipment bases (warehouses, depots, transport bases), excavated material and waste generated during construction works within the range of the vertical projection of tree crowns and if it is possible 2 m outside this range, especially avoid storing cement, lime and rubble near trees.</p> <p>b) Tree trunks more than 0.2 m above the original ground level and bushes more than 0.1 m above the original ground level shall not be covered with soil.</p>	Contractor
15		Protection of landscape, protection of living nature	Area of Task execution	<p>Fencing of areas under tree and bush crowns</p> <p>Trees and bushes not scheduled for removal growing within the site boundaries (including temporary activity areas) must be protected against mechanical or chemical damage in a manner visible to all work participants.</p>	Contractor

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				<p>These fences shall be installed prior to the commencement of the works and shall be maintained in good condition until the completion of the works which could adversely affect the trees and bushes in question.</p> <p>During the period of execution of the Task, the state of protection of tree trunks and bushes exposed to damage must be continuously checked and these protections must be maintained in a proper condition to ensure effective protection of the trunks against mechanical damage. Upon completion of the works, the aforementioned fences must be removed.</p>	
16	I.1.1.2.1 a, i	Protection of landscape, protection of living nature	Area of Task execution	<p>Trunk protection of trees not scheduled for removal</p> <p>Before commencing construction work, the trunks of trees not to be removed shall be protected against mechanical and chemical damage as follows:</p> <ul style="list-style-type: none"> a) the tree trunks must be wrapped with wicker or straw mats or jute fabric and then boarded up with boards at least 1.5 - 2.0 m high (depending on the height of the tree) without the use of nails and ensure that the boards do not rest on the root necks but on the ground; b) tree protection measures are to be dismantled on completion of the work. <p>During the period of execution of the Task, the condition of the trunk protections of trees exposed to damage must be continuously checked and these protections must be maintained in a proper condition to ensure effective protection of the trunks against mechanical damage. After the work has been completed, the protective measures must be removed.</p>	Contractor
17		Protection of landscape, protection of living nature	Area of Task execution	<p>Securing or preventive pruning of limbs and branches of trees exposed to damage</p> <p>Limbs and branches of trees not scheduled for removal that are exposed to mechanical damage by working or moving vehicles, machinery and equipment shall be protected against damage, e.g. by supporting the lowest</p>	Contractor

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				<p>growing limbs and branches or by tying them to higher growing limbs and branches (in each case in a manner that does not damage the bark). If it is not possible to conduct the above-mentioned protective measures, limbs and branches of trees not scheduled for removal that are susceptible to mechanical damage shall be preventively pruned. Preventive pruning must not disturb the natural habit of the trees (it must not cover more than 1/3 of their green mass), while maintaining the stability and statics of the trees (the extent of pruning must be even on all sides of the crown). The planned extent of the pruning cuts and the way in which the pruned limbs and branches are to be cared for must be agreed with the environmental supervisor.</p>	
18	I.1.1.2.1 b, c, d	Protection of landscape, protection of living nature	Area of Task execution	<p>Performing work within the root balls of trees and bushes</p> <p>Work in the root masses of trees and bushes which are not to be removed must be undertaken only by hand under the following conditions:</p> <ul style="list-style-type: none"> a) do not cut off the skeleton roots (more than 4 cm in diameter); b) excavations should be made as close as possible to 2 m from the trunk; c) the period during which exposed roots are exposed to dryness or frost shall be minimised; d) the optimum period for conducting the work in question is between October and April; e) excavation work in the root zone of trees must be conducted manually or with micro-excavators; f) when approaching the root zones of trees with earthworks, it must be ensured that water and mineral salts can be absorbed by the roots and that there is access to air; g) root pruning must be performed with sharp cutting tools, tearing and crushing of root systems is not allowed, and the skeletal roots, which are responsible for the statics of the tree, must not be damaged. <p>The above-mentioned activities must be undertaken in consultation with the environmental supervisor.</p>	Contractor

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19	I.1.1.2.1 f	Protection of landscape, protection of living nature	Area of Task execution	<p>Protecting exposed tree and bush roots</p> <p>The roots should be left exposed for no longer than 2 hours, but if left in the sun for no longer than 1 hour, with the exception of if left in the air on wet days - no longer than 8 hours. To protect the roots from drying out, damp peat, mats or jute cloth should be used, which should be regularly dampened with water. Similarly, in winter, exposed roots should be protected from frost with mats, blankets or a layer of peat covered with boards.</p> <p>During periods of sub-zero temperatures, these mats should be kept dry to prevent the roots from freezing.</p>	Contractor
20	I.1.1.2.1. e	Protection of landscape, protection of living nature	Area of Task execution	<p>Treatment of damaged trees and bushes</p> <p>If roots, branches or trunks are damaged, take protective measures: cut damaged roots at right angles to the living root, nurse only fresh wounds, in the case of tangential wounds simply level the wound margin with a sharp tool, in the case of transverse wounds the branch should be pruned “round the neck”, wounds should not be treated with impregnations and various preparations, including fungicides;</p> <p>The above-mentioned activities must be undertaken in consultation with the environmental supervisor.</p>	Contractor
F - REQUIREMENTS FOR SAFEGUARDING PROTECTED NATURAL RESOURCES					
21		Protection of land surface and landscape, protection of soil and water, protection of living nature	Area of Task execution	<p>Limitation of the impact of the implementation of the Task on the natural and landscape resources</p> <p>In order to limit the negative impact of the works on the natural and landscape resources present in the area of the Task and its surroundings, the Contractor will be obliged, among others, to:</p> <p>a) ensure that the work is organised in such a manner as to minimise the duration of the Task;</p>	Contractor

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				<ul style="list-style-type: none"> b) ensure that the land is used sparingly and that its surface is transformed as little as possible; c) limit the use and transformation of natural elements of the environment only to the extent that is necessary for the proper and timely implementation of the Task: d) paint the radar station building (tower with integral ground floor building) in grey and green to reduce the visibility of the installation in the landscape 	
22		Protection of land surface and landscape, protection of soil and water, protection of living nature	Area of Task execution	<p>Protection of existing vegetation and topography within the limits of the construction area</p> <p>The Contractor shall make every effort to preserve the existing vegetation (trees, bushes and herbaceous vegetation) and the existing ground contours in those parts of the site which are not directly related to the execution of the works (in accordance with the applicable design documentation). For this purpose, the movement of construction vehicles and machinery within the boundaries of the construction area should be limited only to places of currently conducted or planned construction works and other works related to the implementation of the Task, as well as to designated technological roads, storage yards, construction facilities, etc.</p> <p>Plant protection products (herbicides, pesticides) and any artificial fertilisers shall not be used during construction.</p> <p>The vegetation outside the investment area must not be damaged during construction work.</p>	Contractor
23		Protection of living nature	Area of the investment execution	<p>Protection of animals</p> <p>Works should be conducted in such a manner as not to kill animals.</p> <p>All excavations must be kept clear of animals and any animals that have entered must be allowed to leave. It is also necessary to ensure that any water-filled depressions which may have arisen in the work areas and on the construction sites do not allow amphibians to enter them and breed there.</p>	Contractor

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				<p>Substances which could be lethal to the animals present must not be used in the course of the work.</p> <p>The construction site shall be illuminated at night only by motion detectors and not by dusk switches or other solutions that illuminate the construction site continuously at night. The construction site will be allowed to be lit continuously after sunset when work is being executed to ensure safety. When the work is completed during the working day, it will be changed over to being switched on by motion detectors. For lighting, low-mounted lamps with light directed downwards and with low UV emissions should be used.</p> <p>All openings in the doors and walls of the premises, including, in particular, ventilation openings, will be covered with safety netting to prevent bats, birds and smaller mammals from occupying these facilities.</p>	
G - REQUIREMENTS FOR LAND APPLICATION (INCLUDING HUMUS LAYER)					
24		Protection of land surface and landscape, protection of soil	Area of Task execution	<p>Management of grounds from the construction site</p> <p>The ground on the site (including earth masses) should be managed on site first. The remaining excess ground should be managed in accordance with the design documentation.</p> <p>The treatment of waste land should be presented in a Waste Management Plan (WMP) prepared by the Contractor and submitted to the PIU for approval before the commencement of works</p>	Contractor
25		Protection of soil, protection of living nature	Area of Task execution	<p>Collecting the humus layer</p> <p>Prior to the works, the fertile soil layer (humus), approximately 20-30 cm thick, should be removed and placed in heaps, which should then be used for site clearance works.</p>	Contractor

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				<p>After the soil has been placed in the heaps, it should be protected from the weather and other negative influences. In order to protect the humus layer from the Task area:</p> <ul style="list-style-type: none"> a) prior to the commencement of construction works in individual parts of the Task area, it is necessary to collect a layer of fertile soil (so-called humus), of a thickness consistent with the applicable project documentation (this condition applies to all places in the Task area where degradation of the existing humus layer could occur due to the performance of works, traffic and operation of vehicles, machinery and equipment, storage of materials, etc.); b) the removal of the top layer should be preceded by a nature inventory. 	
26		Protection of land surface and landscape, protection of soil, protection of living nature	Area of Task execution	<p>Humus storage</p> <p>The collected humus should be stored as follows:</p> <ul style="list-style-type: none"> a) the collected humus should be stored in heaps, located in places where it will be effectively protected against degradation (see also the description in point c); b) the detailed location of humus heaps should be agreed in advance with the environmental supervisor, so that the storage of humus does not cause degradation of natural habitats and protected species sites, and does not adversely affect the health of trees and bushes; c) stored stockpiles of humus should be marked and effectively protected against contamination, driving, compaction, storage of construction materials, etc; d) stored humus heaps must be kept sufficiently moist, so as to enable their re-use (e.g. they must be sprinkled regularly, with a frequency depending on weather conditions). 	Contractor
27		Protection of soil, protection of living nature	Area of Task execution	<p>Humus use</p> <p>The stored humus should be used to restore the fertile soil layer in later stages of construction.</p>	Contractor

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H- REQUIREMENTS FOR LAND RECLAMATION AFTER COMPLETION OF WORKS					
28		Protection of land surface and landscape, protection of soil, protection of living nature	Area of Task execution	<p>Restoring the humus layer and green areas and tidying up the site on completion of the works</p> <p>After completion of the construction works it is necessary to:</p> <ul style="list-style-type: none"> a) dismantle the construction facilities, roads and technological sites, and transport the road slabs and collected sand/rubble from the ballast (if applicable) outside the area of the Task; b) on the areas occupied in connection with the implementation of the Task (within the area of the Task implementation) perform appropriate agrotechnical operations (soil loosening, fertilising, etc.), preparing for the restoration of the fertile layer of soil, and then restore the fertile layer of soil (using, among others, humus collected from the area of works); c) if necessary, undertake supportive measures for the restoration of green areas (including seeding and planting trees or bushes [according to the project documentation], using preferably native plant species compatible with the local habitat conditions). Sowing shall be performed as soon as possible after the completion of the restoration of the fertile soil layer in order to prevent the development of weeds on the humus surfaces; d) ensure that the restored green areas are properly cared for; e) remove all remaining waste and tidy up the Task area; f) tidy up and restore the area covered by the works as a result of e.g. movement of machinery, means of transport and areas adjacent to the worksite. 	Contractor
29		Protection of land surface and landscape, protection of soil,	Area of Task execution	<p>Maintaining grassy areas</p> <p>If, after tidying up the area and sowing it, gaps are observed, a suitable grass mixture should be sown to complete the lawn.</p>	During the execution of the Task (in the given Area) - the Contractor

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		protection of living nature			
I - REQUIREMENTS TO PREVENT EMISSIONS INTO THE GROUNDWATER ENVIRONMENT					
30		Protection of soil and water, protection of human health and safety, protection of living nature	Area of Task execution	<p>Ensuring the safety of the ground and water environment</p> <p>The Contractor is obliged to ensure that the works are organised in such a manner, including the organisation and equipment of the construction site, as to prevent the possibility of contamination of the ground and water environment in the area of the Task and its surroundings, as well as to prevent the possibility of uncontrolled leakage of earth masses and other construction materials into standing water reservoirs.</p>	Contractor
31		Protection of soil and water, protection of human health and safety, protection of living nature	Area of Task execution	<p>Building materials application</p> <p>Only construction materials and raw materials that meet the applicable environmental standards, have the legally required approvals and are approved for use as planned by the Contractor and are safe for the environment should be used in the execution of the Task.</p>	Contractor
32	I.1.1.2.4	Protection of soil and water, protection of air	Area of Task execution	<p>Maintaining and servicing vehicles, machinery and equipment</p> <p>Only vehicles, machinery and equipment which are in a technical condition that does not threaten the occurrence of uncontrolled emissions of pollutants into the ground and water environment (e.g. leaks of fuels, oils, operating fluids, lubricants, etc.) and air (exceeding the permitted standards of exhaust emissions) should be used to perform the Task.</p> <p>The technical condition of construction machinery and means of transport should be checked regularly by the Contractor of the works in order to eliminate soil contamination as a result of possible leakage.</p>	Contractor

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33		Protection of soil, water	Area of Task execution	<p>Conditions for dewatering construction excavations</p> <p>Within construction excavations, a proper drainage system must be used to ensure that the excavations are kept free of standing water.</p> <p>If suspended solids are found in water pumped from excavations, the water must be purified (e.g. in a settling pond/settling tank) before being discharged into surface water.</p> <p>Disposal of suspended solids from treatment shall be undertaken in a manner consistent with their qualification, eliminating the possibility of their entering surface water or land or being deposited in areas where flooding, waterlogging, etc., are likely to occur.</p>	Contractor
34	I.1.1.2.5	Protection of soil, water	Area of Task execution	<p>Location and equipment of sites for collection, production and processing of materials likely to cause pollution of the ground and water environment</p> <p>Sites for the collection, production or processing of construction materials (e.g. ready-mixed concrete, prefabricated elements, aggregates, etc.) and other substances which may cause contamination of the ground and/or surface waters must be located, paved and equipped in such a manner as to minimise the risk of their negative impact on the state of the environment, and in particular to reduce the risk of emissions to the ground and water environment.</p> <p>Such sites should have adequate protection against the possibility of ground and water contamination and should be provided with equipment and materials to enable the immediate removal of any possible contamination. The location of these sites should also meet the conditions referred to in item 11.</p>	Contractor
35		Protection of soil, water	Area of Task execution	<p>Designation, marking and equipping of service areas for vehicles, machinery and equipment, storage areas for hazardous materials and storage areas for hazardous waste on the construction site</p> <p>The construction site must be designated, marked and properly equipped:</p>	Contractor

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				<p>a) areas for the servicing, fuelling, repairing and washing of vehicles, machinery and equipment;</p> <p>b) areas designated for the storage of hazardous materials;</p> <p>c) areas designated for the storage of hazardous waste.</p> <p>These sites should be equipped with, among others, technical and chemical means for removing or neutralising hazardous substances, including oil derivatives.</p> <p>In these areas, the ground surface should be sealed by using, for example, a geomembrane and covering it with concrete slabs.</p> <p>Rainwater and snowmelt from the above-mentioned areas must not carry pollutants into the ground or surface water.</p> <p>Fuels should be stored in sealed containers on a paved surface.</p> <p>Construction equipment refuelling areas and construction material storage areas should be located outside areas of particular shallow groundwater occurrence.</p>	
36		Protection of soil, water	Area of Task execution	<p>Conditions for day-to-day maintenance of vehicles, machinery and equipment</p> <p>The Contractor shall conduct ongoing inspections of the condition of vehicles, machinery and equipment and eliminate, by means of available organisational measures, the possibility of any contamination entering the ground and water environment (including, in particular, the possibility of spillage of fuels, oils, operating fluids, lubricants, etc.), both during operation and during servicing, refuelling, transport and parking of vehicles, machinery and equipment.</p> <p>Day-to-day servicing of vehicles, machinery and equipment involving the risk of contamination of the ground or water should only be undertaken in areas away from the banks of bodies of water, adequately protected against the possibility of ground and water contamination and equipped with equipment and materials enabling the immediate removal of any possible contamination. As far as possible, such activities should be conducted primarily at designated, marked and appropriately equipped areas on the construction site as referred to in item 35.</p>	Contractor

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37		Protection of soil, water	Area of Task execution	<p>Conditions for periodic maintenance, repair and washing of vehicles, machinery and equipment</p> <p>No repair work, including such activities as oil changes in vehicles, will be undertaken on the site. Periodic maintenance (e.g. oil and fluid changes, replacement of worn-out parts and components, etc.), repairs and washing of vehicles, machinery and equipment must only be undertaken in designated, marked and appropriately equipped areas within the construction site facilities referred to in item 36.</p>	Contractor
38		Protection of soil, water	Area of Task execution	<p>Ensuring availability of sorbents in the vicinity of areas exposed to risk of oil emissions</p> <p>In places exposed to the risk of uncontrolled emission of petroleum substances to the ground and water (including, among others, in places where vehicles, machines and equipment are serviced, in bases of equipment units, in car parks, etc.) it is necessary to ensure access to adequate amounts of sorbents for elimination of resulting spills and spouts of petroleum substances.</p> <p>Do not allow the area to be contaminated with chemicals that may seep into the water, areas intended for the storage of substances that may pose a risk to water should be protected with insulating materials. The construction area should be equipped with means for neutralising possible emergency spills of fuels, oils or other chemical substances (sorbents, e.g. polypropylene cotton wool, absorbent sheets).</p>	Contractor
39	I.1.1.2.8	Protection of soil, water	Area of Task execution	<p>Ensuring accessibility to sanitary facilities</p> <p>Portable toilets shall be provided at the facility for the construction. The domestic sewage from the construction site generated during the execution of the project should be handed over to entities holding permits required by law for its collection.</p>	Contractor

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40		Protection of soil, water	Area of Task execution	<p>Inspections of the ground in places where vehicles, machines and equipment are working and parked</p> <p>Work and parking areas for vehicles, machinery and equipment should be regularly inspected (particularly after long periods of work or standing still at a given location) to identify any leakages of substances that could contaminate the ground.</p>	Contractor
41	I.1.1.2.6	Protection of soil, water	Area of Task execution	<p>Managing the release of oil pollutants</p> <p>In the event of any incident involving the emission of petroleum substances into the environment (including ground and water):</p> <ul style="list-style-type: none"> a) take immediate action to prevent the spreading of contamination, using available resources (e.g. sorbents); b) grounds contaminated by the accident must be removed immediately in accordance with current legislation; c) immediately eliminate the causes and effects of the failure; d) in the event of major incidents, apply emergency notification procedures. 	Contractor
42		Protection of soil, water	Area of Task execution	<p>Construction works which may contaminate the ground and water environment</p> <p>In the event that construction work is conducted which may contaminate the ground and water environment, e.g. by transferring contaminants such as paint fractions or dust, the exposed area must be suitably protected, e.g. with foil and/or sorbent, as required.</p>	Contractor
J - REQUIREMENTS FOR THE PREVENTION OF AIR EMISSIONS					
43		Protection of air and acoustic climate	Area of Task execution	<p>Reducing air pollution from exhaust fumes</p> <p>In order to reduce negative impacts on air quality it is necessary to:</p>	Contractor

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				<ul style="list-style-type: none"> a) reduce the idling time of engines to a minimum and observe the principle of shutting down vehicles, machinery and equipment when stationary or on breaks; b) plan and conduct the work in such a manner as to minimise the use of construction equipment and means of transport; c) use only technically efficient vehicles, machines and equipment with the required certificates, which do not exceed the permitted standards for emissions of gaseous and particulate substances into the atmosphere; d) provide space for vehicles to manoeuvre freely, in the form of yards; e) keep the movement of vehicles, machinery and equipment to a minimum and limit the speed of vehicle traffic on the construction site. 	
44	I.1.1.2.2 a, b	Protection of the air	Area of Task execution	<p>Limiting dust from construction sites and roads</p> <p>During construction work, dust emissions must be limited by maintaining a high work culture, including in particular:</p> <ul style="list-style-type: none"> a) systematic cleaning of the construction site; b) applying the necessary technical and organisational measures to limit dust emissions from the construction site, including from storage areas for construction materials and from under the wheels of vehicles and machinery; c) storing loose materials in places sheltered from the wind and (as far as possible) in their original packaging and, if necessary, covering them with tarpaulins, spraying water in the case of earthen materials, etc; d) stopping work or conducting water spraying on roads, yards and other ground surfaces causing dust during dry and windy periods; e) reducing vehicle speeds on roads that cause dust (especially in dry periods); f) using sealed tarpaulins on vehicles transporting materials that may cause dusting during transport; 	Contractor

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				<p>g) storing dusty materials in such a manner that they cannot be swept away or dispersed;</p> <p>h) cleaning the wheels of vehicles before driving on the access roads to the area of the Task;</p> <p>i) removing the resulting contamination using mechanical equipment; ensuring that work sites causing dust are properly secured, e.g. by putting nets on scaffolding, and properly securing the ground.</p>	
45		Protection of the air	Area of Task execution	<p>Prohibition of bonfires and burning of materials, waste, rubbish, etc.</p> <p>In the area where the Task is executed, it is forbidden to organise bonfires and to burn materials, waste, rubbish, etc.</p>	Contractor
K - REQUIREMENTS REGARDING THE PREVENTION OF NOISE EMISSIONS					
46		Protection of acoustic climate	Area of Task execution	<p>Limiting work to daytime</p> <p>In the vicinity of areas and buildings subject to acoustic protection, construction works and transport of construction materials should be conducted only during daylight hours, i.e. from 6:00 am to 10:00 pm. This does not apply to the construction of the reinforced concrete structure of the tower using the sliding formwork method.</p>	Contractor
47		Protection of acoustic climate	Area of Task execution	<p>Reducing noise from vehicles, machinery and equipment</p> <p>In the period of the Task execution, only technically efficient vehicles, machines and equipment with sound emissions (acoustic power) compliant with the applicable regulations and not exceeding the environmental quality standards in terms of permissible noise levels should be used. In the event that faulty vehicles, machinery or equipment are found, which may cause increased noise levels in their surroundings, they must be replaced immediately with efficient ones.</p>	Contractor

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				Use the least noise-intrusive construction technology, maintain good work organisation, correct use of equipment and keep it in good technical condition.	
L - REQUIREMENTS FOR WASTE MANAGEMENT					
48		Protection of soil, water	Area of Task execution	<p>Preparing a Waste Management Plan (WMP)</p> <p>Prior to commencement of the works, the Contractor, as waste producer, shall prepare and submit for approval by the PIU a Waste Management Plan, specifying methods of handling waste expected to be generated during the course of the works and taking into account, among others, the conditions for handling waste contained in the DEMP</p>	Contractor
49	I.1.1.2.10	Protection of soil, water and air	Area of Task execution	<p>General principles of waste management</p> <p>Waste generated during the execution of the Task shall be segregated and stored selectively in tight containers, containers or in separate and adapted for this purpose roofed places, on hardened ground, in conditions preventing dusting and blowing away of light fractions and their negative impact on the environment and in a manner protecting the ground and water environment from possible contamination.</p> <p>Successive collection of waste by entities authorised for further management should be ensured.</p> <p>It is prohibited to store waste and to locate construction sites in areas of shallow groundwater in well-permeable formations, as well as sites of plants, animals and fungi subject to legal protection.</p>	Contractor
50		Protection of soil, water	Area of Task execution	<p>Principles of hazardous waste management</p> <p>Hazardous waste must be separated and stored separately in designated sealed containers placed in a sealed, hardened area, marked and protected</p>	Contractor

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				from access by third parties, until it is delivered to entities authorised to further manage such waste.	
51		Protection of soil, water	Area of Task execution	<p>Principles for handling social and domestic waste water</p> <p>Social and domestic wastewater should be collected at the construction site (paved) in sealed, non-returnable containers, the contents of which shall be transferred to entities holding relevant permits for their management.</p>	Contractor
52		Protection of soil, water	Area of Task execution	<p>Principles of waste treatment in connection with repair and maintenance of equipment</p> <p>No waste associated with the repair and maintenance of equipment, machinery and devices used for construction work may be stored on the site. All machine repairs and servicing should be undertaken by specialist companies or persons authorised for such work by the manufacturer (authorised service centre). Waste generated during this type of work (e.g. damaged parts, seals, filters, lubricant and fluid containers, used oils, fluids, etc.) shall be collected by repair or service contractors and shall not be stored on the construction site. They should then be managed in accordance with the regulations.</p>	Contractor
M - HEALTH AND SAFETY REQUIREMENTS					
53		Protection of human health and safety	Area of Task execution	<p>Development of documents related to security in the area of the Task</p> <p>The area of the Task shall be kept tidy and proper organisation of the works shall be ensured. Prior to the commencement of the works, the Contractor shall prepare and obtain approval from the PIU for the following documents related to site safety (described in the text of the DEMP):</p> <ul style="list-style-type: none"> a) Site organisation project (included in the SHP plan); b) Waste Management Plan (WMP – see also item 48); c) The safety and health plan (SHP plan). 	Contractor

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54		Protection of human health and safety	Area of Task execution	<p>Implementing guidelines on occupational safety requirements</p> <p>The Contractor shall ensure the implementation of specific guidelines on work safety requirements, including but not limited to:</p> <ul style="list-style-type: none"> a) landscaping of the construction site, including danger zones; b) storage and transportation; c) electrical installations and equipment; d) machinery and technical equipment; e) works at height; f) earthworks; g) selected renovation and demolition works. <p>included in the applicable legislation.</p> <p>A mobile crane may normally be operated with gusts of wind up to 10 m/s for large-dimension work, for other work operation is possible when the wind speed at gusts does not exceed 15 m/s, unless the crane manufacturer has specified other wind speeds and gusts in the technical and operation documentation. Operation of the mobile crane shall be in accordance with its technical and operating documentation.</p> <p>During radar operation, people are not allowed in the radar dome room, the terrace around the dome or the crane at the height of the radar antenna axis. Work in these locations can take place when the radar is turned off.</p>	Contractor
55		Protection of human health and safety	Area of Task execution	<p>Conditions for safe storage of building materials</p> <p>Materials used for construction work shall be stored in a manner that protects them from damage and in a manner that does not endanger the safety of persons and property, and prevents products, equipment, machinery and other equipment from tipping, sliding or falling</p>	Contractor
56		Protection of human health and safety	Area of Task execution	<p>Ensuring hygienic conditions</p>	Contractor

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				The necessary number of portable toilets must be provided in the Task area and the use of them by employees must be ensured.	
N - REQUIREMENTS IN RELATION TO EXTRAORDINARY ENVIRONMENTAL EMERGENCIES					
57		Protection of human health and safety	Area of Task execution	<p>Principles of Emergency Notification</p> <p>In the event of an emergency (other than flooding), accident, major breakdown, etc., the Contractor shall take the following actions:</p> <ul style="list-style-type: none"> a) immediately inform the relevant services (Fire Brigade, Ambulance, Police, etc.); b) perform the necessary actions to reduce the risk of damage to personnel, property and the environment (if possible agreed with the relevant services) until the arrival of the relevant services; c) notify the PIU; d) when the relevant services arrive, follow their instructions strictly. 	Contractor
58		Protection of human health and safety	Area of Task execution	<p>Principles of handling unexploded ordnance or unexploded bombs</p> <p>If unexploded or unexploded bombs are found, the Contractor shall:</p> <ul style="list-style-type: none"> a) immediately cease work at the site in question; b) ensure the evacuation of employees from the danger zone; c) immediately notify the licensed bomb disposal unit and the Police and follow their instructions; d) notify the PIU. <p>Lifting, digging up, burying, moving, throwing into fire or water, etc. of unexploded ordnance or unexploded bombs found is strictly prohibited.</p>	Contractor
O - REQUIREMENTS CONCERNING THE PROTECTION OF CULTURAL MONUMENTS					

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59		Protection of monuments	Area of Task execution	<p>Principles of proceeding in the event of discovering movable monuments or archaeological sites</p> <p>If, in the course of the works, an object is discovered which it is presumed or certain may be a monument or of historical value, the Contractor shall:</p> <ul style="list-style-type: none"> a) cease all work likely to damage or destroy the object discovered and safeguard, using available means, the object and the place of discovery; b) immediately notify the Contractor's environmental supervisor; c) immediately notify the Provincial Conservator of Monuments or, if this is not possible, the locally competent mayor. The Contractor shall at the same time inform the PIU in this respect; d) enable and ensure the performance of documentary, archaeological and other necessary actions indicated by the administrative authorities responsible for the preservation of objects and other historical substance; e) in the event of immovable monuments, after the completion of the activities described in point d., the guidelines and other activities determined by the administrative authorities responsible for the preservation of the objects and other monumental substance should be implemented. 	Contractor
P – ADDITIONAL ENVIRONMENTAL REQUIREMENTS					
60	I.1.1.3.1.	Protection of living nature	Area of Task execution	<p>Lighting of the tower</p> <p>Adequate radar lighting should be installed to make the tower visible to passing birds to minimise the risk of birds crashing into the subject object.</p>	Contractor
61	I.1.1.3.2.	Protection of landscape	Area of Task execution	<p>Painting of the tower</p> <p>Paint the radar station building in shades of grey and green to reduce the visibility of the installation in the landscape.</p>	Contractor

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R - REQUIREMENTS FOR IMPLEMENTATION AND REPORTING OF THE DEMP					
62		Implementation and reporting of the DEMP	Area of Task execution	<p>Appointment of the EMP Coordinator in the Contractor's team</p> <p>A person shall be designated within the Contractor's team to coordinate and supervise the activities related to the implementation of the DEMP. This person's responsibilities shall include, among others:</p> <ul style="list-style-type: none"> a) supervision of the implementation of individual conditions of the DEMP in subsequent stages of the Task; b) on-going monitoring of the status of implementation of individual conditions from Appendices 1 and 2 to the DEMP in the area of the Task execution; c) keep the management of the Contractor's team informed of the obligations arising from the DEMP for a given phase of the works, as well as of problems in the implementation of the DEMP; d) cooperate with the rest of the Contractor's team in ensuring the implementation of the DEMP; e) preparation of reports and reports for the PIU (e.g. commencement, monthly, quarterly, ad-hoc, final reports); f) cooperation with those responsible for the implementation of the DEMP within the PIU team. <p>The person appointed to the aforementioned function shall require the approval of the PIU.</p>	Contractor
63		Implementation and reporting of the DEMP	Area of Task execution	<p>Environmental supervision</p> <p>Due to the small area of works related to the Contract and lack of environmentally valuable habitats and species (identification was made for the needs of Environmental Impact Reports for the construction of the radar station), the Contractor for the time of preparation and implementation of works shall not employ a team of environmentalists responsible for permanent construction environmental supervision.</p>	Contractor

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				The knowledgeable EMP Coordinator shall perform the functions of the environmental supervision. The environmental supervision activities shall be conducted in accordance with applicable regulations and good practices under the supervision of a representative of the PIU.	
64		Implementation and reporting of the DEMP	Area of Task execution	<p>Responsibilities of the EMP Coordinator as the environmental supervisor</p> <p>The environmental supervisor shall be involved in the implementation of mitigation measures for the protection of environmental resources as defined in this DEMP. The environmental supervisor during the investment execution period should in particular:</p> <ol style="list-style-type: none"> a) inspect the current state of habitats and populations of selected species in the investment strip and in the buffer of approx. 50 m around plots 63 and 64 where the construction and facilities for the construction will be located; b) monitor and determine the impact of the investment on the status of populations of protected species and the habitats they occupy, as well as on the status of other components of the environment; c) verify the methodology of construction works and their impact on protected species and natural habitats and other environmental components; d) react immediately if observed or highly probable negative effects of the works on protected species and habitats are identified; e) indicate the need for and ways of performing activities that minimise losses in the natural environment; f) monitor and determine the effectiveness of the minimisation measures taken; g) in the event of situations requiring an additional opinion of a specialist, e.g. dendrologist, ornithologist, the person in charge of the environmental supervision (in this instance the EMP Coordinator) is responsible for employing an appropriate specialist for the purpose of the consultation. 	Contractor
65		Implementation and reporting of the DEMP	Area of Task execution	Training of the Contractor's personnel on the implementation of the DEMP	Contractor

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				<p>The Contractor shall train their management and engineering and technical personnel in the principles and means of fulfilling those terms and conditions of the DEMP which, according to Appendices 1 and 2 of the DEMP, are assigned to the Contractor.</p> <p>These trainings should be concluded with a test of the participants' knowledge. In the monthly reports submitted to the PIU, the Contractor shall provide information on the status of training of the Contractor's personnel on the terms and conditions of the DEMP during the current reporting period.</p>	
66		Implementation and reporting of the DEMP	Area of Task execution	<p>Reporting on the status of implementation of the DEMP</p> <p>During the period of Task execution, the Contractor shall submit to the PIU monthly reports on the implementation of the conditions defined in the DEMP (in the form of a checklist with necessary appendices, including reports on the implementation of environmental supervision) and shall include a description of the status of implementation of the DEMP in the monthly Progress Reports.</p> <p>A template for the aforementioned reports (checklist) shall be developed by the Contractor and submitted to the PIU for approval.</p> <p>Depending on the circumstances, the PIU may require the Contractor to submit additional reports on, among others, emergencies, accidents, implementation of selected items of the DEMP, etc.</p>	Contractor
67		Implementation and reporting of the DEMP	Area of Task execution	<p>Discussing the implementation of the DEMP during working meetings and Construction Boards</p> <p>During the period of Task execution, monthly meetings will be held between representatives of the PIU and the Contractor to discuss and control the implementation of mitigation and monitoring measures identified in the DEMP.</p> <p>Notes/minutes shall be taken of these meetings and shall be attached to the monthly reports referred to in item 65. Regardless of the above, the current requirements and problems related to the implementation of the DEMP shall</p>	Contractor

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				be discussed at all Construction Boards and included in the notes/minutes of the Construction Boards.	
S – OTHER ES REQUIREMENTS					
68		Protection of human health and safety, other ES issues	Area of Task execution	<p>Obligation to comply with ES requirements and conditions</p> <p>The Contractor shall apply and comply with all requirements and conditions for ES policies (relating to environmental, social and occupational health and safety issues) as specified in the Task documents, the World Bank's Environmental and Social Operational Policies and Procedures, the World Bank's Environmental, Health and Safety Guidelines (EHS Guidelines), as well as those arising from the legal acts in force in Poland (including Labour Code, Construction Law and others).</p> <p>The requirements and conditions in the field of ES specified in the above-mentioned sources for the Contractor and their personnel (irrespective of the legal form of cooperation) shall also apply, to the extent appropriate to the current situation, to the Contractor's subcontractors and their personnel and subcontractors.</p>	Contractor
69		Protection of human health and safety, other ES issues	Area of Task execution	<p>Ensuring safety in the event of accidents at work</p> <p>The Contractor is obliged to ensure such conditions for the execution of the Task (including conditions for the execution of works) so as to prevent accidents involving any persons connected with the execution of the Task (including, among others, personnel of the Contractor, PIU, Investor, PCU, subcontractors, suppliers, etc.) and members of the public.</p> <p>In the event of an accident, the Contractor shall immediately ensure proper handling of the injured persons, notify and allow access of the relevant services, and secure the site so as to ensure the safety of the said services and other persons who may be in the vicinity of the site.</p> <p>Regardless of the above, the Contractor shall promptly inform the PIU of all accident and near accident incidents related to the Task (whether on site or</p>	Contractor

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				at any other locations), in accordance with the applicable procedures specified in the Task documents.	
70		Protection of human health and safety, other ES issues	Area of Task execution	<p>Ensuring that a health and safety specialist is part of the Contractor's team</p> <p>Throughout the period of the Task, the Contractor shall provide health and safety supervision, ensuring compliance with the health and safety principles defined in the Task documents and applicable national laws. The qualifications of the person responsible for supervising health and safety must be in accordance with Polish labour legislation.</p>	Contractor
71		Other ES issues	Area of Task execution	<p>Ensuring the safety of individuals regarding sexual harassment and mobbing</p> <p>The Contractor is obliged to ensure that the conditions of the Task are such that there is no sexual harassment or mobbing in relation to the Contractor's personnel and subcontractors, any other persons connected with the performance of the Task and any members of the public.</p> <p>In the event of the occurrence of the aforementioned cases of sexual harassment or mobbing, the Contractor shall take action to immediately eliminate the aforementioned behaviour, and shall then immediately draw all the consequences stipulated by law and the company's internal regulations against the perpetrators of such behaviour, and shall provide the victims of such behaviour with all the necessary assistance and support to the extent appropriate to the situation.</p> <p>Regardless of the above actions, the Contractor shall promptly inform the PIU of all incidents of sexual harassment or mobbing, in accordance with the applicable procedures specified in the Task documents.</p>	Contractor
72		Other ES issues	Area of Task execution	<p>Educational measures for the prevention of sexual harassment and/or mobbing</p> <p>The Contractor shall provide training and implement an awareness programme for the Contractor's personnel to address incidents of sexual harassment and mobbing. These activities shall be conducted throughout</p>	Contractor

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				the duration of the construction works and at least once every 2 months. They shall include information, education and awareness-raising campaigns on the topics of sexual harassment and mobbing.	
73		Other ES issues	Area of Task execution	<p>Ensuring appropriate working conditions and pay for personnel</p> <p>The Contractor is obliged to ensure that the personnel involved in the performance of the Task have working and pay conditions which are fully compliant with the labour law regulations in force in Poland (in particular the Labour Code), including but not limited to:</p> <ul style="list-style-type: none"> a) The Contractor shall ensure equal pay for employees performing the same work, without regard to gender, sexual orientation or age; b) persons employed on the Contract shall not suffer harassment or discrimination on grounds of sex, sexual orientation and age; c) The Contractor shall, in accordance with the possibilities and conditions and the Polish Labour Code regulations, provide for the living and social needs of employees at the workplace; d) The Contractor shall facilitate the upgrading of professional qualifications for employees. 	Contractor
74		Other ES issues	Area of Task execution	<p>Educational actions on complaints about working and pay conditions</p> <p>The Contractor shall inform all persons employed in connection with the Task of the possibility of filing complaints about working and pay conditions and shall develop and deliver to such persons an information leaflet with the necessary information concerning the filing of complaints and claims, in which, among other things, they shall ensure that there are no repercussions for the person reporting the problem.</p>	Contractor
75		Other ES issues	Area of Task execution	<p>Principles of prevention of infectious diseases (including diseases such as HIV/AIDS and diseases caused by coronaviruses)</p> <p>The Contractor shall implement an awareness programme for the prevention of sexually transmitted diseases (including HIV/AIDS) and other infectious diseases (including those caused by coronaviruses) and shall take all other</p>	Contractor

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				measures to reduce the risk of transmission of infectious diseases among the Contractor's personnel and the community. These activities must be undertaken in accordance with the detailed conditions that have been specified in the Tender Documents for the Task.	
76		Other ES issues	Area of Task execution	<p>Rules to be followed in the event of an epidemic or an epidemic risk state</p> <p>In the event of an epidemic or epidemic risk state being in force during the period of performance of the Task, the Contractor shall:</p> <ul style="list-style-type: none"> a) ensure the necessary precautions for the health and safety of persons on the site related to the execution of the Task, to the extent described in the Conditions of the Task, in particular the introduction of appropriate measures to avoid or minimise the spread of infectious diseases, including measures to avoid or minimise the transmission of infectious diseases; b) appoint a person responsible on the Contract for matters relating to health and safety rules during an epidemic or an epidemic risk state; c) implement the relevant recommendations of the World Bank and the sanitary services in the Republic of Poland; d) cooperate with the PIU and, in particular, provide current information on the precautions taken or planned (including the appropriate protection of the site against unauthorised access, the procedures introduced and the relevant updating of documents, in particular the SHP Plan); e) organise an information campaign (e.g. posters and instructions posted around the site) on the ways in which the virus spreads, the symptoms and signs of infection, and ways to protect yourself (including regular hand washing). 	Contractor
T - OPERATION PHASE REQUIREMENTS					
77		Period of operation, protection of soil and water	Area of Task execution	<p>Technical performance and vehicle inspections</p> <p>Only vehicles, machinery and equipment which are in a technical condition that does not jeopardise the occurrence of uncontrolled emissions of</p>	Investor

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				pollutants into the ground and water environment (e.g. leakage of fuels, oils, operating fluids, lubricants, etc.) and air (exceeding the permitted standards of exhaust emissions) should be used for service visits.	
78	I.1.1.2.7	Period of operation, protection of soil and water	Area of Task execution	<p>Ensuring availability of sorbents in the vicinity of areas exposed to risk of oil emissions</p> <p>In areas where there is a risk of uncontrolled discharge of petroleum substances into the ground and water (in particular at the generator), adequate quantities of sorbents should be available to cope with the resulting spillages and spills of petroleum substances.</p> <p>Fuel for the generator must be stored in a double-wall tank with corrosion protection. This tank shall be placed on a sump with a capacity to take the entire contents of the tank.</p>	Investor
79		Period of operation, protection of soil and water	Area of Task execution	<p>Managing the release of oil pollutants</p> <p>In the event of any incident involving the emission of petroleum substances into the environment (including ground and water):</p> <ul style="list-style-type: none"> a) take immediate action to prevent the spreading of contamination, using available resources (e.g. sorbents); b) grounds contaminated by the accident must be removed immediately in accordance with current legislation; <p>in the event of major incidents, apply emergency notification procedures.</p>	Investor
80		Period of operation, protection of soil and water, human health and safety	Area of Task execution	<p>Ensuring accessibility to sanitary facilities</p> <p>The radar station will be equipped with sanitary and hygienic facilities, and water for them will come from a well located on the Investor's plot.</p>	Investor
81	I.1.1.2.9	Period of operation, protection of soil and water	Area of Task execution	<p>Principles for handling social and domestic wastewater</p> <p>Social and domestic wastewater should be collected in a sealed, non-returnable container (septic tank), the contents of which shall be transferred to entities holding relevant permits for their management.</p>	Investor
82		Period of operation, protection of the air	Area of Task execution	<p>Reducing air pollution from exhaust fumes</p> <p>In order to reduce negative impacts on air quality it is necessary to:</p>	Investor

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				<p>a) reduce engine idling to a minimum and comply with the principle of switching off vehicles when at a standstill and machinery and equipment when not in use;</p> <p>b) use only technically efficient vehicles, machines and equipment with the required certificates, which do not exceed the permitted standards for emissions of gaseous and particulate substances into the atmosphere.</p>	
83		Period of operation, protection against noise	Area of Task execution	<p>Reduction of noise</p> <p>Only technically efficient vehicles, machinery and equipment with sound emissions (acoustic power) complying with the applicable regulations and not exceeding the environmental quality standards for permissible noise levels shall be used.</p> <p>In the vicinity of areas and buildings subject to acoustic protection, service works that may generate significant noise, e.g. maintenance works on a power generator, should be conducted only during daylight hours, i.e. from 6:00 am to 10:00 pm.</p>	Investor
84		Period of operation, protection of living nature	Area of Task execution	<p>Protection of animals</p> <p>The area of the radar station shall be illuminated at night only by motion sensors and not by dusk switches or other solutions providing continuous illumination at night. For lighting, low-mounted lamps with light directed downwards and with low UV emissions should be used.</p>	Investor
85		Period of operation, protection of living nature	Area of Task execution	<p>Maintaining grassy areas</p> <p>Maintenance of grassed areas during the first growing season after their creation consists of:</p> <p>a) sowing seeds.</p> <p>b) mowing:</p> <ul style="list-style-type: none"> • the first mowing should be conducted when the grass has reached a height of approximately 10 cm and should be cut to a height of 6 cm, • the next mowing should take place at intervals such that the grass height does not exceed 15 cm, 	Investor

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				<ul style="list-style-type: none"> the last, pre-winter mowing of lawns should be conducted 1 month in advance of the expected onset of frost (for Polish climatic conditions the first half of October can be assumed), after each mowing, the grass cuttings must be removed from all surfaces and the hay collected must be stored off site. <p>maintaining adequate soil moisture. Mowing of grassy areas in subsequent growing seasons should be performed at a frequency of 2 times per year.</p>	
86		Period of operation, protection of soil and water	Area of Task execution	<p>General principles of waste management</p> <p>Waste generated during the operation of the investment should be stored selectively in designated places and in a manner protecting the soil and water environment from possible contamination. This waste should be successively transferred to entities holding the legally required waste management permits.</p> <p>It is prohibited to store waste in areas of shallow groundwater in well-permeable formations, as well as sites of plants, animals and fungi subject to legal protection.</p>	Investor
87		Period of operation, protection of living nature	Area of Task execution	<p>Additional environmental requirements</p> <p>During visits by maintenance crews, verify that the tower lighting, designed to minimise the risk of passing birds crashing, is working properly.</p>	Investor
88		Period of operation, human health and safety	Area of Task execution	<p>Safety of people during radar operation</p> <p>During radar operation, people are not allowed in the radar dome room, the terrace around the dome at the height of the radar antenna axis.</p>	Investor