

Checklist for the implementation of measures listed in Appendices 1 and 2 to the EMP for Contract 1B.4/2

Appendix 1 to the Final Report

This document contains:

- 1) a checklist for the Contractor's implementation of mitigation measures listed in Appendix 1 to the Environmental Management Plan (EMP),
- 2) a checklist for the Contractor's and Engineer's implementation of monitoring measures listed in Appendix 2 to the EMP,

Measures listed in Appendices 1 and 2 to the EMP are grouped into 15 thematic categories:

Cat.	Category name	Item on the list
A	Requirements concerning realisation of the Task schedule	1 - 2
B	Communication requirements in the Task implementation Area	3-5
C	Procedures regarding location of the construction back-up facilities, roads, technological and storage sites, and parking areas	6
D	Procedures regarding management of dredged material	7 - 11
E	Procedures regarding securing protected natural environment resources	12 - 23
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Part 1. Checklist for the implementation of mitigation measures carried out by the Contractor, listed in Appendix 1 to the EMP for contract 1B.4/2

Item (1)	Mitigation measures listed in Appendix 1 to the EMP (2)	Implementation status in the reporting period (3)
1.	<p>EMP conditions related to work deadlines While establishing the Works Schedule and its realisation, the Contractor shall take into consideration EMP conditions relating to the periods of works, including:</p> <p>a) possible deadlines of works (see item 17)</p> <p>b) additional mitigation efforts (conditional temporary restrictions) (see item 18 and p. 6.8.1. of the EMP)</p> <p>c) permissible time limits to carry out works in the area between the eastern end of the Klucz - Ustowo ditch and the estuary of Obnica Północna in order to protect the water chestnut (<i>Trapa natans</i>) sites (see items 68, 69).</p> <p>d) securing specimens of the water chestnut (<i>Trapa natans</i>) (Item 70)</p>	<p>Implemented and completed</p> <p>Measure implementation begun with the start of the Contract, according to the approved schedule and its subsequent updates [last schedule update September 2021]</p> <p>Minor deficiencies were identified in the implementation of the measure [Q3 2020], as described in Item 4.4 of this report.</p>
2.	<p>EMP conditions related to activities to be performed before commencement of the works and in the initial phase of works. While establishing the Works Schedule and in the phase of its realisation, the Contractor shall take into consideration the EMP conditions related to activities necessary to be performed before commencement of the works or in the initial phase, including:</p> <p>a) condition relating performance of one-time terrain inspection of the Task implementation Area and immediate vicinity, that is area indicated in the graphic attachment no. 7 to EMP. (see item 12) and securing specimens of the water chestnut (<i>Trapa natans</i>) (Item 70);</p> <p>b) conditions relating documents preparation (see items 33, 37, 38, 45, 48, 52)</p> <p>c) conditions relating acceptance acquisition from the Engineer for the person holding the position of Coordinator of the EMP realisation and composition of the environmental supervision team, and the munitions response team. (see item 58, 59, 61)</p> <p>d) conditions relating trainings and EMP realisation procedures (see item 57);</p> <p>e) conditions relating provision of other trainings (see item 42, 44, 60).</p> <p>f) conditions for implementing ESHS policy requirements (see items 71 to 80).</p>	<p>Implemented and completed</p> <p>Measure implementation begun with the start of the Contract, according to the approved schedule and its subsequent updates [last schedule update September 2021]</p> <p>Minor deficiencies were identified in the implementation of the measure [Q3 2020], as described in Item 4.4 of this report.</p>
	<p>Conditions regarding the use of waterways</p>	
3.	<p>a) the Contractor will be responsible for all and every damages to the construction, navigation signs of water ways and other engineering buildings or infrastructure, caused by it or its Subcontractors while performing the works, including transport of</p>	<p>Implemented and completed</p> <p>The Contractor assumed responsibility for any damage to structures, navigational signs on waterways, and other engineering</p>

Item	Mitigation measures listed in Appendix 1 to the EMP	Implementation status in the reporting period
(1)	(2)	(3)
	<p>the spoil and equipment. The Contractor shall repair all damages at its own cost and, if necessary, perform other works ordered by the Engineer.</p>	<p>structures and technical infrastructure, etc., and implemented this measure throughout the duration of the Contract.</p> <p>No problems were found with the implementation of the measure.</p>
4.	<p>b) The Contractor shall prepare photographic documentation of the entire area of the Task implementation, with particular emphasis on the technical condition of the infrastructure indicated in item a.</p>	<p>Implemented and completed The inventory was carried out in August 2020 and the inventory report was submitted in September 2020.</p> <p>No problems were found with the implementation of the measure.</p>
5.	<p>c) the Contractor shall be responsible for complying with the navigation rules and procedures on inland and sea waters, in relation to its own units and units of the Subcontractors</p>	<p>Implemented and completed The Contractor assumed responsibility resulting from navigation regulations on inland waterways and sea waters, in relation to their own units as well as those of their Subcontractors, and while carrying out the work – for compliance with the same while carrying out the work.</p> <p>No problems were found with the implementation of the measure.</p>
6	<p>Prohibition of preparing land back-up facilities as well as ways and technological sites along the Klucz - Ustowo ditch</p> <p>The Contractor is forbidden to create land back-up-facilities or place roads, technological and storage sites or parking places while implementing the Task.</p>	<p>Implemented and completed The Contractor had no plans to create either land-based facilities or temporary roads or yards, storage sites or parking spaces on land. These provisions were respected throughout the duration of the Contract.</p> <p>No problems were found with the implementation of the measure.</p>
7.	<p>Dredging spoil management</p> <p>The spoil should be transferred to the discharge area: spoil storage area "D" operated by the Maritime Office in Szczecin, or to any other existing discharge area that meets all applicable standards in this regard and operates on the basis of issued administrative decisions. The spoil will be transferred directly onto the vessels.</p> <p>Before the commencement of works, the Contractor shall carry out spoil tests in the area of the works in question to the extent specified in Appendix 1 to the Regulation of the Minister of Environment of 11 May 2015 on the recovery of waste outside installations and equipment), in accordance with the requirement of the administrator of the discharge area. The method of spoil management should be presented in the Waste Management Plan prepared by the Contractor and submitted for the Engineer's approval prior to the works (item 33).</p>	<p>Implemented and completed The Contractor carried out spoil tests. In this respect, the measure has been implemented and completed.</p> <p>Dredging works ended on December 31, 2021, which means that the activities aimed at transporting the spoil to the spoil storage area D also ended.</p> <p>No problems were found with the implementation of the measure.</p>

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	The Contractor's selection of a spoil storage area other than the spoil storage area "D" indicated above and operated by the Maritime Office, shall be subject to the approval of the Engineer and the Employer.	
8.	The Contractor shall comply with the requirements of the administrative decisions issued for the operation of the spoil storage areas.	<p>Implemented and completed</p> <p>The Contractor acknowledged the requirements set out in the administrative decision issued for the operation of spoil storage area "D" and took it into account during the works</p> <p>Dredging works were completed on December, 31 2021.</p> <p>No problems were found with the implementation of the measure.</p>
9.	The Contractor shall include in the Work Schedule time limitations for the performance of dredging works on the spoil storage area [if they result from conditions described in item 8]	<p>Implemented and completed</p> <p>The Material and Financial Schedule took into account the time limitations for conducting works dedicated to the spoil storage area "D". Dredging works were completed on December, 31 2021.</p> <p>No problems were found with the implementation of the measure.</p>
10.	<p>Spoil quality check</p> <p>If, as the result of current evaluation and verification of spoil quality (see monitoring activity item 84 in Attachment 2 to the EMP), changes in the parameters and appearance of the spoil (e.g. colour, smell, consistency) are found:</p> <p>-The Contractor shall carry out control tests and determine the quality of the spoil in accordance with applicable regulations (in accordance with the Act of 14 December 2012 on waste and relevant executive acts to the Act). The tests will be carried out by laboratories accredited for such tests.</p> <p>The purpose of the tests is:</p> <ul style="list-style-type: none"> - determining the possibility of depositing a batch of the deposits in the silting field (in the case of confirming the absence of contamination with hazardous substances), - determination of acceptable ways of dealing with contaminated spoil (see item 11). 	<p>Implemented and completed</p> <p>Dredging works were completed on December 31, 2021, which means that the activities aimed at transporting the spoil to the spoil storage area D and related to the need for ongoing assessment and verification of the quality of the spoil were also completed. The operation was carried out correctly.</p>
11.	<p>Contaminated spoil management</p> <p>In case polluted soil is found (in which the acceptable level of substance proportion is exceeded according to the current legal provisions regarding this matter, that is Waste Act, Environmental law and administrative acts of the abovementioned acts), it should be removed and forwarded to entities holding applicable licence for the further management of the spoil. The manner of spoil handling and operational procedures shall be presented in the Waste Management Plan, prepared by the Contractor and sent for approval to the Engineer before commencement of the Works (item 33).</p>	<p>Implemented and completed</p> <p>Dredging works were completed on December 31, 2021, which means that the activities aimed at transporting the spoil to the spoil storage area D and related to the need for ongoing assessment and verification of the quality of the spoil were also completed.</p> <p>The operation was carried out correctly.</p>
12.	One-time environmental inspection of the Task implementation Area and the immediate vicinity before	<p>Implemented and completed</p> <p>A one-off environmental supervision of the</p>

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	<p>works commencement. Before the works commencement, the environmental inspection team, referred to in item 59, shall perform a one-time environmental inspection of the Task implementation Area and its immediate vicinity, that is area indicated in the graphic attachment no. 7. In case of habitat of fauna or flora under protection discovery, in connection to which breach of bans resulting from the provisions of law, it is necessary to acquire decisions that allow for deviation from the bans related to habitats or protection posts of flora and fauna species, described in item 13-16.</p>	<p>Task area was conducted during the previous reporting period [September 2021]. This was conducted by the Environmental Supervision Team. Documentation was submitted to CE and accepted.</p> <p>No problems were found with the implementation of the measure.</p>

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	<p>Acquisition of necessary deviations from the bans applicable in the ration to spices under protection. Should, before work commencement or during a one-time environmental control, described in item 12, or in the Task implementation Period, presence of habitats or protection posts of flora and fauna be found, the following conditions apply (described in item 13 - 16):</p>	
13.	<p>a) The Contractor acquires and sends for the Engineer's acceptance the opinion of the environmental inspection team (described in item 59), which includes the necessity to receive derogation permissions described in point b), and furtherly, if necessary according to the opinion, performs activities described in point b-d (below);</p>	<p>Implemented and completed The Contractor's Environmental Supervision Team conducted a one-off environmental supervision of the Task area during the previous reporting period. Botanical, ornithological, herpetological, ichthyological, and mammal inspections were conducted. According to the results, no additional permits/decisions were required.</p> <p>No problems were found with the implementation of the measure.</p>
14.	<p>b) before commencement of any work that aims at destruction of habitats or posts or frightening away representatives of spices under protection (in line with the wording of the opinion described in point a), the Contractor shall acquire necessary derogation permissions in relation to the protected species of plants and animals, issued under the Nature Conservation Act of 16 April.</p>	<p>Not implemented due to a lack of necessity The Contractor's environmental supervision observed the obligation arising from this item. There was no such necessity during the course of the works – the results of the inventory did not indicate the necessity to obtain derogation permits. Nor did such a necessity arise as a result of ongoing field inspections during the course of the work</p>
15.	<p>c) the Contractor shall deliver the acquired derogation permissions for the Engineer's acknowledgement;</p>	<p>Not implemented due to a lack of necessity The Contractor's environmental supervision observed the obligation arising from this item. There was no such necessity during the course of the works – the results of the inventory did not indicate the necessity to obtain derogation permits. Nor did such a necessity arise as a result of ongoing field inspections during the course of the work</p>
16.	<p>d) the Contractor shall implement conditions stipulated in the derogation permissions (see also item 60) strictly and in a timely manner.</p>	<p>Not implemented due to a lack of necessity The Contractor's environmental supervision observed the obligation arising from this item. There was no such necessity during the course of the works – the results of the inventory did not indicate the necessity to obtain derogation permits. Nor did such a necessity arise as a result of ongoing field inspections during the course of the work</p>
17.	<p>Period of works execution The works shall be carried out between 1 August and 31 December. (note: see items 67 and 68 for additional time restrictions in the area between the eastern end of the Klucz- Ustowo ditch and the Obnica Pólnocna estuary due to the protection of the water chestnut (<i>Trapa natans</i>).</p>	<p>Implemented and completed The Contractor originally planned the works and included the deadlines resulting from this item of the EMP in the schedule. Dredging works were completed on December, 31 2021.</p>

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		<p>No problems were found with the implementation of the measure.</p>
18.	<p>Additional minimizing measures (conditional activity in line with description in point 6.8.1 of EMP) In case of noting actual autumnal migration (in purposes to find place for winter time) of young perch or perch-pike, the works shall be performed only until the end of day-time, namely until 5 PM., also breaks in performance of work should be planned during the day.</p> <p>Due to difficulties in observing migratory fish, specified water temperature parameters should be used to determine the migration time. The beginning of the sequence should be taken as the moment when the water temperature does not exceed 8°C on three consecutive days, and the end as the moment when the water temperature does not exceed 5°C on 10 consecutive days (measurement 1 m below the surface). For this purpose, daily temperature measurements should be carried out from 15 October (at the place where suspended solids and oxygen concentrations are monitored - see item 23) until the end of the migration route is detected. Regardless of the water temperature measurements, the beginning of the migration sequence should be confirmed by performing a test using an echo sounder.</p> <p>Necessity of implementing additional minimizing activities will be set by the Engineer on the basis of information received from the Contractors' environmental supervisory body [indicated in point 59] or on the basis of own observations</p>	<p>Implemented and completed Measure correctly implemented in the period from November to December 2021.</p> <p>No problems were found with the implementation of the measure.</p>
19.	<p>Required method of dredging works The silting task shall be performed with the use of sand suction pump dredger. Other equipment, such as clamshell dredger or a backhoe on a pontoon, can be used only for finishing works, e.g. forming slopes of the navigation channel or locally to eliminate shoal patches, with the exclusion of the possibility of working directly in the area of the Obnica Północna estuary due to the population of the water chestnut.</p>	<p>Implemented and completed The Contractor carried out dredging works and used equipment and working methods in accordance with the requirements of the EMP.</p> <p>No problems were found with the implementation of the measure.</p>
20.	<p>Manner for performance of work The dredging works shall be made starting from one end of the ditch, going towards the other end.</p>	<p>Implemented and completed The Contractor carried out work as indicated in this item during the Contract.</p> <p>No problems were found with the implementation of the measure.</p>
21.	<p>The dredging works shall be restricted to the navigation channel only.</p>	<p>Implemented and completed Throughout the duration of the Contract, the Contractor carried out the works in accordance with the designated area of works restricted to the fairway.</p>

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		<p>No problems were found with the implementation of the measure.</p>
22.	<p>The dredging works cannot be performed on the banks of the Klucz - Ustowo (Skońnica) ditch and the immediately surrounding terrain on land, this includes no interference in reed stands.</p>	<p>Implemented and completed Throughout the duration of the Contract the works were conducted as indicated in this item – the Contractor's employees were informed that they were categorically prohibited from going beyond the designated area of works.</p> <p>No problems were found with the implementation of the measure.</p>
23.	<p>Protection of ichthyofauna and the water chestnut population against increased concentrations of suspended solids in the Klucz - Ustowo ditch and Odra and the Obnica Północna Canal</p> <p>In order to protect the ichthyofauna and the water chestnut habitat (in the Obnica Północna Canal) from increased suspended solids concentration in the Klucz – Ustowo ditch and Odra river, the works should be carried out in accordance with the following principles:</p> <p>a) if concentrations of suspended solids higher than 200 mg/l or dissolved oxygen concentrations < 4 mg O₂/l are recorded, the intensity of the works should be reduced (2-hour intervals every 2 hours) and if concentrations >400 mg/l of suspended solids or <3 mg O₂/l are detected, the works should be stopped for a period of at least 24 hours,</p> <p>b) the restart of works after any break caused by excess of suspended solids concentration must be preceded by remeasuring the suspended solids concentration at the monitoring points,</p> <p>c) restart of works may only take place under conditions of suspended solids concentration below 200 mg/l at monitoring points.</p> <p>d) determination should be made at monitoring points located approx. 500 m downstream the worksite and in the Obnica Północna canal 100 m from the estuary to the Klucz -Ustowo ditch.</p> <p>The monitoring of the suspended solids concentrations should be carried out daily, carrying out the measurement after at least 2 hours of work execution (with normal intensity). If the concentration exceeds 200 mg/l, the measurement should be repeated after a 2-hours break. In parallel with the measurement of the suspended solids concentration, dissolved oxygen will be measured. If the value is below 4 mg O₂/l, the work will be stopped for a minimum of 2 hours, and if the value is below 3 mg O₂/l - for a minimum of 24 hours. Oxygen concentration measurement should be carried</p>	<p>Implemented and completed The measure was implemented from September to December 2021 . No irregularities were found in the implementation of the measure.</p> <p>No problems were found with the implementation of the measure.</p>

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	out in the middle of the water column - about 1.0 m below the surface.	

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24.	<p>Technical efficiency and machines, equipment overhaul The dredging works must be performed with the usage of technically efficient machines only, in a way that prevents water contamination.</p>	<p>Implemented and completed Prior to the commencement of work, the EMP Coordinator, in the presence of the Contractor's representative and the CE, inspected the efficiency of the equipment and the protection of the waters against contamination. These inspections continued throughout the contract and work period.</p> <p>No problems were found with the implementation of the measure.</p>
25.	<p>Prevention of petroleum contamination The Contractor shall perform periodical overhauls of machines and equipment, and eliminate, with the available organisational means, the possibility of any kind of contamination, including especially spill of oil, hydraulic fluid and petroleum substances, both while servicing, transporting and using machines and equipment.</p>	<p>Implemented and completed The Contractor continuously monitored the efficiency of equipment preventing the emission of petroleum pollutants into the aquatic environment – measure implemented correctly throughout the duration of the Contract.</p> <p>No problems were found with the implementation of the measure.</p>
26.	<p>Proceedings in case of petroleum products contamination In case of emergency spill of petroleum substance or other exploitation materials to water, immediate actions aiming at neutralization of the spill, its collection and transfer to entities authorised to manage such wastes in order to neutralize it, must be taken. In case a more serious emergency occurs, procedures from items 46, 48, shall be followed.</p>	<p>Not implemented due to a lack of necessity The works were carried out in accordance with the indication contained in this item. The Contractor implemented the procedures resulting from the spillage prevention procedure by conducting training for employees; however, during the term of the Contract there were no situations related to an emergency spillage of petroleum products</p>
27.	<p>Sorbent equipment The proper amount of sorbents must be secured (especially the those adequate to eliminate spill on water), necessary for usage in case of uncontrolled spills of petroleum substance, according to the Spillage Procedure described in detail in point 6.14 of EMP. Sorbets shall be stored on vessels.</p>	<p>Implemented and completed Prior to the commencement of the works, the EMP Coordinator verified that the unit performing the works was equipped with sorbents. The unit was found to be properly equipped with the right amount of sorbents. Measure implemented correctly throughout the duration of the Contract</p> <p>No problems were found with the implementation of the measure.</p>
28.	<p>Water spill containment barriers Secure proper amount of water spill containment barriers, necessary for usage in case of uncontrolled spills of petroleum substance, according to the Spillage Procedure described in detail in point 6.14 of EMP. The water spill containment barriers must be stored on vessels.</p>	<p>Implemented and completed Prior to the commencement of the works, the EMP Coordinator verified that the unit performing the works was equipped with sorbents. The unit was found to be properly equipped with a spill barrier of adequate length. Measure implemented correctly throughout the duration of the Contract.</p> <p>No problems were found with the implementation of the measure.</p>
29.	<p>Refuelling of floating equipment Refuelling will be performed in a place designated for refuelling. In case a separate permission for fuelling site</p>	<p>Implemented and completed The Contractor refuelled the equipment in a designated place near the quay adjacent to</p>

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	<p>or a fuelling ship stay and the manner of its operation is necessary to be acquired from the head of Inland Navigation Office, the Contractor shall acquire such a permission.</p>	<p>Szklana street. The equipment was refuelled from a tanker. Measure implemented correctly throughout the duration of the Contract.</p> <p>No problems were found with the implementation of the measure.</p>
	<p>Limitation of air pollution with exhaust gases</p>	
30.	<p>a) Dredger cutters and other combustion engine-driven machines shall not be left with their engine idling during a break in their operation;</p>	<p>Implemented and completed</p> <p>The Contractor implemented and complied with the provisions of this item – dredgers and other devices powered by internal combustion engines were not left idling. Measure implemented correctly throughout the duration of the Contract.</p> <p>No problems were found with the implementation of the measure.</p>
31.	<p>b) ships and vessels shall berth with their engines off;</p>	<p>Implemented and completed</p> <p>The Contractor implemented and complied with the provisions of this item – vessels and devices were parked with the engine turned off. Measure implemented correctly throughout the duration of the Contract.</p> <p>No problems were found with the implementation of the measure.</p>
32.	<p>c) in the Task implementation Period, only technically efficient machines and equipment, with sound (acoustic power) and exhaust emission that are in line with the applicable laws, can be used.</p>	<p>Implemented and completed</p> <p>The Contractor implemented and complied with the provisions of this item – only technically efficient machines and devices were used. Measure implemented correctly throughout the duration of the Contract.</p> <p>No problems were found with the implementation of the measure.</p>
33.	<p>Preparation of Waste Management Plan (WMP) The Contractor shall prepare Waste Management Plan, described in details in point 6.14 of EMP, and get acceptance of the Engineer.</p>	<p>Implemented and completed</p> <p>The document was approved in October 2020. The measure was implemented throughout the duration of the Contract, thus taking into account the possible need for updates to the documentation.</p> <p>No problems were found with the implementation of the measure.</p>
34.	<p>Waste management rules The management of waste produced during Task execution shall follow the following rules:</p> <ul style="list-style-type: none"> • waste shall be separated and stored selectively in leak-proof containers on-board vessels; • waste shall be successively collected by parties authorized to manage it; • ship waste shall be moved to ship waste disposal sites. <p>Waste management shall follow the rules stipulated in Act on Waste of December 14, 2012, Act on Inland</p>	<p>Implemented and completed</p> <p>The Contractor has implemented and complied with the provisions of this item throughout the duration of the Contract.</p> <p>No problems were found with the implementation of the measure.</p>

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	Navigation of December 21, 2000, and the Waste Management Plan referred to in item 33 of Attachment 1 to the EMP.	
35.	<p>Storing hazardous substances and materials</p> <p>If hazardous substances and materials are stored, they must be properly secured in order to prevent the access of unauthorized persons or bystanders. Information about the hazards shall be put on warning signs. Hazardous waste shall be separated and stored in specified containers on-board vessels until it is collected by parties authorized to neutralise it.</p>	<p>Implemented and completed</p> <p>The Contractor implemented and complied with the provisions of this item throughout the duration of the Contract. Waste was collected by an entity holding permits for collection, transport, and disposal. Hazardous substances and materials were properly secured in accordance with the conditions specified in this item.</p> <p>No problems were found with the implementation of the measure.</p>
36.	<p>Procedures for domestic and sanitary sewage management</p> <p>Domestic and sanitary sewage must be stored on vessels in leak proof tanks and transferred to entities holding adequate permission for wastewater management.</p>	<p>Implemented and completed</p> <p>The Contractor implemented and complied with the provisions of this item. Wastewater was collected by an entity with an appropriate management permit.</p> <p>No problems were found with the implementation of the measure.</p>
	Preparations of documents concerning safety within the Task implementation Area	
37.	a) The Contractor shall prepare and acquire Engineer's acceptance for the Safety and Health Plan (SH Plan) described in details in point 6.14 of EMP;	<p>Implemented and completed</p> <p>The documentation was approved by CE in December 2020.</p> <p>Minor deficiencies were identified in Q3 2020 – as described in Item 4.4 of this report.</p>
38.	b) The Contractor shall prepare and acquire Engineer's acceptance for the Dredging Works Plan and Safe Navigation Project, described in details in point 6.14 of EMP.	<p>Implemented and completed</p> <p>The documentation has been approved by the Contract Engineer and the Employer.</p> <p>Minor deficiencies were identified in Q3 2020 – as described in Item 4.4 of this report</p>
39.	<p>Ensuring an explosive ordnance disposal team in the Task implementation Area</p> <p>In order to minimize risk connected with the possibility of presence on the Task implementation Area dangerous military items, the Contractor shall ensure:</p> <ul style="list-style-type: none"> during works - ensure explosive ordnance disposal team during the earthwork (the Contractor's sapper's supervision) which consists in conducting ongoing inspections and clearing the area of dangerous items of military origin and their disposal; in case a dangerous military item is found on the Task implementation Area - realisation of procedures described in item 47. 	<p>Implemented and completed</p> <p>The Contractor implemented and complied with the provisions of this item throughout the duration of the Contract.</p> <p>No problems were found with the implementation of the measure.</p>
40.	<p>Implementation of guidelines regarding OHS</p> <p>The Contractor shall ensure implementation of detailed guidelines regarding occupational safety, i.a, within the scope of:</p> <ul style="list-style-type: none"> usage and maintenance of working tool - in particular inland sand pump dredger; 	<p>Implemented and completed</p> <p>The Contractor implemented and complied with the provisions of this item. OSH supervision over the works was carried out. The equipment used had the relevant approvals for work.</p>

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	<ul style="list-style-type: none">• transport;• electrical and power system as well as devices;• machines and technical equipment;• works carried out on water;• included in applicable laws.	No problems were found with the implementation of the measure.

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	Assurance of hygienic conditions	
41.	sanitary cabins/toilets and shall be provided and employees shall use them, (Procedures for domestic and sanitary sewage management was described in point 36)	<p>Implemented and completed</p> <p>The Contractor implemented and complied with the provisions of this item. The Contractor used leakproof toilets and followed the rules for handling domestic wastewater.</p> <p>No problems were found with the implementation of the measure.</p>
42.	all workers must be trained in maintenance of adequate hygienic conditions within the Task implementation Area.	<p>Implemented and completed</p> <p>Employees were trained in maintaining appropriate hygiene conditions during a training on September 24, 2021. OSH training that took into account the need to train personnel in this scope was conducted by the Contractor on November 16, 2021. Minor deficiencies were identified in Q4 2021 – as described in Item 4.4 of this report.</p>
43.	a) adequate social facilities for posted workers must be provided. Organisation of the social facilities must be performed in line with item 6, 34 and 36 on prohibition of creation of back-up facilities on land, management of domestic and sanitary sewage.	<p>Implemented and completed</p> <p>The Contractor implemented and complied with the provisions of this item. The employees performing the work had social facilities at the work site and complied with the ban on establishing land-based facilities.</p> <p>No problems were found with the implementation of the measure.</p>
44.	<p>Principles for prevention of such diseases as HIV-AIDS</p> <p>Employing a proper service provider, the Contractor shall implement programme increasing awareness on spreading such diseases as HIV-AIDS (including organisation of adequate training) and adopt all other necessary measures in order to minimise the risk of spreading HIV amongst the Contractors' personnel and the local community. The activities must be performed in accordance with the detailed conditions, set forth in the Tender Documents of the contract (Part 3, Section VIII - General Conditions, clause 6.7)</p>	<p>Implemented and completed</p> <p>The Contractor conducted HIV-AIDS training twice throughout the duration of the Contract.</p> <p>Minor deficiencies were identified in Q3 2021 – as described in Item 4.4 of this report.</p>
45.	<p>Rules of conduct associated with flood risk</p> <p>Considering the flood risk, the Contractor shall draft a document titled <i>Flood Protection Plan for the Duration of Works</i> and will obtain the Engineer's approval. In case of flood the Contractor will follow the procedures described in the above document.</p>	<p>Implemented and completed</p> <p>The documentation was approved in the previous reporting period [November 2020]. Measure implemented throughout the duration of the Contract, thus taking into account the possible need to update the documentation.</p> <p>No problems were found with the implementation of the measure.</p>
46.	<p>Notification rules in emergencies</p> <p>In case of emergencies (other than flood), accident, major breakdown, etc., the Contractor is obliged to undertake the following activities:</p> <ul style="list-style-type: none"> • call adequate services immediately (Fire brigade, Emergency medical services, Police, Head of the 	<p>Implemented and completed</p> <p>The works were carried out in accordance with the indication contained in this item. Although there was no need to implement such measures, the Contractor accepted them as necessary guidelines to be applied</p>

Item	Mitigation measures listed in Appendix 1 to the EMP	Implementation status in the reporting period
(1)	(2)	(3)
	<p>Inland Navigation Office, etc.);</p> <ul style="list-style-type: none"> • until arrival of the services, perform necessary activities limiting the risk of personnel, property and environmental losses (when possible, agreed with the relevant services); • inform the Engineer and the Contracting Party; • after arrival of the relevant services, act strictly according to their orders and instructions. <ul style="list-style-type: none"> • [see also procedures in points 26, 47] 	<p>during the entire Contract period.</p> <p>No problems were found with the implementation of the measure.</p>

Item	Mitigation measures listed in Appendix 1 to the EMP	Implementation status in the reporting period
(1)	(2)	(3)
47.	<p>Procedures for unexploded ordnances management In case unexploded ordnance is found, one must:</p> <ul style="list-style-type: none"> • stop work immediately; • evacuate zone around the discovery; • immediately inform Sapper’s Supervision [indicated in point 61] and Police, and act according the instructions received from the bodies; • inform the Engineer and the Contracting Party; <p>Under no circumstances should the found unexploded ordnance be picked up, dug out, moved, thrown into fire or water, etc.</p>	<p>Not implemented due to a lack of necessity No unexploded ordnance was detected during the reporting period; therefore, the measure was marked as not implemented due to a lack of necessity.</p>
48.	<p>Rules of conduct in case of spill of petroleum substances (POLs) In relation to the risk of possible spill of petroleum substances, the Contractor shall prepare and acquire approval the Engineer of a document, so called Spillage Procedure. In case of the spill, the Contractor shall follow procedures described therein</p>	<p>Implemented and completed The spillage prevention procedure was accepted by the Engineer [September 2020]. Measure implemented throughout the duration of the Contract, thus taking into account the possible need to update the documentation. No problems were found with the implementation of the measure.</p>
	<p>Guidelines regarding safety on the water way / avoidance of navigation accidents</p>	
49.	<p>a) means of transport (vessels) have to fulfil relevant inland navigation provisions binding in the Republic of Poland [see also points 3 and 5 referring to communication services in the Task implementation Area];</p>	<p>Implemented and completed The work was conducted as indicated in this item – the Contractor has adopted it as a guideline necessary for use throughout the duration of the Contract. No problems were found with the implementation of the measure.</p>
50.	<p>b) parameters of the means of transport (set of floating Conveyor) must be adopted to conditions resulting from the current class of the waterway.</p>	<p>Implemented and completed The work was conducted as indicated in this item – the Contractor has adopted it as a guideline necessary for use throughout the duration of the Contract. No problems were found with the implementation of the measure.</p>
51.	<p>c) employing vessels while realisation of works requires agreement from the applicable Head of Inland Navigation Office in Szczecin and the Head of Maritime Office in Szczecin (in case see waters are to be used),</p>	<p>Implemented and completed The document has been approved by the Employer. Measure implemented throughout the duration of the Contract, thus taking into account the possible need to update the documentation. No problems were found with the implementation of the measure.</p>
52.	<p>d) before commencement of the work, Safe Navigation Project must be prepared. It must be approved by the Head of Inland Navigation Office in Szczecin, Head of Maritime Office in Szczecin (in case see waters are to be used) and the applicable administrator of the waterway.</p>	<p>Implemented and completed The document has been approved by the Employer. Measure implemented throughout the duration of the Contract, thus taking into account the possible need to update the documentation.</p>

Item	Mitigation measures listed in Appendix 1 to the EMP	Implementation status in the reporting period
(1)	(2)	(3)
		No problems were found with the implementation of the measure.
53.	e) the area under work and the waterway must be properly signed to inform on threats and limitations in the navigation, according to the Act on Inland navigation and provisions of the local laws. The way of marking and places of putting signs must be agreed with the Head of Inland Navigation Office in Szczecin and the authorised administration of the waterway.	<p>Implemented and completed</p> <p>The Contractor marked the construction site in accordance with the Safe Navigation Plan agreed with the Director of the Inland Waterways Authority.</p> <p>No problems were found with the implementation of the measure.</p>
54.	<p>The rules of conduct in case of discovery of mobile monuments or archaeological sites</p> <p>In case of finding an item presumed to be a monument during works execution, the Contractor will immediately stop the works which may result in harming or damaging the discovered item, secure the item and the place of discovery using all available resources and immediately inform the Provincial Monuments Conservator or, if it is not possible, the village mayor of Kolbaskowo commune, and the mayor of Gryfino town and commune.</p> <p>The Contractor will also inform the Engineer of the above.</p>	<p>Not implemented due to a lack of necessity</p> <p>In the reporting period, the Contractor did not discover any mobile monuments, therefore the measure is considered not implemented due to a lack of necessity.</p>
55.	<p>Obtaining a permit from the Provincial Monuments Conservator</p> <p>In order to fulfil the provisions of the EMP concerning the preservation of cultural heritage and monuments, the Contractor, should such a need arise, under the power of attorney granted by the Ordering Party shall obtain a permit from the Provincial Monuments Conservator (MZK) for rescue archaeological investigations.</p>	<p>Not implemented due to a lack of necessity</p> <p>In the reporting period, the Contractor did not discover any mobile monuments, therefore the measure is considered not implemented due to a lack of necessity.</p>
56.	Natural resources restoration shall be performed in line with the decisions referred to in items 13 – 16.	<p>Not implemented due to a lack of necessity</p> <p>During the reporting period, the Contractor's Environmental Supervisor did not indicate the need for environmental restoration measures. There was no need for derogation permits.</p>
57.	<p>Contractor staff training regarding EMP realisation</p> <p>The Contractor shall be responsible for training its management, engineer and technical staff that supervises the construction works (finished with a test evaluating knowledge of the participants) on the EMP's rules and conditions and protective recommendation while carrying out construction works. The training should be prepared with the help of the Contractors' environmental supervision team. The Contractors workers, who are to work with fuels or other petroleum and other substances harming health and environment, should be trained on land and water environmental protection procedures and application of the protection measures, including usage of sorbents or spill containment equipment on water.</p> <p>In monthly reports for the Engineer, the Contractor shall</p>	<p>Implemented and completed</p> <p>The Contractor and the EMP coordinator conducted training for employees on employee responsibilities under the EMP. The training was conducted prior to the start of the work as well as during the period when dredging work was already under way.</p> <p>Deficiencies in this area were identified in Q3 2020 and Q4 2021 – cases are described in Item 4.4 of this report.</p>

Item	Mitigation measures listed in Appendix 1 to the EMP	Implementation status in the reporting period
(1)	(2)	(3)
	include information on the level of staff training on the EMP procedures in the current reporting period	
58.	<p>Appointing EMP coordinator in the Contractor's team In the Contractor team, a person for coordination and supervision of activities concerning implementation of EMP shall be appointed. The following shall constitute duties of the person:</p> <ul style="list-style-type: none"> • supervision over realisation of particular EMP conditions on subsequent Task realisation phases; • systematic supervision over the advancement level in realisation of particular conditions from Attachment no. 1 and 2 of EMP within the Task implementation Area; • systematic reports for management of the Contractor's team on the duties resulting out of EMP regarding a given phase of works, and problems arising while implementing EMP; • cooperation with the other members of the Contractor's team (especially with the environmental supervision team, referred to in point 59) within realisation of EMP; • reporting on realisation of EMP (in line with rules set forth in points 62 - 65); • cooperation with people responsible for EMP realisation in the Engineer and the Contracting party's team. <p>The Coordinator for the EMP in the Contractor's Team cannot be a member of the Contractor's environmental supervision team at the same time. Person chosen for the position needs to be approved by the Engineer</p>	<p style="text-align: center;">Implemented and completed</p> <p>The issues related to the approval of the EMP coordinator were formalized – CE approval. There were no changes in this respect, and the EMP coordinator in the entire reporting period performed their function – in the scope of EMP reporting and implementation of monitoring measures.</p> <p>Minor deficiencies in this area were identified in Q3 2020 – as described in Item 4.4 of this report.</p>
59.	<p>Securing environmental supervision team For the entire Task implementation Period, the Contractor secures involvement of the environmental supervision team, comprising representatives of the following specialisation:</p> <ol style="list-style-type: none"> a) zoologist- ichthyologist (fish); b) zoologist-mammalogist with a special consideration of big mammals, among others beavers, otter and herpetologist (reptiles, amphibians), c) zoologist - ornithologist (birds); d) botanist. <p>The experts will be engaged in the chosen mitigating and monitoring activities, set forth in EMP, in particular:</p> <ol style="list-style-type: none"> a) mitigating activities set forth in Attachment no. 1 to EMP in particular in points: 12 - 18, 56, 57-64, 70. b) monitoring activities set forth in Attachment no. 2 to EMP, in particular in points: 12 - 18, 56, 64-66, 70. <p>Personal composition of the environmental supervision team must be approved by the Engineer. One member of the environmental supervision team may represent at most two environmental specialisations mentioned above in point a-d.</p>	<p style="text-align: center;">Implemented and completed</p> <p>Issues related to the approval of the Environmental Supervision Team were settled in September 2020 and continued unchanged throughout the Contract.</p> <p>Minor deficiencies in this area were identified in Q3 2020 – as described in Item 4.4 of this report.</p>

Item	Mitigation measures listed in Appendix 1 to the EMP	Implementation status in the reporting period
(1)	(2)	(3)
60.	<p>Tasks of the environmental supervision team</p> <p>The task of the environmental supervision team is to take protective measures in case environmental threat for fauna and flora is found, as a result of activities connected with the Task realisation. Tasks of the environmental supervision team include in particular:</p> <ul style="list-style-type: none"> - before commencement of the Task realisation, preparation of single environmental control of the Task implementation Area and its immediate vicinity, that is area indicated in graphic attachment no. 7, to check for existence of protection species sites [see item 12]; - in case presence of the sites or fauna and flora species under protection is found, towards which breach of bans stipulated in the applicable laws will be necessary, before commencing the works it is necessary to acquire applicable derogation permission to perform tasks [see point 13 - 16]. - supervision within the Task implementation Period, if necessary a) on the basis on the acquired derogation permission, carry out activities preventing negative influence on the specimen found; b) indicating the need to implement additional mitigation activities - time limits in work performance - set forth in item 18; c) indicating the need to implement additional solutions concerning protection of birds (times, manner of performing works) with relation to sites of the birds under protection; - training for the Contractor's workers on the procedures in case of threats for the natural environment is found on the Task realisation area [see point 57] 	<p style="text-align: center;">Implemented and completed</p> <p>The one-off wildlife inventory was conducted properly and confirmed by a proper report prior to the work.</p> <p style="text-align: center;">No problems were found with the implementation of the measure.</p>
61.	<p>Securing Sapper's Supervision team</p> <p>For the entire Task implementation Period, the Contractor secures involvement of the Sapper's Supervision team.</p> <p>The team shall be involved in realisation of the chosen mitigation activities set forth in EMP (in particular regarding to activities provided in point 39).</p> <p>Depending on the needs, the Sapper's Supervision team may consist of two or more persons, who hold industrial licences and required permits. Personal composition of team must be approved by the Engineer. The Contractor shall develop and submit to the Engineer for approval the methodology for carrying out explosive ordnance works</p>	<p style="text-align: center;">Implemented and completed</p> <p>On 16.10.2020, the Contractor submitted the methodology for sapper works to the Engineer for approval. The sapper methodology was approved by the CE. The measure was implemented throughout the duration of the Contract, thus taking into account the possible need for updates to the documentation.</p> <p>Minor deficiencies in this area were identified in Q3 2020 – as described in Item 4.4 of this report.</p>
62.	<p>Reporting on the EMP realisation level in the monthly reports</p> <p>Within the Task implementation Period, the Contractor shall provide the Engineer with monthly reports on realisation of conditions set forth in EMP (in the form of a check-list accompanied by necessary attachments, including reports on realisation of the environment supervision.</p>	<p style="text-align: center;">Implemented and completed</p> <p>The Contractor submitted monthly reports on the agreed dates.</p> <p>Deficiencies in this area were identified in Q3 2020 – as described in Item 4.4 of this report.</p>

Item	Mitigation measures listed in Appendix 1 to the EMP	Implementation status in the reporting period
(1)	(2)	(3)
	The Engineer will provide the Contractor with a template of the above mentioned report (checklist). Depending on circumstances, the Engineer may demand from the Contractor delivery of additional reports, on, among others, emergencies that took place, realisation of chosen points of EMP, and others	
63.	Discussing the EMP implementation during work meetings and Site Meetings During the Task implementation Time the PIU representatives, the Engineer and the Contractor will participate in monthly meetings and discuss and control mitigation and monitoring actions implementation described in the EMP. Regardless of the above, current requirements and problems associated with the EMP implementation will be discussed during all Site Meetings.	Implemented and completed Throughout the duration of the contract, regular meetings fulfilling the requirements of this item were held. Deficiencies in this area were identified in Q3 2020 – as described in Item 4.4 of this report.
...	Contractor's environmental supervision team reports The Contractor's environmental supervision team shall provide reports including (conditions set forth in point 64 - 66):	
64.	a) preparation of periodical reports (monthly, quarterly and final report) from the realisation of conditions set forth in EMP (in a form of check-list accompanied by necessary attachments, including reports on environmental supervision) delivered to the Engineer and requiring his approval.	Implemented and completed The report was submitted within the agreed timeframe, and reports from additional supervision by the Contractor's environmental team were submitted when necessary. Deficiencies in this area were identified in Q3 2020 – as described in Item 4.4 of this report
65.	b) preparation of reports delivered to Regional Director of Environmental Protection in Szczecin, in line with provisions of the decision, on deviation from the bans applicable to specimens of protected species [<i>derogation permission</i>] (attachment no. 5 to EMP).	Implemented and completed The Contractor was required to submit the relevant report on the decisions. This requirement was met. No problems were found with the implementation of the measure.
66.	c) preparation of reports delivered to Regional Director of Environmental Protection in Szczecin in line with provisions of the decisions set forth in points 13-16, if stipulated)	Not implemented due to a lack of necessity Environmental supervision did not indicate the need to obtain any additional permits, as there was no need to obtain new decisions. No problems were found with the implementation of the measure.
67.	Ban on the movement of floating equipment in the Obnica Północna Canal The Contractor shall not allow the movement of floating equipment associated with the planned works in the Obnica Północna Canal, with the exception of monitoring activities and other activities resulting from EMP, executed with boats without engines or other boats if the speed of below 20 km/h is maintained.	Implemented and completed The Contractor implemented measures under this item. The works resulting from the monitoring and environmental works in the Obnica canal were carried out with vessels idling. No problems were found with the implementation of the measure.
68.	Deadline for works in the area between the eastern end	Implemented and completed

Item	Mitigation measures listed in Appendix 1 to the EMP	Implementation status in the reporting period
(1)	(2)	(3)
	<p>of the Klucz - Ustowo ditch and the Obnica Północna estuary Execution of works is permitted in the period from May 15 to September 30.</p>	<p>The works were carried out in accordance with the indication contained in this item, which the Contractor included in the schedule.</p> <p>No problems were found with the implementation of the measure.</p>

Item	Mitigation measures listed in Appendix 1 to the EMP	Implementation status in the reporting period
(1)	(2)	(3)
69.	<p>Conditional work execution in the area between the eastern end of the Klucz - Ustowo ditch and the Obnica Północna estuary from 1st of October onwards.</p> <p>Carrying out of works is possible after eliminating the risk of depositing sediments into the Obnica Północna Canal in the amount causing a risk of burial of water chestnut fruits, in the form of executing of a barrier steering the flow of water along the Klucz - Ustowo ditch and limiting the inflow of water into the Obnica Północna during the works carried out at its estuary. The method of the barrier execution shall be subject to the Engineer's approval.</p>	<p>Implemented and completed</p> <p>The works were carried out in accordance with the indication contained in this item – the Contractor included this deadline and the construction of the barrier in the submitted schedule. The barrier was erected and then dismantled.</p> <p>No problems were found with the implementation of the measure.</p>
70.	<p>Protection of specimens of the water chestnut (<i>Trapa natans</i>)</p> <p>Prior to commencing the works between June 20 and August 31, the Contractor's environmental supervision team, will execute nature inventory of the Klucz-Ustowo ditch to identify the presence of locally expansive protected species (such as <i>Trapa natans</i>, <i>Salvinia natans</i>, <i>Nymphoides peltata</i>).</p> <p>Prior to commencing the works, the Contractor will secure a part of specimens from the water chestnut population (50 rosettes) acquired most of all from Klucz-Ustowo if the presence of the species is found and next from various locations where the species is abundant within the Obnica Północna canal between 20th of June and 31st of August). The collected specimen of water chestnut will be transferred to a replacement site (e.g. in the Obnica Południowa canal, located vis a vis Obnica Północna canal in the area of Międzyodrze, at least 100 away from the former lock connecting this canal with the Klucz - Ustowo ditch).</p> <p>The activity will be carried out under the supervision of the Contractor's environmental supervision team referred to in item 59. The action requires a departure from the bans applicable to protected species referred to in items 13-16.</p> <p>In the case of identifying the presence of the above-mentioned protected species in the Klucz-Ustowo ditch, it is recommended to transfer all specimens of these plants to the Obnica Południowa canal.</p> <p>In case of the verified absence of water chestnut <i>Trapa natans</i> plants in the Klucz – Ustowo ditch and when the population of the species in the Obnica Północna canal is lower than 5000 the number of rosettes to be transferred can be lower than indicated 50 but not greater than 1% of the resources of the local part of the population in the Obnica Północna canal. In case of very limited number of rosettes in the Obnica Północna canal, Contract Engineer can decide not to execute the measure.</p>	<p>Implemented and completed</p> <p>Both the water chestnut inventory and the subsequent metaplanting took place in September 2020 and September 2021, respectively.</p> <p>Deviations from the implementation of this measure are detailed in Item 4.4 of this report.</p>
71.	<p>Within 30 days from the commencement of the Contract, the Contractor shall prepare and submit for the Engineer's approval a document entitled: Implementation plan and strategy for the management of environmental, social, health and safety risks: which</p>	<p>Implemented and completed</p> <p>The document was approved by CE in the previous reporting period [November 2020, updated September 2021].</p>

Item	Mitigation measures listed in Appendix 1 to the EMP	Implementation status in the reporting period
(1)	(2)	(3)
	includes, <i>inter alia</i> , such elements as: a description of the actions taken to manage the risks, a description of the materials and equipment used, a description of the management processes, etc. to be implemented by the Contractor and its subcontractors in order to minimise the risks. The Contractor shall, at the Engineer's request, update and submit for approval the Implementation Plan and strategy for the management of environmental, social, health and safety risks.	Deficiencies in this area were identified in Q3 2020 – as described in Item 4.4 of this report.
72.	<p>Contractor's responsibility for compliance with the ESHS The Contractor shall ensure that all requirements and conditions of the ESHS and the plan referred to in item 71 are met. This condition applies to the Contractor and its staff, regardless of the legal form of cooperation and respectively to Subcontractors and their staff.</p>	<p>Implemented and completed CE approved the Environmental and Social Management Plan [C-EMSP] submitted by the Contractor. The Contractor was obliged to implement all the requirements and conditions specified in the above-mentioned document. Deficiencies in this area were identified in Q3 2020 – as described in Item 4.4 of this report.</p>
73.	<p>Prevention of sexual harassment and mobbing The Contractor shall ensure that during the execution of the Contract, such conditions are in place as to prevent mobbing and sexual harassment to its staff and Subcontractors, as well as to other persons (whether related to the execution of the Contract or third parties).</p>	<p>Implemented and completed The work was conducted as indicated in this item, but there were no reports in this regard during the course of the Contract. No problems were found with the implementation of the measure.</p>
74.	<p>Awareness-raising on the prevention of sexual harassment and mobbing The Contractor shall, through an approved and qualified service provider, conduct training and implement an awareness-raising programme on the prevention of sexual harassment and mobbing. These activities shall be carried out throughout the entire term of the Contract, including the period of notification of defects at least every two months. These will take the form of information, education and awareness-raising campaigns.</p>	<p>Implemented and completed The Contractor has taken actions related to the organisation of awareness-raising training on the prevention of sexual harassment and mobbing, at the same time indicating that training in this area was conducted in October 2020. Training were repeated periodically, in accordance with the Contractor's needs and increasing human resources. Minor deficiencies in this area were identified in Q3 2020 – as described in Item 4.4 of this report.</p>
75.	<p>Reporting cases of sexual harassment and mobbing It is the Contractor's duty to inform the Consultant immediately about all reported cases and suspicions concerning sexual harassment and mobbing. All cases of reported and suspicions concerning sexual harassment and mobbing should be entered in the register of complaints and requests kept by the Contractor. In the case of mobbing or sexual harassment, the Contractor shall be obliged to take actions aimed at immediate termination of such behaviour and to take all legal measures against the perpetrators of such behaviour. The Contractor shall be also obliged to provide all necessary assistance and support to the victims of such conduct.</p>	<p>Implemented and completed The works were carried out in accordance with the indication contained in this item. However, no such situations occurred during the reporting period. No problems were found with the implementation of the measure.</p>

Item	Mitigation measures listed in Appendix 1 to the EMP	Implementation status in the reporting period
(1)	(2)	(3)
76.	<p>Ensuring that staff employed in the implementation of the Task can submit complaints and requests</p> <p>Contractor will inform all employees on the works' site about the possibility of lodging complaints about working and pay conditions and will provide an information leaflet with the necessary information on how to lodge complaints and requests, in which it will ensure that there are no repercussions for the person reporting a problem.</p> <p>The Contractor will keep a register of complaints and requests.</p> <p>The content of the leaflet and the format of the register will be agreed with the Consultant.</p>	<p>Implemented and completed</p> <p>The Contractor indicated that the works were carried out in accordance with the indication contained in this item. In the previous reporting period, the Contractor submitted the contents of the leaflet and the complaints register form to be agreed with the Consultant. The Contract Engineer made no comments on the above. There were no complaints or requests during the current reporting period.</p> <p>Minor deficiencies in this area were identified in Q3 2020 – as described in Item 4.4 of this report.</p>
77.	<p>Ensuring accident-free working conditions</p> <p>The Contractor shall ensure that in the Task implementation Area and outside the Task implementation Area (during activities related to the execution of the Task, e.g. during transport) such conditions are met as to prevent accidents involving persons related to the execution of the Contract, including Contractor's, Engineer's, Investor's, Subcontractors' staff, etc., as well as third parties.</p> <p>In the event of such accidents, it is necessary to:</p> <ul style="list-style-type: none"> • immediately ensure proper handling of the injured party • secure the location of the accident • inform the Engineer as soon as possible about the accident and about the Contractor's reaction to the accident • notify the relevant services and allow them to reach the place of the accident. 	<p>Implemented and completed</p> <p>The works were carried out in accordance with the indication contained in this item. There was no such necessity during the reporting period, which did not release the Contractor from the obligation to conduct ongoing monitoring of the measure.</p> <p>No problems were found with the implementation of the measure.</p>
78.	<p>Conditions of employment of young workers</p> <p>In connection with the execution of the Contract, Contractor may employ only such a young worker who is at least 15 years old, has completed primary school of at least eight years duration and has presented a medical certificate stating that the work in question does not endanger his / her health.</p>	<p>Implemented and completed</p> <p>The works were carried out in accordance with the indication contained in this item. There was no such necessity during the current reporting period.</p> <p>No problems were found with the implementation of the measure.</p>
79.	<p>Health and Safety Supervision by the Contractor</p> <p>During the Task implementation period, the Contractor will ensure constant supervision of health and safety at work. The scope of duties, qualifications and personal composition of the Contractor's HS services shall be in accordance with the Polish labour law regulations.</p> <p>Prior to the commencement of works, the Contractor's health and safety supervision shall conduct a dedicated training for the Contractor's personnel in the field of work safety and accident risk during the execution of the Task.</p>	<p>Implemented and completed</p> <p>The works were carried out in accordance with the indication contained in this item – the Contractor indicated the person responsible for health and safety among their staff. The Contractor conducted health and safety training for their employees on 24 September 2021 and conducted health and safety training [16 November 2021] – follow-up training.</p> <p>Minor deficiencies in this area were identified from Q3 2020 through Q3 2021 – as described in Item 4.4 of this report.</p>
80.	The Contractor shall be obliged to apply and comply	Implemented and completed

Item	Mitigation measures listed in Appendix 1 to the EMP	Implementation status in the reporting period
(1)	(2)	(3)
	<p>with all labour law regulations in force in Poland, in particular all provisions of the Labour Code, and shall act in accordance with the ESHS Code of Conduct. In particular, the following issues should be reflected in the Contractor's employment policy and the remuneration regulations:</p> <ul style="list-style-type: none"> - Ensuring equal pay for employees performing the same work without taking into account gender, sexual orientation or age. - ensuring that persons employed in the Contract are not persecuted or discriminated against on the basis of gender, sexual orientation and age. - ensuring that the Contractor, in accordance with the possibilities and conditions and the Polish Labour Code provisions, will meet the living and social needs of employees in the workplace. - ensuring that the Contractor enable employees to improve their professional qualifications. 	<p>The works were carried out in accordance with the indication contained in this item. The Contractor prepared it and the document was approved by CE.</p> <p>No problems were found with the implementation of the measure.</p>

The numbers in the column "Item" – 1. to 80 – denote the numbers of individual mitigation measures, as numbered in Appendix 1 of the EMP.

For each of the mitigation measures, the following is given:

- a short description of the measure

(in **bold and italics**, along with the number in the "Item" column);

- the verbatim text of the measure in the text of Appendix 1 to the EMP; - description of the status of measure implementation in the reporting period.

Part 2. Checklist for the implementation of monitoring measures listed in Appendix 2 to the EMP for Contract 1B.4/2

Item	Monitoring measures according to Appendix 2 to the EMP	Implementation status in the reporting period
(1)	(2)	(3)
1-85	<p>Monitoring of the implementation of mitigating measures from Appendix 1 to the EMP</p> <p>Object of monitoring As described in items 1-85 in Appendix 2 to the EMP.</p> <p>Location of monitoring As described in items 1-85 in Appendix 2 to the EMP.</p> <p>Monitoring method As described in items 1-85 in Appendix 2 to the EMP</p> <p>Time and frequency of monitoring As described in items 1-85 in Appendix 2 to the EMP</p> <p>Monitoring unit Investor, Engineer, and Contractor (as described in items 1-85 in Appendix 2 to the EMP)</p>	<p>Implemented and completed</p> <p>Monitoring of the measures began from the date of signing the Contract, i.e. in the third quarter of 2020, and was carried out until the end of the reporting period [first quarter of 2022]. No problems were found with the implementation of monitoring measures.</p>

Part 3. List – quantitative summary of the implementation of measures listed in Appendix 1 and 2 to the EMP, in the reporting period

The table below presents a quantitative summary of the implementation of measures listed in Appendix 1 and 2 to the Environmental Management Plan (EMP) for Contract 1B.4 / 2 in the reporting period.

Category	Mitigation measures (items 1-80 in Appendix 1 to the EMP)		Monitoring measures (items 1-85 in Appendix 2 to the EMP)	
	N [number of measures]	Item No.	N [number of measures]	Item No.
Measures implemented and completed in the reporting period	71	1-13, 17-25, 27-46, 48-53, 57-65, 67-80	85	1-85
Measures not implemented in the reporting period (considered not applicable to the reporting period – there was no need to implement them)	9	14-16, 26, 47, 54-56, 66	-	-