

Attachment 1 - Plan of mitigation measures

In this Attachment to the Environmental Management Plan for the Contract for Works **1B.3/1 Stage I – Mooring base for icebreakers** there have been presented actions mitigating the negative impact on the environment, forming the guidelines for the Contractor under the Contract 1B.3 Stage I. The costs and time schedule for the implementation of these activities should be included in the Offer. The condition related to discussing the implementation of the EMP at working meetings and construction site meetings (item 107) also applies to the Engineer and the PIU.

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

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A	Requirements for the Task implementation schedule	1 - 2
B	Requirements for the transport service of the Task implementation area	3 - 13
C	Requirements for the location of construction backup facilities and roads, material storage and parking areas	14 - 16
D	Requirements for soil and spoil management	17 - 22
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H	Requirements for the conservation of protected natural resources	33 - 50
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Explanatory notes to the table in the Attachment 1 of the EMP:

- 1) unless otherwise specified in a given case, the **Task Implementation Area** means the area where any preparatory works, main works (including Permanent Works and Temporary Works) and any works related to the remedying of defects and faults or the execution of unfinished works listed in the Take-over Certificate or disclosed during the Defects Notification Period, together with the areas of necessary temporary occupation, are carried out.
- 2) unless otherwise specified in a given case, the **Task Implementation Period** means the period of execution of any preparatory works, main works (including Permanent Works and Temporary Works) and any works related to the remedying of defects and faults or the execution of unfinished works listed in the Take-over Certificate or disclosed during the Defects Notification Period.

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Pos.	Issue	Place	Mitigation measure	Responsible party
A REQUIREMENTS FOR THE TASK IMPLEMENTATION SCHEDULE				
1	Schedule of works	Task implementation area	<p>EMP terms and conditions concerning the dates of carrying out the works</p> <p>When establishing the schedules of works and at the stage of their execution, the Contractor shall take into account the conditions of the EMP concerning dates and times of various types of works to be carried out, including:</p> <ul style="list-style-type: none"> a) permissible deadlines for works in the Regalica river bed (see items 39, 48) b) permissible hours for execution of works (see item 66) c) permissible dates for cutting of trees and shrubs (see items 29, 30) d) permissible deadline for the removal of fertile earth (humus) (see item 24) e) permissible deadline for conducting silting works on the "Mańków" silting field (see item 40). 	Contractor
2	Schedule of works	Task implementation area together with access roads and their surroundings	<p>Terms and conditions of the EMP concerning activities to be carried out before the commencement or at the initial stage of works.</p> <p>When establishing the schedules of works and at the stage of their execution, the Contractor shall take into account the conditions of the EMP concerning activities to be carried out before the commencement or at the initial stage of works, including:</p> <ul style="list-style-type: none"> a) conditions concerning the construction and equipping of construction backup facilities, technological roads and yards (see items 14-16, 58, 59, 62, 63, 65, 70, 72, 78, 79); b) conditions concerning the transport service for the construction site (see items 3-16, 68-72) c) conditions concerning fencing of the construction site (see item 83); d) condition concerning the removal and protection of 	Contractor

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			<p>the humus layer (see items 23-28);</p> <p>e) conditions for cutting of trees and shrubs (see items 29, 30);</p> <p>f) condition concerning carrying out the environmental inventory (see items 33);</p> <p>g) conditions concerning preparation of documents see items . 6, 21, 22, 62, 72, 73, 77, 80--82, 85, 90, 97, 106, 108, 109);</p> <p>h) conditions for obtaining the Engineer's approval for the person of the coordinator for the implementation of the EMP and the composition of the environmental supervision team and the sapper's supervision team (see items 102, 103, 105);</p> <p>i) conditions for training on EMP implementation rules (see item 101);</p> <p>j) conditions for carrying out other types of training (see items 88, 89, 112, 117).</p>	
B REQUIREMENTS FOR THE TRANSPORT SERVICE OF THE TASK IMPLEMENTATION AREA				
	Protection of health and safety of people, protection of material goods, protection of the soil surface	Access roads to the Task implementation area together with their surroundings	<p>Conditions for using access roads to the Task implementation area</p> <p>The following conditions apply to the use of access roads to the Task implementation area (conditions specified in items 3 - 13):</p>	Contractor
3			a) Access to the Task implementation area shall be determined on the basis of the existing roads.	
4			b) The Contractor shall prepare a design of traffic organisation and works protection for the duration of the Task implementation in accordance with the provisions contained in the Technical Specifications and requirements of road authorities concerning transport routes and conditions of their use.	
5			c) The Contractor shall agree with the road authorities on the design of traffic organisation and works protection. The Contractor shall organise the traffic according to the agreed	

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			design (marking and securing of works and marking of diverted traffic and recommended road signs associated with the change of traffic organisation, etc.).	
6			d) Prior to the commencement of works, the Contractor shall submit to the Engineer for approval, as agreed with the road authorities and the traffic management authority, a traffic organisation and works protection design. Depending on the needs and progress of the works, the traffic organisation and works protection design shall be kept updated by the Contractor.	
7			e) The Contractor shall ensure that all access roads to the Task implementation area are properly marked, in accordance with the applicable law and agreements with the relevant road authorities. These markings shall be regularly inspected by the Contractor; in the event of damage or theft of the markings, the Contractor shall immediately reconstruct or supplement them.	
8			f) The Contractor shall maintain the hardened areas in good technical condition within the Task implementation area, within which the traffic of vehicles will take place.	
9			g) The Contractor shall be liable for any damage to structures and buildings, roads, drainage ditches, culverts, water and gas pipelines, pillars and power lines, cables, geodetic network points and installations of any kind, and other objects such as vertical and horizontal signs, navigation signs, information boards, cultural goods objects, etc., caused by him or his Subcontractors	

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			during the Task implementation period. The Contractor shall immediately repair at his own expense any damage caused and, if necessary, carry out any other works ordered by the Engineer.	
10			h) The Contractor shall comply with the official axle load limits when transporting materials and equipment to and from the Task implementation area.	
11			i) The Contractor shall obtain all necessary permits from the authorities for the carriage of non-standard cargo and shall notify the Engineer of any such carriage on a continuous basis.	
12			j) The Contractor shall be obliged to prepare photographic documentation of the entire area of the Task implementation area and access roads, with particular emphasis on the technical condition of roads and buildings located in the vicinity of transport roads for building materials.	
13			k) Before commencing the works, the Contractor shall carry out local inspections in the presence of road authorities, as the result of which reports on the condition of access roads to the Task implementation area will be drawn up. On this basis, the Contractor shall be obliged to restore the technical condition of roads from before the of the Task implementation period.	
C	REQUIREMENTS FOR THE LOCATION OF CONSTRUCTION BACKUP FACILITIES AND ROADS, MATERIAL STORAGE AND PARKING AREAS			
14	Protection of and soil, protection of wildlife	Task implementation area	Obligation for the execution of construction backup facilities and roads, material storage and parking areas Prior to the commencement of construction works, the Contractor shall carry out the construction backup facilities, roads and material storage areas, as well as parking spaces.	Contractor

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Pos.	Issue	Place	Mitigation measure	Responsible party
			The equipment of the construction backup facilities and the use of the area should meet, among other things, the conditions specified in items 58, 59, 62, 63, 65, 70, 72, 74, 78, 79. When planning the above mentioned elements of the construction site, it is necessary to ensure that their area is limited to the minimum necessary.	
	Protection of acoustic climate, protection of waters	Area of the Task implementation	Requirements for the selection of the location of construction backup facilities and roads, material storage and parking areas	Contractor
15			a) Construction backup facilities shall be located as far away as possible from acoustically protected areas and, where necessary, technical measures shall be taken to minimise noise propagation,	
16			b) Material storage areas and parking spaces for the construction machinery should be located as far away as possible from the Regalica river bed.	
D REQUIREMENTS FOR SOIL AND DREDGING SPOIL MANAGEMENT				
17	Protection of water and soil	Task implementation area	Management of soil coming from the construction site Soil located on the construction site should be first used on the construction site. The remaining excess soil should be managed in accordance with applicable regulations and design documentation. The method of managing soil constituting waste shall be presented in the Waste Management Plan, prepared by the Contractor and submitted to the Engineer's approval prior to the commencement of works. (in accordance with item 73).	Contractor
18	Protection of water and soil	Task implementation area	Management of spoil from dredging on the construction site The spoil obtained as the result of dredging operations should be tested for its grain size composition. If the grain size composition allows it, it can be used for embankment construction works related to the project. If the grain size composition is not suitable, the spoil shall be deposited in the silting field.	Contractor

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Pos.	Issue	Place	Mitigation measure	Responsible party
19	Protection of water and soil	Task implementation area	<p>Uncontaminated dredging spoil management</p> <p>Uncontaminated dredging spoil not used for construction works should be transferred to the silting fields “Mańków” and/or “Dębina” operated by Maritime Office in Szczecin. The method of spoil management shall be presented in the Waste Management Plan, prepared by the Contractor and submitted to the Engineer's approval prior to the commencement of works (in accordance with item 73).</p>	Contractor
20	Protection of water and soil	Task implementation area	<p>Sediment quality control before commencing of dredging works</p> <p>Before commencement of dredging works 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) and requirements of the operator of the silting fields “Mańków” and “Dębina” - the Maritime Office in Szczecin. The tests should 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 using the spoil for construction and fill construction works related to the project or depositing it on a silting field (in the case of confirming the absence of contamination with hazardous substances), • establishing procedures for the contaminated spoil management (see item 22). <p>The testing methodology and selection of sampling points will be subject to the Engineer's approval. The sampling will be carried out under the supervision of the Engineer. The results of the spoil quality control will be subject to the Engineer's approval.</p>	Contractor
21	Protection of water and soil	Task implementation area	<p>Dredging material quality control during execution of works</p> <p>If as the result of current assessment and verification of the dredged spoil quality (see monitoring actions item 121 in the</p>	Contractor

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			<p>Attachment 2 to EMP) changes in the parameters and appearance of the spoil are found (e.g. colour, smell, consistency):</p> <p>-The Contractor shall carry out control tests and determine the quality of the batch of spoil - in which changes in the parameters and appearance of the spoil are found - in accordance with applicable regulations (the Act on waste, the Environmental Protection Law and executive acts of the aforementioned Acts). The tests should be carried out by laboratories accredited for such tests.</p> <p>If contaminated spoil is found, the Contractor shall proceed with the contaminated spoil batch in accordance with the provisions in item 22 "Contaminated dredging spoil management".</p> <p>The Contractor shall ensure temporary storage of batches of spoil, which are suspected of being contaminated, until the results of laboratory tests are obtained. The technology and conditions regarding the method of temporary storage of spoil will be described by the Contractor in the Quality Assurance Plan, which must be approved by the Engineer prior to commencement of the works included in it. The technology adopted can not cause environmental pollution.</p>	
22	Protection of water and soil	Task implementation area	<p>Contaminated dredging spoil management</p> <p>In accordance with the results of qualitative tests of sediments (see items 20 i 21) and its classification in that respect, contaminated spoil will be transported by water to the unloading sites to be eventually loaded onto the means of land transport and shipped to the appropriate landfills or authorized recipients of waste.</p> <p>The exact locations of the designated landfills or waste recipients to which contaminated spoil will be transported shall be selected by the Contractor and must be pre-approved by the Engineer. These landfills must meet, in accordance with legal regulations, requirements in</p>	Contractor

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			<p>terms of landfilling ground masses with different levels of pollution and waste recipients must ensure contaminated spoil management in accordance with the Act on waste.</p> <p>The technology of contaminated spoil reloading works, including the conditions for the temporary storage of spoil, will be described by the Contractor in the Quality Assurance Plan, which must be approved by the Engineer prior to commencement of the works included in it. The adopted technology can not cause environmental pollution within adjacent areas.</p> <p>The method and the procedure of managing contaminated spoil shall be presented in the Waste Management Plan, prepared by the Contractor and submitted to the Engineer's approval prior to the commencement of works (see item 73).</p>	
E REQUIREMENTS FOR MANAGEMENT OF THE HUMUS LAYER				
	Protection of soil, protection of wildlife	Task implementation area	<p>Collection, storage and use of the humus layer</p> <p>a) Before commencing construction works in particular parts of the Task implementation area, a layer of fertile soil (so called humus) with the thickness of not less than 0.2 m should be removed;</p> <p>b) Works related the removal of humus shall be carried out between the beginning of September and the end of February. If it is necessary to carry out these works on a different date, the Engineer's consent must be obtained.</p> <p>c) The stored humus prisms should be sprayed systematically, with the frequency depending on the weather conditions (do not allow the prisms to dry out for more than 5 days);</p> <p>d) The stored humus prisms should be protected against contamination, running</p>	Contractor
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27			over, compaction, storage of building materials, etc;	
			e) After the completion of the construction works, the stored humus should be used for the construction of arranged green areas, in accordance with the land development plan (also the condition in item 52). Activities related to the restoration of the humus layer and the restoration of green areas shall be started as soon as possible in order to allow their implementation	
28			f) Works related to the construction of green areas shall be carried out under the supervision of a botanist/phytosociologist expert from the Contractor's environmental team.	Contractor
F	REQUIREMENTS FOR CUTTING OF TREES AND SHRUBS AND REED FIELDS			
29	Protection of wildlife	Task implementation area	Permissible dates for cutting of trees and shrubs and reed fields Cutting of trees and shrubs and reed fields, which interfere with the planned project, shall be carried out in the period from 01.10 to 28.02, i.e. outside the breeding season of birds.	Contractor
30	Protection of wildlife	Task implementation area	Condition for cutting of trees outside the permissible dates for cutting If trees and shrubs need to be cut and reed fields removed during the bird breeding period, immediately before cutting, their presence in the area of bird habitats must be inspected by the environmental supervision ornithologist indicated in the item 103; if the above mentioned habitats are found, according to the inventoried habitats, appropriate permits must be obtained to derogate from the prohibitions in force for particular protected fauna species (according to the rules defined in accordance with the applicable regulations) - see also item. 35 – 38.	Contractor
G	REQUIREMENTS FOR PROTECTION OF TREES AND SHRUBS NOT DESIGNED FOR CUTTING			
31	Protection of wildlife	Task implementation area and areas directly adjacent to the Task	Execution of works in the area of trees not intended for cutting Trees not intended for cutting, growing in the Works	Contractor

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		implementation area	<p>implementation area and exposed to damage due to the work and movement of equipment shall be protected by:</p> <ul style="list-style-type: none"> a) protecting tree trunks growing in the immediate vicinity of executed earthworks, e.g. by placing wooden planks around the whole trunks up to the height of not less than 1.5 m, b) carrying out earthworks manually within the root system, if possible, c) exposed tree roots, in order to protect them from excessive drying (summer) or freezing (winter) should be covered with mats made of straw, baggy fabrics or peat, d) care should be taken to ensure that construction materials and excavated soil are not stored under tree branches as this prevents gas exchange between air and soil, which can lead to death and root decay. 	
32	Protection of wildlife	Task implementation area	<p>Protection of damaged trees and shrubs</p> <p>In case of damage to the aboveground parts of trees and shrubs not intended for cutting, the necessary care actions should be carried out immediately, appropriate to the place and type of damage.</p> <p>In case of root damage, cut off the damaged tips and protect the roots with a fungicide.</p> <p>The above mentioned activities should be carried out in consultation with the environmental supervision team (referred to in item 103), and after their execution the opinion of the above team should be presented to the Engineer for approval regarding the assessment of the correctness of the executed activities.</p>	Contractor
H	REQUIREMENTS FOR THE CONSERVATION OF PROTECTED NATURAL RESOURCES			
33	Protection of wildlife	Task implementation area	<p>One-off environmental inventory of the Task implementation area before the commencement of works</p> <p>Before commencing the preparatory works consisting in cleaning up the area, the</p>	Contractor

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Pos.	Issue	Place	Mitigation measure	Responsible party
			<p>environmental supervision team referred to in item 103 will carry out a one-time environmental inventory of the Task implementation area. In particular, trees and shrubs intended for cutting and the bank strip should be visually inspected. If habitats and species of fauna and flora subject to protection are found, for which it will be necessary to violate the prohibitions specified in the applicable regulations, decisions should be obtained allowing for derogations from the principles of the plant, fungi and animal species protection, referred to in items 35 - 38.</p>	
34			<p>Ongoing inspections by the environmental supervision team during the Task implementation period</p> <p>Works and other works carried out during the Task implementation period shall be carried out under the current supervision of the environmental supervision team (referred to in item 103).</p> <p>These experts should - in accordance with their specialty and type of conducted works, <i>inter alia</i>, carry out regular inspections of the entire Task area (at least once a month) and currently submit their comments and recommendations to the Contractor's personnel responsible for carrying out the works in accordance with the conditions of the EMP.</p> <p>Written notes attached to the monthly reports on the implementation of the conditions of the EMP (referred to in item 108) shall be drawn up from the executed inspections.</p>	Contractor
	Protection of wildlife	Task implementation area	<p>Obtaining a decision allowing for derogations from the rules on the plant, fungi and animal species protection</p> <p>If the presence of habitats or sites of protected species of flora and fauna is found in the Task implementation area before the commencement of works (as a part of a one-off nature inventory indicated in item 33 or during the construction works (see also item 34)), then the following</p>	Contractor

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			conditions shall apply (indicated in items 35-38):	
35			a) The Contractor shall obtain and submit for the Engineer's approval a written opinion of the environmental supervision team (referred to in item 103) containing the definition of the necessity to obtain the decision referred to in item b), and then, if it proves necessary in the light of the opinion referred to above, it shall implement the measures referred to in items b-d (below);	
36			b) before taking any actions that could lead to the destruction of habitats and sites or scaring-off the protected species (in accordance with the opinion referred to in item a), the Contractor shall obtain administrative decisions required by law allowing for derogations from the prohibitions in force in relation to the protected plant, fungi and animal species;	
37			c) the obtained decisions shall be submitted by the Contractor to the Engineer for information;	
38			d) The Contractor shall precisely and timely implement the conditions contained in the above mentioned decisions [see also items 103 and 104].	
39	Protection of wildlife	Task implementation area	Deadlines for execution of works in the Regalica river bed Works interfering with the Regalica river bed should be carried out in the period from 01.08 to 28.02, i.e. outside the period of fish spawning and spawn incubation, which lasts from 1 March to 31 July.	Contractor
40	Protection of wildlife	Task implementation area	Permissible deadline for execution of silting works in the "Mańków" silting field The Contractor shall include in the work schedules a ban on silting works in the "Mańków" field in the period from 1 January to 30 June and shall carry out the works taking this ban into account (see Attachment 7 to the EMP).	Contractor
41	Protection of wildlife	Task implementation area	Catching and transfer of small animals from the Task implementation area	Contractor

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Pos.	Issue	Place	Mitigation measure	Responsible party
			<p>In case of appearance of small animals (amphibians, reptiles, small mammals) in the Task implementation area, under the supervision of an appropriate environmental expert (herpetologist and/or teriologist, referred to in item 103), individuals of the above mentioned animals should be caught and transferred from the Task implementation area to their appropriate habitats, located outside the scope of the impact of the works.</p>	
42	Protection of wildlife	Task implementation area	<p>The work must be carried out in such a way as to avoid killing animals</p> <p>The area of the Task implementation, and in particular the places where the works are currently being carried out, the construction backup facilities, the place where materials are stored, etc. should be protected against the entry of small animals (amphibians, reptiles, small mammals), by fencing these areas with a net, with mesh of not more than 0.5 x 0.5 cm and the height of not less than 0.5 m or other material that achieves the same purpose. This net should be buried in the ground to the depth of not less than 15 cm.</p> <p>The task of preventing small animals from entering the Task implementation area and the installation of the above mentioned fences should be carried out under the supervision of herpetologist and teriologist experts (referred to in item 103). Throughout the whole period of implementation of the Task, the condition of the fences should be systematically checked, and any breaks should be removed immediately, and in this:</p> <p>a) during the period from 1 March to 31 August, these checks shall be carried out at least once every three days;</p> <p>b) from 1 September to the end of February, at least once every 10 days.</p> <p>Fencing inspections should be carried out with the participation of the above mentioned experts.</p>	Contractor

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43	Protection of wildlife	Task implementation area	<p>Additional safeguards during migration of amphibians</p> <p>In case of occurrence of significant numbers of amphibians, during migration</p> <p>a) buckets will be sunk into the ground evenly with the terrain and gradually, at least once a day, the caught individuals will be moved to safe places.</p> <p>b) Places will be selected where fences made of foil or agro-textile will be made.</p> <p>Determination of the necessity to apply these actions and their location as well as the transfer of the caught individuals shall be carried out under the supervision of a herpetologist expert (referred to in item 103).</p>	Contractor
44	Protection of wildlife	Task implementation area	<p>Checks of places likely to form traps for small animals</p> <p>Every morning, excavations and other places that could form traps for animals: amphibians, reptiles, small mammals shall be checked. In the periods from 1 March to 15 May and 15 September to 15 October, a second check shall also be carried out each day in the pre-evening time.</p> <p>Animals trapped there must be caught and released outside the Task implementation area to a location appropriate to the particular species.</p> <p>The last check on the presence of animals in the excavations shall be carried out immediately before backfilling the trenches.</p> <p>Checks should be carried out by the Contactor's personnel, trained in accordance with item 104, in accordance with the guidelines of experts, a herpetologist and a teriologist (referred to in item 103) who will coordinate and indicate the places of release of caught animal species.</p> <p>All wells and other anthropogenic objects, which may form a trap for amphibians and small mammals, should be secured according to the remarks and under the direction of the above mentioned herpetologist and teriologist experts.</p>	Contractor

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45	Protection of wildlife	Task implementation area	<p>Action mitigating environmental damage by recovering the fauna individuals excavated during dredging works and transporting them to a safe place.</p> <p>The works carried out in the Regalica river bed will be subject to permanent environmental supervision by the ichthyologist expert referred to in item 103. Observations on the excavated animals with river sediments and works on the relocation of individuals shall be carried out continuously during dredging works. If animals are found in the excavated sediments, they should be selected and moved to temporary reservoirs with river water.</p> <p>Animals shall not be kept in temporary reservoirs for too long (especially fish and lampreys; bivalves are relatively resistant) and, if necessary, aeration (e.g. from compressed oxygen cylinders) should be applied. Caught animals should be displaced within a short distance of the investment but into places where: 1) dredging works have not been carried out so far; 2) construction and dredging works are not planned at later stages; 3) habitats are identical or similar to those in which fauna was present.</p>	Contractor
46	Protection of wildlife	Task implementation area	<p>Reduction of bird mortality due to collisions with newly built riverside infrastructure</p> <p>Quay objects shall be made of non-transparent elements.</p>	Contractor
47	Protection of wildlife	Task implementation area	<p>Protection of ichthyofauna against increased concentration of suspended solids in Regalica river waters</p> <p>The works shall be carried out in accordance with the following rules:</p> <p>a) in case concentrations of suspended solids higher than 200 mg/l or dissolved oxygen concentrations of < 4 mg O₂/l are found (at monitoring points located approx. 500 m below the work execution site), the intensity of works should be limited (2-hour intervals every 2 hours) and if concentrations of >400 mg/l of suspended solids or</p>	Contractor

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			<p><3 mg O₂/l are found, the works should be stopped immediately for at least 24 hours,</p> <p>b) resumption of works after any break caused by exceeding the suspended solids concentration must be preceded by re-measurement of the suspended solids concentration at monitoring points,</p> <p>c) resumption of works may take place only in conditions of the suspended solids concentration below 200 mg/l at monitoring points.</p> <p>Monitoring of suspended solids should be carried out on a daily basis, with measurement after at least 2 hours of works (with normal intensity). If the concentration exceeds 200 mg/l, the measurement must be repeated after a 2-hours break in the works. In parallel with the measurement of suspended solids, dissolved oxygen concentration will be measured. If the value is below 4 mg O₂/l, the works 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. The oxygen concentration should be measured in the middle of the water column - approx. 1.0 m below the surface.</p>	
48	Protection of wildlife	Task implementation area	<p>Duration of execution of dredging works</p> <p>The duration of execution of dredging works will be up to 2 months</p>	Contractor
49	Protection of wildlife	Task implementation area	<p>Environmental supervision before and during the demolition of cubature buildings (e.g. arbours, sheds, garages)</p> <p>The following rules shall apply to the demolition of cubature buildings:</p> <p>a) demolition of cubature buildings shall be preceded by an inspection of these buildings for protected species of bats, carried out by a chiropterologist expert (referred to in item 103) no</p>	Contractor

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Pos.	Issue	Place	Mitigation measure	Responsible party
			<p>later than 1 week before the demolition of the building in question;</p> <p>b) if the presence of protected species of bats is found in the buildings planned for demolition, the aforementioned expert will indicate the acceptable dates and methods of execution of demolition, ensuring protection of the bats found.</p> <p>c) Demolition of cubature buildings will be carried out under the direct supervision of the above mentioned chiropterologist expert;</p> <p>d) in the event the presence of protected bat species in the buildings subject to demolition is found, the above mentioned expert will determine the ways to limit the mortality of the identified protected animals;</p> <p>e) if the presence of protected bat species is found in the buildings planned for demolition and/or in the facilities subject to demolition, an administrative decision, as required by law, shall be obtained allowing for derogations from the prohibitions in force for protected animal species (if required in a given case) - see items 35 - 38.</p>	
50	Protection of wildlife	Task implementation area	<p>Minimising the impact of lighting on fauna and flora</p> <p>During the execution of the Task the Contractor shall reduce the water illumination from the side of planned icebreakers' base to the necessary minimum</p>	Contractor
I REQUIREMENTS FOR THE RESTORATION OF GREEN AREAS AFTER COMPLETION OF CONSTRUCTION				
	Protection of wildlife, protection of soil	Task implementation area	<p>Arrangement of the area after completion of the works, restoration of the humus layer and execution of greenery areas</p> <p>After completion of the works one shall:</p>	Contractor
51			<p>a) dismantle the construction backup facilities as well as technological roads and yards, and transport the materials</p>	

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Pos.	Issue	Place	Mitigation measure	Responsible party
			from demolition outside the Task implementation area to the previously indicated destination (approved by the Engineer);	
52			b) within the boundaries of the Task implementation area, restore the fertile soil layer (e.g. with the use of humus collected from the works area in accordance with the conditions specified in items 23 - 28) in accordance with the land development plan - greenery;	
53			c) carry out measures to support the restoration of green areas (including grass sowing) in accordance with the land development plan;	
54			d) ensure proper care of the restored green areas (until the end of the Defects Notification Period);	
55			Activities described in items b, c and d (above) shall be carried out by the Contractor under the supervision of botanical-phytosociologist experts (as mentioned in item 103), including, among other things: - agreeing on precise deadlines for works; - agreeing on a detailed location of humus utilisation sites; - agreeing on the species composition of grass mixtures; - agreeing on the rules of maintenance of the designed green areas; - submission of the results of the above mentioned arrangements to the Engineer's approval; - supervision of the execution of treatments supporting the restoration of green areas and supervision of the maintenance of these areas (until the end of the Defects Notification Period).	
J	REQUIREMENTS FOR THE PREVENTION OF ENVIRONMENTAL POLLUTION (INCLUDING THE LIMITATION OF EMISSIONS INTO THE ENVIRONMENT)			
56	Protection of water and soil, protection of wildlife	Task implementation area	Use of construction materials complying with the regulations and standards and environmentally friendly Only construction materials that are not harmful to the environment (natural, environmentally friendly or	Contractor

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Pos.	Issue	Place	Mitigation measure	Responsible party
			neutral) shall be used for the implementation of the Task. The materials, raw materials, fuels, fertilizers, cement and concrete mixes used should have relevant approvals and be approved for use.	
57	Protection of water and soil	Task implementation area	<p>Technical functionality and maintenance of vehicles, machinery and equipment</p> <p>The following conditions shall apply to the technical performance and maintenance of vehicles, machines and equipment:</p> <ul style="list-style-type: none"> • construction and dredging works shall be carried out using only technically operational machinery, in such a way as to prevent pollution from getting into water and soil, • The Contractor shall constantly carry out current inspections of the condition of vehicles, machinery and equipment and eliminate the possibility of any pollution getting into the soil and water environment, including in particular the occurrence of spillage of fuels, hydraulic oils and petroleum-derivative substances, both during servicing, transport and operation of vehicles, machinery and equipment with available organisational means. 	Contractor
58	Protection of water and soil	Task implementation area	<p>Conditions for the location of material storage areas and parking areas of machines working on the project implementation</p> <p>Material depots and parking areas for construction machinery should be located on a tight surface with the use of technology protecting against the penetration of pollution into the soil or water.</p> <p>General conditions for the selection of construction site backup facilities and storage areas for materials and machine parking areas are indicated in items 14 - 16.</p>	Contractor
59	Protection of water and soil	Task implementation area (land side part)	<p>Prohibition to carry out selected machine-related activities in the area of works</p>	Contractor

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Pos.	Issue	Place	Mitigation measure	Responsible party
			Washing, servicing, repairing, refuelling and servicing of machines working on the Task implementation shall be carried out solely within dedicated and prepared areas within the construction back-up area.	
60	Protection of water and soil	Task implementation area	Preventing the emission of oil-derivative pollutants All earthworks shall be carried out with particular caution, in a manner ensuring protection of the soil, surface water and groundwater against pollution, in particular by petroleum-derivative substances.	Contractor
61	Protection of water and soil	Task implementation area	Procedure in case of emissions of petroleum-derivative pollutants In the event of an emergency leakage of petroleum-derivative substances or other consumables into the soil or water, it is necessary to proceed with the immediate neutralisation of the leakage, its collection and transfer to entities authorised to manage waste for disposal. In the case of major accidents, use the procedures described in item 91.	Contractor
62	Protection of water and soil	Task implementation area	Equipping with sorbents Adequate quantity of sorbents (suitable for use on solid surfaces and water) necessary for use in case of uncontrolled leakages of petroleum-derivative substances shall be ensured in accordance with the developed spillage procedure described in detail in item 6.14 of the text of the EMP. Stands with sorbents should be located in the vicinity of places designated for the servicing of vehicles, machinery and equipment in the Task implementation area.	Contractor
63	Protection of waters	Task implementation area	Possession oil booms on water In the area of the Task implementation, an appropriate number of oil booms on water shall be ensured, necessary for use in the event of uncontrolled leakage of petroleum-derivative substances - in accordance with the developed spillage procedure described in detail in item 6.14 of the text of the EMP. Storage of booms on floating vessels or in the immediate vicinity of the bank in the place where dredging works are carried out.	Contractor

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Pos.	Issue	Place	Mitigation measure	Responsible party
64	Protection of waters	Task implementation area (water side part)	Refuelling of floating equipment Refuelling will take place at the place designated for refuelling. If it is necessary to obtain a separate permit from the Director of the Inland Navigation Office in Szczecin to locate a bunkering or stopping place for a fuel ship and the manner of its operation, the Contractor shall obtain such a permit.	Contractor
65	Protection of water and soil	Task implementation area	Environmentally safe storage of materials and raw materials Materials and substances to be used in the implementation phase should only be stored in suitable containers, in dedicated locations, in an environmentally safe manner.	Contractor
66	Protection of acoustic climate	Task implementation area	Restricting works to daytime Construction works should only be carried out during the daytime (6:00 - 22:00).	Contractor
67	Protection of acoustic climate, protection of air	Task implementation area	Reducing noise and exhaust gases emissions from vehicles, machinery and equipment a) During the Task implementation period, the least acoustically onerous construction technologies should be used for execution of construction works, e.g. use vehicles, machines and equipment with the lowest possible noise levels and fully functional, switch off engines and equipment that are not working at a given moment, avoid operating all devices at the same time, limit the operating time of engines at the highest revolutions, maintain good work organisation. b) During the Task implementation period, only technically functional vehicles, machines and equipment with sound emission (acoustic power) and exhaust gases emission in accordance with the applicable regulations shall be used.	Contractor
68	Protection of air, protection of acoustic climate	Task implementation area	Reducing air pollution by exhaust gases In order to reduce the negative impact on the air condition: a) Avoid leaving machines and vehicles running idle during breaks in their operation;	Contractor

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Pos.	Issue	Place	Mitigation measure	Responsible party
69			b) vehicles should be parked with the engine stopped;	
70	Protection of air	Task implementation area	<p>Reducing dust from construction site and roads</p> <p>During the implementation of the Task, the effects of secondary dusting shall be reduced, in particular by:</p> <ul style="list-style-type: none"> • limitation of traffic and speed of vehicles moving around the construction site; • systematic cleaning of the construction site and the construction site backup facilities; • spraying dusty road surfaces; • use of tight tarpaulins on vehicles transporting materials that may cause dust during transport; • cleaning vehicle wheels before leaving for access roads to the Task implementation area. 	Contractor
71	Protection of water and soil	Task implementation area and access roads	<p>Maintaining cleanliness on the roads</p> <p>In order to maintain cleanliness on the roads, the following measures shall be taken:</p> <ol style="list-style-type: none"> a) The Contractor shall use all available technical means and organisation of works in order to minimise making dirty the access roads to the Task implementation area. b) in places where heavy equipment leaves the construction site, the Contractor shall install stands where preliminary removal of soil or mud from vehicle wheels will take place. c) The Contractor shall be obliged to immediately and systematically remove any and all pollutants generated on the roads as the result of the traffic of vehicles, machines and equipment related to the Task implementation. 	
72	Protection of water and soil	Task implementation area	<p>Hardening of the construction site and technological roads</p> <p>The area of the construction site backup facilities and all technological roads and other places where vehicles, machines and equipment will move should be hardened and made tight with</p>	Contractor

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Pos.	Issue	Place	Mitigation measure	Responsible party
			a technology related to the used equipment. The applied technology is subject to approval as a part of the approval of the construction site organisation project.	
K REQUIREMENTS FOR WASTE MANAGEMENT				
73	Protection of water and soil	Task implementation area	Preparation of Waste Management Plan (WMP) Before commencing the works, the Contractor shall prepare a Waste Management Plan, including waste from demolition, and shall obtain its approval by the Engineer (see item 6.14 of EMP).	Contractor
74	Protection of water and soil, protection of air	Task implementation area	Waste management rules For the Waste generated during the Task implementation, including demolition works, one shall: <ul style="list-style-type: none"> • segregate and store them selectively in tight containers or transport containers, in conditions preventing dusting and dispersal of light fractions and their negative impact on the environment; • ensure their successive receipt by entities authorised to further managing them. The Contractor will keep records of waste management and transfer and provide the records to the Engineer in order to conduct monitoring.	Contractor
75	Protection of water and soil	Task implementation area	Hazardous waste management rules Hazardous waste should be segregated and stored separately in designated airtight containers placed in a hardened area, marked and protected against access by third parties, until it is handed over to authorised entities for further management.	Contractor
76	Protection of health and safety of people	Task implementation area	Provision of authorised contractor carrying out the disposal of asbestos-containing products Disposal of asbestos-containing products from demolished garden arbours may only be carried out by a entity authorised to carry out such works. The Contractor shall submit to the Engineer's approval the documentation confirming that the obligations of the contractor	Contractor

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Pos.	Issue	Place	Mitigation measure	Responsible party
			for disposal of asbestos have been fulfilled in the scope of: <ul style="list-style-type: none"> • permits for running a company in the scope of the disposal of asbestos and the production of asbestos-containing waste • employment of workers trained in occupational safety and health for work with asbestos by an authorised institution • possession of adequate technical equipment to carry out works in the scope of asbestos disposal. 	
77	Protection of health and safety of people	Task implementation area	<p>Asbestos disposal plan and notification of works</p> <p>The Contractor shall ensure that the contractor carrying out works related to the disposal of asbestos-containing products from the demolished garden arbours:</p> <ul style="list-style-type: none"> - shall draw up a detailed plan of works for the disposal of asbestos-containing products before commencing the works; - shall notify the competent construction supervision authority, the competent district labour inspector and the competent national health inspector of the intention to carry out the works, at least 7 days before the commencement of the works. - shall carry out the works in accordance with the above mentioned plan and notification. <p>The plan of works for the disposal of asbestos-containing products and the application of the notification to the competent authorities is subject to approval by the Engineer.</p>	Contractor
78	Protection of water and soil	Task implementation area	<p>Rules for management of household and municipal waste water</p> <p>One shall provide the construction backup facilities with tight bathroom and toilet facilities for household waste water and ensure that they are emptied regularly by authorised entities.</p>	Contractor

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Pos.	Issue	Place	Mitigation measure	Responsible party
79	Protection of water and soil	Task implementation area	<p>Prevention of formation of illegal waste disposal sites</p> <p>Prior to the commencement of works, the Contractor shall identify the Task implementation area in terms of occurrence of illegal waste deposition sites. During the Task implementation period, the Contractor shall protect the Task implementation area against their possible forming.</p>	Contractor
L REQUIREMENTS FOR THE PROTECTION OF HUMAN HEALTH AND SAFETY				
	Protection of health and safety of people	Task implementation area	<p>Preparation of documents related to the security in the Task implementation area</p> <p>In the Task implementation area, order and proper organisation of works shall be maintained.</p> <p>Prior to the commencement of works, the Contractor shall prepare and obtain the Engineer's approval for the following documents related to safety on the construction site:</p>	Contractor
80			a) Health and safety plan - see item 6.14 of the EMP text.	
81			b) Construction site organisation project, see item 6.14 of the EMP text.	
82			c) 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 includes, <i>inter alia</i> , such elements as: a description of the actions taken to manage the risks, description of the materials and equipment used, description of the management processes, etc. to be implemented by the Contractor and its subcontractors in order to minimise 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.	

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Pos.	Issue	Place	Mitigation measure	Responsible party
83	Protection of health and safety of people	Task implementation area	<p>Fencing of the construction site Before commencing the construction works, the Contractor will make a fence for the area. The fence should be at least 1.5 m high. If it is not possible to fence the construction or work site, the boundaries of the site shall be marked with warning signs and, if necessary, permanent supervision shall be ensured. The Contractor shall monitor the condition of the fence and warning signs and shall carry out any necessary repairs.</p>	Contractor
84	Protection of health and safety of people	Task implementation area	<p>Sapper supervision in the Task area In order to minimise the risk associated with the possibility of dangerous objects of military origin being present in the Task area, the Contractor shall provide:</p> <ul style="list-style-type: none"> • in the course of the works - sapper's supervision of the works (performed by the sapper supervision team), which consists in ongoing checking and cleaning the Task area from dangerous objects of military origin together with their disposal; • in case of finding dangerous objects of military origin in the Task implementation area - implementation of procedures described in item 92. 	Contractor
85	Protection of health and safety of people	Task implementation area	<p>Documentation and monitoring of the technical condition of buildings exposed to vibrations Prior to the commencement of works, during which vibrations may occur, putting at risk local residents and nearby buildings and infrastructure facilities, the Contractor shall carry out an inventory of the existing buildings and facilities, with particular emphasis on cracks and damages and the initial division of these damages into superficial damage (cracks in plaster, tiles, etc.) and damage to the building structure (cracks in lintels, load-bearing walls, ceilings, etc.), with the possible installation of gap gauges for measuring cracks. During the execution of the above mentioned works, the Contractor shall monitor the condition of</p>	Contractor

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Pos.	Issue	Place	Mitigation measure	Responsible party
			these buildings and facilities on an ongoing basis. The spatial scope of the inventory shall be agreed by the Contractor with the Engineer.	
86	Protection of health and safety of people	Task implementation area	<p>Implementation of guidelines regarding requirements concerning the work safety</p> <p>The Contractor shall ensure implementation of detailed guidelines concerning the work safety, among other things in the scope of:</p> <ul style="list-style-type: none"> • construction site management, including hazardous zones; • storage and transport; • electrical systems and equipment; • machines and technical devices; • works at height; • earthworks; • works on water; • demolition works; • underwater works. <p>contained in the legal regulations in force.</p>	Contractor
	Protection of health safety of people	Task implementation area	<p>Ensuring hygienic conditions</p> <p>In the Task implementation area, one shall:</p>	Contractor
87	Protection of water and soil		a) ensure that the sanitary facilities are tight (e.g. in the form of the necessary number of portable toilets) and that they are used by employees, (Rules for management of household and municipal waste water have been given in item 78).	
88			b) ensure that all employees are trained to maintain adequate hygienic conditions within the construction site and its immediate surroundings.	
89	Protection of health safety of people	Task implementation area, including the surroundings	<p>Principles of HIV-AIDS prevention</p> <p>The Contractor, through an approved service provider, shall implement an HIV-AIDS awareness-raising programme (including conducting an appropriate training) and take all other measures to reduce the risk of HIV transmission among the Contractor's personnel and the local community. These activities shall be carried out in accordance with the detailed conditions set out in the Bidding Documents of the contract (Part 3, Section VIII - General Conditions, Clause 6.7).</p>	Contractor

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Pos.	Issue	Place	Mitigation measure	Responsible party
M REQUIREMENTS FOR EXCEPTIONAL ENVIRONMENTAL HAZARDS				
90	Protection of health safety of people	Task implementation area	<p>Rules for flood risk management</p> <p>In connection with the risk of flooding, the Contractor shall prepare a document entitled: Flood management plan for the construction site and shall obtain the Engineer's approval (see item 6.14 of the EMP text).</p> <p>In the event of flood occurrence, the Contractor shall follow the procedures described in the above mentioned document.</p>	Contractor
91	Protection of health safety of people	Task implementation area	<p>Rules for notification of crisis situations</p> <p>In the event of a crisis situation (other than flood), accident, major breakdown, etc., the Contractor shall take the following actions:</p> <ul style="list-style-type: none"> • immediately inform the relevant services (Fire Brigade, Ambulance, Police, etc.); • until the arrival of the appropriate services, carry out necessary actions to reduce the risk of losses in personnel, property and the environment (agreed with the appropriate services, if possible); • notify the Engineer and the Ordering Party; • upon arrival of the relevant services, follow strictly their recommendations and instructions. 	Contractor
92	Protection of health and safety of people	Task implementation area	<p>Rules for unexploded shells or ordnance management</p> <p>In case an unexploded shell or unexploded ordnance is found, one shall:</p> <ul style="list-style-type: none"> • stop the work immediately; • evacuate the area around the finding; • Immediately inform the sapper supervision (see item 105) and the Police, and then follow their instructions; • notify the Engineer and the Ordering Party. <p>Under no circumstances, any found unexploded shells or ordnance must not be lifted, excavated, buried, moved, thrown into fire or water, etc.</p>	Contractor
93	Protection of health safety	Task implementation area	<p>Rules for management of leakage of petroleum-derivative substances</p>	Contractor

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Pos.	Issue	Place	Mitigation measure	Responsible party
	of people, protection of waters		In connection with the risk of possible leakage of petroleum substances, the Contractor shall prepare a document, a so-called spillage procedure and shall its approval by the Engineer. In the event of the above mentioned leakage, the Contractor shall follow the procedures described in the above mentioned document.	
	Protection of health safety of people, protection of waters	Task implementation area	Guidelines for safety on the waterway / prevention of shipping accidents	Contractor
94	of people, protection of waters		a) means of transport (floating sets) must meet the requirements of relevant regulations in force on the territory of the Republic of Poland in the field of inland navigation.	
95			b) means of transport (floating sets) in terms of parameters must be adapted to the conditions resulting from the current waterway class.	
96			c) the use of floating vessels in the execution of the works requires consultation with the competent Director of the Inland Navigation Office in Szczecin and the Director of the Maritime Office in Szczecin (in the case of use of sea waters),	
97			d) prior to the commencement of works, a plan of dredging works should be prepared, which requires approval by the Director of the Inland Navigation Office in Szczecin, the Director of the Maritime Office in Szczecin (in case of using sea waters) and with appropriate fairway administration.	
98			e) the work area and the waterway must be marked in accordance with the Inland Navigation Act and the local law to inform about the existing hazards and restrictions in shipping traffic. The method of marking and the location of the marking should be agreed with the Director of the Inland Navigation Office in Szczecin and with the competent waterway administration.	
N	REQUIREMENTS FOR THE PROTECTION OF CULTURAL MONUMENTS			

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Pos.	Issue	Place	Mitigation measure	Responsible party
99	Protection of monuments	Task implementation area	<p>Rules of conduct in case of discovery of movable monuments or archaeological sites</p> <p>If the Contractor, during the execution of construction works or earthworks, discovers an object, which is supposed to be a monument, he is obliged to stop all works that may damage or destroy the discovered objects, secure this object and the place of discovery with the use of available means, immediately notify the Voivodship Conservator of Monuments and, if this is not possible, the Mayor of the City of Szczecin. The Contractor shall at the same time notify the Engineer accordingly about the above scope.</p>	Contractor
100	Protection of monuments	Task implementation area	<p>Obtaining the permission of the Voivodship Conservator of Monuments</p> <p>In order to implement the provisions of the EMP related to the Protection of Cultural Heritage and Historical Monuments, the Contractor, if necessary, shall also obtain, on the basis of the power of attorney granted by the Ordering Party, the permission of the Voivodship Conservator of Monuments (VCM) to carry out rescue archaeological surveys.</p>	Contractor
O REQUIREMENTS FOR THE CONTRACTOR'S PERSONNEL INVOLVED IN THE IMPLEMENTATION OF THE EMP				
101	Implementation and reporting of the EMP implementation	Task implementation area	<p>Training of the Contractor's staff in the EMP implementation</p> <p>The Contractor shall be responsible for conducting the training (concluded with a test verifying the knowledge of the participants) on the terms and conditions of the EMP and protective guidelines during the construction process for its management and engineering and technical staff supervising the construction site, which should be prepared with the assistance of its team of environmental experts. Employees of the Contractor who will deal with fuels and other petroleum-derivative substances and other substances harmful to health and the environment shall be trained in the principles of the soil and water environment protection and application of</p>	Contractor

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Pos.	Issue	Place	Mitigation measure	Responsible party
			protection measures, including the use of sorbents. In the monthly reports submitted to the Engineer, the Contractor shall provide information on the state of training of the Contractor's personnel in the scope of EMP conditions in the current reporting period.	
102	Implementation and reporting of the EMP implementation	Task implementation area	<p>Appointment of the EMP coordinator in the Contractor's team</p> <p>A person will be appointed in the Contractor's team to coordinate and supervise activities related to the implementation of the EMP. The duties of such person will include, among other things:</p> <ul style="list-style-type: none"> • supervision of the implementation of particular EMP conditions in subsequent stages of the Task implementation; • ongoing monitoring of the status of implementation of particular conditions from the Attachments 1 and 2 of the Task Area; • ongoing keeping the management of the Contractor's team informed about the obligations arising from the EMP at a given stage of works as well as about any problems with the implementation of the EMP; • cooperation with the remaining part of the Contractor's team (including in particular supervision over the environmental supervision team referred to in item 103) in ensuring the implementation of the EMP; • reporting on the implementation of the EMP (in accordance with the rules set out in items 104 - 108); • cooperation with persons responsible for the implementation of EMP in the team of the Engineer and the Ordering Party. <p>The EMP Coordinator cannot be a member of the Contractor's team of environmental experts (environmental supervision). The person appointed to the above mentioned function requires the Engineer's approval</p>	Contractor

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Pos.	Issue	Place	Mitigation measure	Responsible party
103	Implementation and reporting of the EMP implementation	Task implementation area	<p>Provision of environmental supervision team</p> <p>Throughout the Task implementation period, the Contractor shall ensure the participation of a team of environmental experts (environmental supervision), composed of representatives of the following specialities:</p> <ul style="list-style-type: none"> a) botanist-phytosociologist (natural habitats and protected plant species); b) dendrologist (principles of tree care and protection); c) zoologist-ichthyologist (fish); d) zoologist-herpetologist (amphibians and reptiles); e) zoologist-ornithologist (birds); f) zoologist-terriologist (non-flying mammals), g) zoologist-chiropterologist (bats). <p>These experts will be involved in the implementation of selected mitigation and monitoring activities specified in the EMP, and in particular:</p> <ul style="list-style-type: none"> a) mitigation activities listed in the Attachment 1 of the EMP in the items, in particular: 28, 30, 32, 33, 34, 35-38, 41-45, 49, 55, 101, 108, 109. b) monitoring activities listed in the Attachment 2 of the EMP in the items, in particular: 28, 30, 32, 33, 34, 35-38, 41-45, 49, 55, 101, 108, 109. <p>The personal composition of the environmental experts' team requires the Engineer's approval. One member of the environmental supervision team may represent a maximum of two environmental specialisations listed in items a) to g) above.</p>	Contractor
104	Implementation and reporting of the EMP implementation	Task implementation area	<p>Tasks of the environmental supervision team</p> <p>The task of the environmental supervision will be to take appropriate protective measures in the event of a risk to protected species of fauna and flora as the result of construction works. In particular, the duties of the environmental supervision should include:</p> <ul style="list-style-type: none"> - prior to the commencement of the Task implementation, 	Contractor

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Pos.	Issue	Place	Mitigation measure	Responsible party
			<p>checking the area, on which the construction works are to be carried out in terms of the presence of protected species sites. The trees and shrubs to be cut and the bank strip (see item 33) should be inspected in detail (before commencing the works consisting in cleaning up the area);</p> <ul style="list-style-type: none"> - if habitats and species of fauna and flora subject to protection are found, for which it will be necessary to breach the prohibitions set out in the applicable regulations, obtaining of appropriate permits for the execution of these activities before commencing construction works (see items 35-38). - execution of supervision during construction works consisting in: cutting of trees and shrubs as well as vegetation on the banks, execution of excavations forming potential traps for animals, executed dredging of bottom sediments. As a part of the above supervision, the presence of fauna should be observed and, if necessary (based on the permits obtained, actions should be taken to prevent negative impact on the identified individuals (e.g. application of protection of potentially dangerous places for fauna, catching specimens of fauna appearing in the area of executed works or trapped in excavations, in particular amphibians, reptiles or small mammals and moving them to appropriate habitats outside the range of negative impacts; taking other actions to protect the environment during the executed works, e.g.: in case of finding active breeding sites of birds - stopping the works until rearing the brood by the birds and obtaining appropriate permits, finding mass 	

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Pos.	Issue	Place	Mitigation measure	Responsible party
			migration of amphibians - selecting places where fencing should be made of foil or agro-textile, finding fauna specimens in the extracted sediments, moving to a safe place, at an appropriate distance, outside the area intended for dredging works). [see also items 41- 45, 49]; - training the contractor's employees in the procedure to be followed in the event of situations on the construction site, which pose a risk to the natural environment, including activities related to control of places that could be traps for small animals, referred to in item 44.	
105	Implementation and reporting of the EMP implementation	Task implementation area	Provision of sapper supervision team The Contractor will ensure the participation of the sapper supervision team for the whole duration of the Task implementation period. Such team will be involved in the implementation of selected mitigation activities specified in the EMP (in particular the activities listed in item 84). Depending on the needs, the sapper supervision team may consist of at least one or more persons holding relevant industry licences. The team composition of the sapper supervision team requires the Engineer's approval.	Contractor
P	REPORTING REQUIREMENTS FOR THE REPORTING OF THE EMP IMPLEMENTATION			
106	Implementation and reporting of the EMP implementation	Task implementation area	Reporting on the state of implementation of the EMP in monthly reports During the Task implementation period, the Contractor shall submit timely the monthly reports to the Engineer on the implementation of conditions specified in the EMP (in the form of a checklist together with the necessary attachments, including reports on the implementation of environmental supervision). The Contractor shall prepare a template of the above report (checklist) and obtain the Engineer's approval for this document.	Contractor

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Pos.	Issue	Place	Mitigation measure	Responsible party
			Depending on the circumstances, the Engineer may require from the Contractor to submit additional reports concerning, among other things, crisis situations, implementation of selected items of the EMP and other things.	
107	Implementation and reporting of the EMP implementation	Task implementation area	Discussing the implementation of EMP during working meetings and construction site meetings During the Task implementation period, monthly meetings of representatives of the PIU, Engineer and Contractor will be held to discuss and control the implementation of mitigation and monitoring activities specified in the EMP. Regardless of the above, current requirements and problems related to the implementation of the EMP will be discussed at all construction site meetings.	PIU, Engineer, Contractor
	Implementation and reporting of the EMP implementation	Task implementation area	Reports of the Contractor's environmental team The Contractor's environmental team carries out reporting:	Contractor
108			a) preparing periodic reports (monthly, quarterly and final reports) on the implementation of conditions specified in the EMP (in the form of a checklist with the necessary attachments, including reports on the implementation of environmental supervision) submitted to the Engineer and requiring his / her approval,	
109			b) preparation of reports submitted to the Regional Director for Environmental Protection in Szczecin in accordance with the conditions of decisions indicated in items 36 – 38, if required. The EMP coordinator in the Contractor's team is responsible for the preparation of the documents indicated in points a and b.	
R	MANAGEMENT STRATEGIES, ESHS IMPLEMENTATION PLANS AND SPECIFIC REQUIREMENTS OF ESHS POLICIES			

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Pos.	Issue	Place	Mitigation measure	Responsible party
110	Protection of health, safety of people Protection of waters, protection of natural resources	Task implementation area	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 82 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.	Contractor
111	Protection of health, safety of people	Task implementation area	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).	Contractor
112	Protection of health, safety of people	Task implementation area	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.	Contractor
113	Protection of health, safety of people	Task implementation area	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 reported cases 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.	Contractor
114	Protection of health, safety of people	Task implementation area	Ensuring that staff employed in the implementation of the Task can submit complaints and requests	Contractor

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Pos.	Issue	Place	Mitigation measure	Responsible party
			<p>Contractor will inform all employees on the construction 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>	
115	Protection of health, safety of people	Task implementation area	<p>Ensuring accident-free working conditions</p> <p>The Contractor shall ensure such conditions in the Task area and outside the Task area (during activities related to the execution of the Task, e.g. during transport) as to prevent accidents involving persons related to the execution of the Contract, including Contractor's, Engineer's, Investor's, Subcontractors' staff, etc., as well as third parties.</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 the Contractor's reaction to the accident • notify relevant services and allow them to reach the place of the accident. 	Contractor
116	Protection of health, safety of people	Task implementation area	<p>Conditions of employment of young workers</p> <p>In connection with the execution of the Contract, Contractor may employ only such a minor 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>	Contractor
117	Protection of health, safety of people	Task implementation area	<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</p>	Contractor

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Pos.	Issue	Place	Mitigation measure	Responsible party
			in the field of work safety and accident risk during the execution of the Task.	
118	Protection of health, safety of people	Task implementation area	<p>The Contractor shall be obliged to apply and comply with all labour law regulations in force in Poland, in particular all provisions of the Labour Code, and shall act in accordance with the 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 by the Contractor to make it easier for employees to improve their professional qualifications. 	Contractor