

Attachment 1 - Plan of mitigation actions

In this Attachment to the Environmental Management Plan for the Contract **1B.5/3 Reconstruction of bridge to ensure a minimum clearance (Railway bridge at km 615.1 of the Odra River in Kostrzyn nad Odra)**, actions mitigating negative environmental impact as a guidance for the Contractor under the Contract 1B.5/3 are presented. The costs and the time schedule for the implementation of these activities should be included in the Bid. The condition related to discussing the implementation of the EMP at working meetings and site meetings (item 95) also applies to the Engineer and the PIO.

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

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| 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 the management of earth masses | 17 - 19 |
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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 removal of defects and faults or the execution of unfinished works listed in the Take-over Certificate or disclosed during the Defects Notification Period, together with the areas of necessary temporary occupation, are carried out.
- 2) Unless otherwise specified in a given case, the **Task Implementation Period** means the period of execution of any preparatory works, main works (including Permanent Works and Temporary Works) and any works related to the removal of defects and faults or the execution of unfinished works listed in the Take-over Certificate or disclosed during the Defects Notification Period.
- 3) unless specified otherwise, the requirements for the Contractor defined in the EMP refer to the entire Task Area.
- 4) Where required, the Mitigation action plan shall be implemented with due regard to the World Bank Policy reflected in the Operations Manual for the Odra-Vistula Flood Management Project and with due regard to the Land Acquisition and Resettlement Action Plan, and in collaboration with the team implementing that Plan and the World Bank's Operational Policy OP.4.12.

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| A | REQUIREMENTS FOR THE TASK IMPLEMENTATION SCHEDULE | | | |
| 1 | Schedule of works | Task implementation area | <p>Terms and conditions of the EMP concerning the dates 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 dates and times of various types of works to be carried out, including:</p> <ul style="list-style-type: none"> a) permissible hours for execution of works (see item 57) b) permissible dates for removal of trees and shrubs (see items 26 - 27) c) permissible time limit for the removal of fertile earth (humus) (see item 21) | 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, 43, 61, 63, 68) b) conditions concerning the transport service for the construction site (see items 3-13) c) conditions concerning fencing of the construction site (see item 73); d) condition concerning the removal and protection of the humus layer (see items 20 - 25); e) conditions for cutting of trees and shrubs and protection of trees (see items 26 - 33); f) condition concerning carrying out the environmental inventory (see item 34); g) conditions concerning the conservation of habitats and sites of protected species and the protection of small animals (see items 39-42) h) conditions concerning preparation of documents (see items 4, 64, 70-72, 79, 82, 83, 93, 102). i) 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, the archaeologists' expert team and the sapper's supervision team (see items 89, 90, 92, 93); | Contractor |

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| | | | j) conditions for training on EMP implementation rules (see item 88); k) conditions for carrying out other types of training (see items 40, 77, 78, 91, 100, 105); l) conditions concerning sapper's site investigation and archaeological surveys prior to the commencement of works (see items 74, 86). | |
| B REQUIREMENTS FOR THE TRANSPORT SERVICE OF THE TASK IMPLEMENTATION AREA | | | | |
| | Protection of health and safety of people Protection of material goods Protection of land surface | Access roads to the Task implementation area together with their surroundings | Conditions for using access roads to the Task implementation area The following conditions shall apply to the use of access roads to the Task implementation area: | 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 project 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 operators concerning transport routes and conditions of their use. | |
| 5 | | | c) The Contractor shall agree with the road operators on the project of the traffic organisation and works protection. The Contractor shall organise the traffic according to the agreed project (marking and securing of works and marking of diverted traffic and recommended road signs associated with the change of traffic organisation, road marking etc.). | |
| 6 | | | d) Prior to the commencement of works, the Contractor shall submit to the Engineer for approval, as agreed with the road operators and the traffic management authority, a traffic organisation and works protection project. Depending on the needs and progress of the works, the traffic organisation and works protection project 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 operators. 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. When needed, the Contractor will make necessary repairs and reinforcements of existing roads to maintain traffic and adequate road standard. | |
| 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 it or its Subcontractors during the Task implementation period. The Contractor shall immediately repair at its own expense any damage caused and, if | |

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| | | | 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 construction materials. | |
| 13 | | | k) Prior to the commencement of works, the Contractor shall carry out local inspections in the presence of road operators, as the result of which reports on the condition of access roads to the Task implementation area will be drawn up. On this basis, the Contractor shall be obliged to restore the technical condition of roads from before the Task implementation period. | |
| C REQUIREMENTS FOR THE LOCATION OF CONSTRUCTION SITE BACKUP FACILITIES AND ROADS, MATERIAL STORAGE AND PARKING AREAS | | | | |
| 14 | Protection of water and soil Protection of wildlife Protection of land surface and landscape | Task implementation area | Obligation for the execution of construction site backup facilities and roads, material storage and parking areas Prior to the commencement of construction works, the Contractor shall carry out the construction site backup facilities, roads and material storage areas, as well as parking spaces. The equipment of the construction backup facilities and the use of the area should meet, among other things, the conditions specified in items 61, 63, 68. When planning the above mentioned elements of the construction site, it is necessary to ensure that their area is limited to the minimum necessary. | Contractor |
| | Protection of water and soil | Task implementation area | Requirements for the selection of the location of construction site backup facilities and roads, material storage and parking areas | Contractor |
| 15 | Protection of wildlife Protection of land surface and landscape | | a) Construction site backup facilities (including material storage places, vehicle parks) will be located on anthropogenically transformed sites; they will not be delimited within the area of the patches of riparian forest habitats 91E0* identified in the vicinity of the railway line (willow, poplar, alder and ash riparian forests), oxbow lakes 3150 (oxbow lakes and natural eutrophic water reservoirs with communities with <i>Nymphaion</i> , <i>Potamion</i>) and within the radius of 50 m from water reservoirs and river banks. | |
| 16 | | | b) Materials for the superstructure of the embankment and elements of the track superstructure will be stored within rented loading ramps/storage yards at the Kostrzyn station and will be delivered directly to the construction site according to the current demand of the works site. | Contractor |
| D REQUIREMENTS FOR THE MANAGEMENT OF EARTH MASSES | | | | |
| 17 | Protection of water and soils | 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 the design | Contractor |

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| | | | documentation. Earth masses, in which exceedances of the permitted concentrations of substances are demonstrated (in accordance with applicable waste management and environmental protection legislation) shall be considered as waste and transferred to entities holding appropriate permits for their further management. 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 64). | |
| 18 | Protection of water and soils | Task implementation area | Quality control of excavated earth masses If, as the result of ongoing assessment and verification of the quality of excavated earth masses (see monitoring activity item 109 in the Attachment 2 to the EMP) changes in the parameters and appearance of the soil (e.g. colour, smell, consistency) are found: - The Contractor shall carry out control tests and determine the quality of earth masses in accordance with the applicable regulations (in accordance with the Act of 14 December 2012 on Waste and relevant executive acts to the Act). The tests will be carried out by a laboratory accredited for this type of examination. The purpose of the tests is: <ul style="list-style-type: none"> establishing the possibility of using earth masses within the construction site area (if the lack of contamination with hazardous substances is confirmed); determination of acceptable ways of dealing with contaminated earth masses. | Contractor |
| 19 | Protection of water and soils | Task implementation area | Requirements for soils and aggregates from outside the construction site Earth (including earth masses) and aggregates used for construction works and coming from outside the construction site should comply with soil and earth quality standards (in accordance with the Environmental Protection Law and its implementing legislation) as well as any other applicable laws and standards (including conditions from item 49 of the Attachment 1 to the EMP). | Contractor |
| E | REQUIREMENTS FOR MANAGEMENT OF THE HUMUS LAYER | | | |
| | Protection of soils and wildlife | Task implementation area | Collection, storage and use of the humus layer | Contractor |
| 20 | | A) Before starting work in individual parts of the Task implementation area, where works, roads, technological sites, etc. are planned, a layer of fertile soil (so-called humus) with a thickness of not less than about 0.2 m should be collected and stored in piles in a place and in method approved by the Engineer; | | |
| 21 | | b) The works related the removal of humus shall be carried out between the beginning of September and the end of February. If it is necessary to carry out these works at a different time, the Engineer's approval must be obtained; | | |
| 22 | | 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); | | |
| 23 | | d) The stored humus prisms should be protected against contamination, running over, compaction, storage of construction materials and lichen weeds and invasive plants etc. ; | | |

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| 24 | | | e) After completion of construction works, the stored humus must be used for the construction of green areas (also a condition in item 44). 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 | |
| 25 | | | d) 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 as referred to in item 90. | |
| F | REQUIREMENTS FOR REMOVAL OF TREES AND SHRUBS | | | |
| 26 | Protection of wildlife | Task implementation area | Permissible dates for removal of trees and shrubs In order to protect the birds, the planned removal of trees and shrubs shall be carried out outside the bird breeding season, i.e. between 15 October and 1 March. | Contractor |
| 27 | Protection of wildlife | Task implementation area | Condition for removal of trees and shrubs outside the permitted period If trees and shrubs need to be removed during the bird breeding period, immediately before cutting, their presence in the area of bird habitats must be inspected by the environmental supervision ornithologist indicated in the item 85; if the above mentioned habitats are found, according to the inventoried habitats, appropriate permits must be obtained to derogate from the prohibitions in force for particular protected fauna species (according to the rules defined in accordance with the applicable regulations) - see also items 36 – 39. | Contractor |
| 28 | Protection of wildlife | Task implementation area | Minimising the removal of trees and shrubs The Contractor will minimize the scope of felling trees and shrubs to the necessary minimum while maintaining the requirements arising from the provisions on railway traffic safety. The scope of felling is subject to the Engineer's approval. | Contractor |
| 29 | Protection of wildlife | Task implementation area | Control of trees for the presence of protected species of animals In the case of felling trees of gingerbread circumference (i.e. measured at a height of 130 cm in accordance with the Act on the Nature Conservation) above 100 cm, immediately before felling (maximum 7 days before the planned felling), should be performed with the participation of an entomologist and chiropterologist experts from the Contractor's environmental team, control of the occupation of these trees by protected species of bats and/or invertebrate species. Felling of trees and shrubs should be carried out under the supervision of the above mentioned specialists. If individuals of protected insects and bats species are found in the trees subject to felling, the above mentioned experts will determine ways of dealing with wood inhabited by protected animal species and ways to reduce their mortality. | Contractor |
| 30 | Protection of wildlife | Task implementation area | Conditions justifying the felling of trees populated by valuable beetle species In the case of the presence of protected beetle species (larval or adult forms) within the trees planned for felling, consent to the felling of the inhabited tree may be conditioned only by technical or technological reasons. Before cutting down the tree inhabited by protected beetle species, the Contractor will obtain the necessary administrative decision issued under the Nature Conservation Act, permitting derogations | Contractor |

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| | | | from the prohibitions applicable to protected species – see also item 36 – 39. Then, the Contractor will carry out felling and all other activities imposed by an administrative decision issued on the basis of the Act of the Nature Conservation. | |
| 31 | Protection of wildlife | Task implementation area | Rules of conduct for felling trees inhabited by bat species If bats are found in trees for felling, the felling should be temporarily stopped and the recommendations of the chiropterologist specialist Contractor's environmental team, adequate to the current atmospheric situation and identified bat species, should be implemented. | Contractor |
| G | PROTECTION REQUIREMENTS FOR TREES AND SHRUBS NOT INTENDED FOR REMOVAL | | | |
| 32 | Protection of wildlife | Task implementation area | Execution of works in the area of trees not intended for removal Trees not intended for removal, growing in the works implementation area and exposed to damage due to the work and movement of equipment shall be protected against mechanical damage by: a) protecting tree trunks growing in the immediate vicinity of executed earthworks, e.g. by placing wooden planks around the whole trunks up to the height of not less than 1.5 m, b) carrying out earthworks within the root system, if possible, manually, c) exposed roots of trees and shrubs, in order to protect them from excessive drying (summer) or freezing (winter) should be covered with mats made of straw, baggy fabrics or peat, d) construction materials and soil from excavations must not be stored under tree branches as this prevents gas exchange between air and soil, which can result in dying out and rotting of roots. e) prophylactic undercutting of tree crowns to prevent their damage in the area of garage machinery and equipment (in the event of such a need under the supervision of a dendrologist from the Contractor's environmental team, referred to in item 90). | Contractor |
| 33 | Protection of wildlife | Task implementation area and areas directly adjacent to the Task implementation area | Protection of damaged trees and shrubs In case of damage to the aboveground parts of trees and shrubs not intended for removal, the necessary care actions should be carried out immediately, appropriate to the place and type of damage. In case of root damage, cut off the damaged tips and protect the roots with a fungicide. The above mentioned activities should be carried out in consultation with the environmental supervision team (referred to in item 90), and after their execution, the opinion of the above team should be presented to the Engineer for approval regarding the assessment of the correctness of the executed activities. | Contractor |
| H | REQUIREMENTS FOR THE CONSERVATION OF PROTECTED NATURAL RESOURCES | | | |
| 34 | Protection of wildlife | Task implementation area | One-off environmental inventory of the Task implementation area before the commencement of works Prior to the commencement of preparation works, the environmental supervision team, referred to | Contractor |

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| | | | in item 90, shall carry out a one-off nature inventory of the Task implementation area. 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 36 - 39. | |
| 35 | Protection of wildlife | Task implementation area | Ongoing inspections of the environmental supervision team during the Task implementation period 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 85). These experts should, in accordance with the speciality and type of executed works, <i>inter alia</i> , carry out regular inspections of the entire Task area (at least once a month) and currently submit their comments and recommendations to the Contractor's personnel responsible for carrying out the works in accordance with the conditions of the EMP. Written notes of the inspections carried out, attached to the monthly reports on the implementation of the conditions of the EMP (referred to in item 94) shall be prepared. | Contractor |
| | Protection of wildlife | Task implementation area | Obtaining a decision allowing for derogations from the rules on the plant, fungi and animal species protection If before the commencement - as a part of one-off nature inventory indicated in the item 34 - or during the execution of construction works (see also item 35) the presence of habitats or sites of protected species of flora and fauna is found in the area of the Task implementation, then the following conditions shall apply (indicated in items 36 – 39): | Contractor |
| 36 | | | a) The Contractor shall obtain and submit for the Engineer's approval a written opinion of the environmental supervision team (referred to in item 90) 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); | |
| 37 | | | 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; | |
| 38 | | | c) the obtained decisions shall be submitted by the Contractor to the Engineer for information; | |
| 39 | | | d) The Contractor shall precisely and timely implement the conditions contained in the above mentioned decisions (see also item 97). | |
| 40 | Protection of wildlife | Task implementation area | Checks of places likely to form traps for small animals Every morning, prior to the commencement of works, 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. Animals trapped there must be caught and released outside the Task implementation area to a location appropriate to the particular species (habitat-compatible site). | Contractor |

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| | | | <p>The last check on the presence of animals in the excavations shall be carried out immediately before backfilling the trenches.</p> <p>Employees of the Contractor, appropriately trained, in accordance with item 88 will carry out inspections in accordance with the guidelines of herpetologist and mammalian fauna specialist (referred to in item 90), who will coordinate and indicate the places of release of caught animals.</p> <p>All wells and other anthropogenic objects, which may form a trap for amphibians and small mammals, should be secured according to the remarks and under the direction of the above mentioned herpetologist and mammalian fauna experts.</p> | |
| 41 | Protection of wildlife | Task implementation area | <p>Protection of natural habitats</p> <p>The contractor will temporarily fence the construction site (made of forest net) in the sections of the railway line running near natural habitats 91E0 * (willow, poplar, alder and ash riparian forests) and 3150 (oxbow lakes and natural eutrophic water reservoirs with communities with <i>Nympeion</i>, <i>Potamion</i>) to protect above mentioned natural habitats from interference during the construction.</p> <p>The action will be carried out under the supervision of the relevant expert of the environmental supervision team referred to in item 90, which will indicate a way to minimize the risk of injury to animals (e.g. by entangling in the net).</p> <p>The method of protection shall be agreed upon by the Engineer. The Contractor shall monitor the condition of the protections and carry out necessary repairs.</p> | Contractor |
| 42 | Protection of wildlife | Task implementation area | <p>Protection of amphibians</p> <p>In order to prevent amphibians from entering the construction site, it should be fenced off with herpetological fences in areas adjacent to water reservoirs.</p> <p>The action will be carried out under the supervision of the relevant expert of the environmental supervision team referred to in item 90.</p> <p>The method of protection shall be agreed upon by the Engineer. The Contractor shall monitor the condition of the protections and carry out necessary repairs.</p> | Contractor |
| I | REQUIREMENTS FOR THE RESTORATION OF NATURAL RESOURCES AFTER COMPLETION OF CONSTRUCTION | | | |
| | Protection of wildlife | Task implementation area | <p>Cleaning up the site after completion of works, restoring the humus layer and carrying out land reclamation.</p> <p>After the completion of works one shall:</p> | Contractor |
| 43 | Protection of soils and landscape | | a) dismantle the construction backup facilities as well as technological roads and yards, and transport the demolition materials outside the Task implementation area to the previously indicated destination (approved by the Engineer); | |
| 44 | | | b) within the boundaries of the Task implementation area, reconstruct the fertile soil layer (inter alia, using the humus collected from the work area in accordance with the conditions in items -20 - 25); | |
| 45 | | | c) carry out measures supporting the restoration of green areas (including grass sowing); | |
| 46 | | | d) ensure proper care of the restored green areas (until the end of the Defects Notification Period). | |

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| 47 | Protection of wildlife Protection of soils Protection of earth surface and landscape | Task implementation area | The actions described in items 43 - 46 shall be carried out by the Contractor under the supervision of a botanist-phytosociologist expert (referred to in item 90), including inter alia: - agreeing on precise dates for works; - agreeing on a detailed location of humus utilisation sites; - agreeing on the species composition of grass mixtures; - agreeing on the rules of maintenance of the designed green areas; - submission of the results of the above mentioned arrangements for the Engineer's approval; - supervision of the execution of treatments supporting the restoration of green areas and supervision of the maintenance of these areas (until the end of the Defects Notification Period). | Contractor |
| 48 | Protection of wildlife | Task implementation area | Restoration of bird breeding sites The contractor will hang bird nesting boxes on trees in the vicinity of the railway line - 2 pieces of P-type boxes and 8 pieces of B-type boxes. The activity shall be carried out under the supervision of a bird fauna expert of the Contractor's environmental supervision team, referred to in item 90, who will submit to the Engineer documentation on the implementation of the action, including indication of the booth location (including GPS coordinates). The action should not be carried out before the start of the breeding season following the tree felling. During the Task implementation, the Contractor will carry out an annual check of the settlement and technical condition of the booths and will restore them in the event of damage. | Contractor |
| J | REQUIREMENTS FOR THE PREVENTION OF ENVIRONMENTAL POLLUTION (INCLUDING THE LIMITATION OF EMISSIONS INTO THE ENVIRONMENT) | | | |
| 49 | Protection of water and soils 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 neutral) shall be used for the implementation of the Task. The materials, raw materials, fuels, cement and concrete mixes used should have relevant approvals and be approved for use. | Contractor |
| 50 | Protection of water and soils | Task implementation area | Technical functionality and maintenance of vehicles, machinery and equipment The following conditions shall apply to the technical performance and maintenance of vehicles, machines and equipment: • Construction and transport equipment and machinery used in connection with the Task implementation should be in good technical condition, • The Contractor shall continuously carry out current inspections of the condition of vehicles, machinery and equipment and eliminate the possibility of any pollution entering the soil and water environment, including in particular the occurrence of spillage of fuels, hydraulic oils and | Contractor |

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| | | | petroleum-derivative substances, both during servicing, transport and operation of vehicles, machinery and equipment with available organisational means. | |
| 51 | Protection of water and soils | Task implementation area | Preventing the emission of petroleum-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 |
| 52 | Protection of water and soils | Task implementation area | Procedure in case of emissions of petroleum-derivative pollutants In the event of an emergency leakage of petroleum-derivative substances or other operational materials 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 accordance with the established spillage procedure indicated in item 82. In the case of major accidents, use the procedures described in item 80. | Contractor |
| 53 | Protection of water and soils | Task implementation area | Refuelling rules for vehicles, machinery and equipment Refuelling should be carried out using mobile or stationary fuel distribution points, with appropriate safeguards, such as a sorbent station for liquidation of leaks and fuel spills to the ground | Contractor |
| 54 | Protection of water and soils | Task implementation area | Rules for parking construction and transport equipment The construction and transport equipment used in connection with the Task implementation shall be brought to a parking place after completion of works or in case of the equipment failure - to a parking place ensuring protection of the ground surface against penetration of pollutants into the ground and water environment. Defective equipment should be immediately removed from the Task implementation area to the place of repair. | Contractor |
| 55 | Protection of water and soils | Task implementation area | Leakage neutralisation means On the construction site, the Contractor shall provide means to neutralise possible leakages and waste. Adequate quantities of these agents (e.g. sorbents), suitable for use on solid surfaces and water surfaces, must be provided. | Contractor |
| 56 | Protection of water and soils | Task implementation area | Environmentally safe storage of materials and raw materials The materials and substances intended for use in the implementation phase, which may cause soil contamination, should be stored only in appropriate containers, in places separated specifically for this purpose, in an environmentally safe manner. | Contractor |
| 57 | Protection of acoustic climate | Task implementation area | Restricting works to daytime Works characterised by significant noise emissions will be carried out (if possible) during the daytime, i.e. from 6:00 to 22:00 hours. The execution of works at other times is subject to the approval by the Engineer. | Contractor |
| 58 | 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 modern vehicles, machines and equipment with the lowest possible noise levels and fully functional, switch off | Contractor |

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| | | | <p>engines and equipment that are not working at a given moment, limit the operating time of engines at the highest revolutions, maintain good work organisation.</p> <p>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.</p> | |
| | Protection of air Protection of acoustic climate | Task implementation area | <p>Reduction of air pollution by exhaust gases</p> <p>In order to reduce the negative impact on the air condition:</p> <p>a) avoid leaving machines and vehicles in idle gears during breaks in their operation;</p> | Contractor |
| 59 | | | | |
| 60 | | | <p>b) vehicles should be parked with the engine stopped.</p> | |
| 61 | Protection of air | Task implementation area | <p>Reduction of dusting 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"> • 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 dusting during transport; • cleaning vehicle wheels before leaving for access roads to the Task implementation area. | Contractor |
| 62 | Protection of water and soils | Task implementation area together with access roads. | <p>Maintenance of cleanliness on the roads</p> <p>In order to maintain cleanliness on the roads, the following measures shall be taken:</p> <p>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.</p> <p>b) in places where heavy equipment leaves the construction site, the Contractor shall install stands where initial removal of soil or mud from vehicle wheels will take place.</p> <p>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.</p> | Contractor |
| 63 | Protection of water and soils | 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 a technology related to the used equipment. The applied technology is subject to approval as a part of the Project's approval of the construction site organisation.</p> | Contractor |
| K | REQUIREMENTS FOR WASTE AND WASTE WATER MANAGEMENT | | | |
| 64 | Protection of water and soils | Task implementation area | <p>Preparation of Waste Management Plan (WMP)</p> <p>Prior to the commencement of works, the Contractor will draw up a Waste Management Plan, including waste from the bridge facilities demolition and reconstruction of the railway infrastructure, and obtain its approval by the Engineer (see section 6.14 of the EMP text).</p> | Contractor |
| 65 | Protection of | Task | Waste management rules | Contractor |

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| | water and soils Protection of air | implementation area | For the Waste generated during the Task implementation, including demolition works, one shall: <ul style="list-style-type: none"> segregate and store the waste selectively in a separate location in conditions that prevent dusting and blowing off light fractions and their negative impact on the environment; ensure their successive receipt by entities authorised to further manage them. The Contractor shall be obliged to keep waste records and submit the records to the Engineer for monitoring purposes. | |
| 66 | Protection of water and soils | Task implementation area | Hazardous waste management rules Hazardous waste should be segregated and stored - until it is handed over to authorised entities for further management - separately in designated tight containers, placed on hardened surface or in hardened areas, protected from soil contamination and precipitation (in particular, liquid waste over 220 litres requires secondary protection against spillage, e.g. a leachate tray with the capacity of at least 110% of the largest container or 25% of the total volume of liquid waste). Containers and storage areas must be marked and protected against access by third parties. | Contractor |
| 67 | Protection of water and soils | Task implementation area | Waste management related to the repair and maintenance of equipment, machinery and equipment used for construction works No waste related to repairs and maintenance of equipment, machines and devices used for construction works may be stored on the construction site. All machine repairs and servicing should be carried out by specialised companies or persons authorised for this work by the manufacturer (authorised service). The waste generated during this type of work will be collected by repair or service contractors and will not be stored on the construction site. | Contractor |
| 68 | Protection of water and soils | Task implementation area | Rules for management of household and municipal waste water The Contractor shall provide the construction site backup facilities with tight toilets for household waste water and ensure that they are systematically emptied by authorised entities. | Contractor |
| 69 | Protection of water and soils | Task implementation area | Prevention of formation of illegal waste disposal sites Prior to the commencement of works, the Contractor shall identify the Task implementation area in terms of occurrence of illegal waste deposition sites. During the Task implementation period, the Contractor shall protect the Task implementation area against their possible forming. | Contractor |
| L | REQUIREMENTS FOR THE PROTECTION OF HUMAN HEALTH AND SAFETY | | | |
| | Protection of health and safety of people | Task implementation area | Preparation of documents related to the safety in the Task implementation area In the Task implementation area, order and proper organisation of works shall be maintained. Prior to the commencement of works, the Contractor shall prepare and obtain the Engineer's approval for the following documents related to the safety on the construction site: | Contractor |
| 70 | | | a) Health and Safety Protection (BIOZ) plan – see section 6.14 of the EMP text. | |
| 71 | | | b) Construction site organisation project, see item 6.14 of the EMP text. | |
| 72 | Protection of health and safety of people | Task implementation area | ES Code of Conduct The Contractor shall take all necessary measures to ensure that the Contractor's personnel are informed about the ES Code of Conduct submitted with the bid and described in item 6.14 of the EMP text, including specific prohibited behaviours, and that they understand the consequences of | Contractor |

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| | | | <p>engaging in such prohibited behaviours.</p> <p>The Contractor shall also ensure that the ES Code of Conduct is visibly presented in the places where the Contractor's personnel are located.</p> <p>The condition applies to the Contractor and its staff, regardless of the legal form of cooperation and respectively to Subcontractors and their staff.</p> | |
| 73 | Protection of health and safety of people | Task implementation area | <p>Fencing of the construction site</p> <p>Before commencing the construction works, the Contractor will make a fence for the construction site 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 |
| 74 | Protection of health and safety of people | Task implementation area | <p>Sapper supervision in the Task area</p> <p>In order to minimise the risk 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"> • prior to the commencement of works - a sapper's investigation of the Task implementation area (a report on the sapper's investigation will be submitted to the Engineer); • in the course of the works - sapper's supervision of the works (performed by the sapper supervision team), which consists in ongoing checking and cleaning of the Task area from dangerous objects of military origin together with their disposal; • in case of finding dangerous objects of military origin in the Task implementation area - implementation of procedures described in item 81. | Contractor |
| 75 | 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; • demolition works; <p>included in applicable legal regulations and work safety rules specified in relevant documents of PKP Polskie Linie Kolejowe S.A.</p> | Contractor |
| 76 | Protection of health and safety of people | Task implementation area | <p>Ensuring hygienic conditions</p> <p>In the Task implementation area, one shall:</p> <p>a) ensure that the sanitary facilities are tight (e.g. in the form of the necessary number of portable</p> | Contractor |

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| | Protection of water and soils | | toilets) and that they are used by employees, (Rules for management of household and municipal waste water have been given in in item 68). | |
| 77 | | | b) ensure that all employees are trained to maintain adequate hygienic conditions within the construction site and its immediate surroundings. | |
| 78 | Protection of health and safety of people | Task implementation with surroundings | Principles of HIV-AIDS prevention and other infectious diseases including e.g. COVID 19 The Contractor, through an approved service provider, shall implement an awareness-raising programme in the scope of spreading HIV-AIDS (including conducting an appropriate training) and shall take all other measures to reduce the risk of HIV transmission among the Contractor's personnel and the local community. These activities shall be carried out in accordance with the detailed conditions set out in the Bidding Documents of the Contract (Part 3, Section VIII - General Conditions, Clause 6.7). The training sessions shall also cover other diseases (e.g. COVID 19). | Contractor |
| M | REQUIREMENTS FOR EXCEPTIONAL ENVIRONMENTAL HAZARDS | | | |
| 79 | Protection of health and safety of people | Task implementation area | Rules for flood risk management In connection with the risk of flooding, the Contractor shall prepare a document entitled: Flood management plan for the construction site and shall obtain the Engineer's approval (see item 6.14 of the EMP text). In the event of flood occurrence, the Contractor shall follow the procedures described in the above mentioned document, in particular, in the case of forecasted high water levels on the Warta River and/or the Oder River, the Contractor shall secure the construction site against negative effects of surface water flow and shall evacuate people, equipment and materials accordingly, and shall prevent water pollution with substances and materials originating from the construction site, including hazardous ones. | Contractor |
| 80 | Protection of health and safety of people | Task implementation area | Rules for notification of crisis situations In the event of a crisis situation (other than flood), accident, major breakdown, etc., the Contractor shall take the following actions: <ul style="list-style-type: none"> immediately inform the relevant services (Fire Brigade, Ambulance, Police, etc.); until the arrival of the appropriate services, carry out necessary actions to reduce the risk of loss of personnel, property and the environment (agreed with the appropriate services, if possible); notify the Engineer and the Employer; upon arrival of the relevant services, follow strictly their recommendations and instructions. | Contractor |
| 81 | Protection of health and safety of people | Task implementation area | Rules for unexploded shells or ordnance management In case an unexploded shell or unexploded ordnance is found, one shall: <ul style="list-style-type: none"> stop the work immediately; evacuate the area around the finding; immediately inform the sapper supervision (see item 92) and the Police, and then follow their instructions; notify the Engineer and the Employer. It is strictly forbidden to lift, dig up, bury, carry, throw into fire or water, etc., unexploded shells or | Contractor |

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| | | | unexploded ordnance found. | |
| 82 | Protection of health and safety of people Protection of water | Task implementation area | Rules for management of leakage of petroleum-derivative substances In connection with the risk of possible leakage of petroleum-derivative substances, the Contractor shall prepare a document, a so-called spillage procedure (see item 6.14 of the EMP text) and shall obtain its approval by the Engineer. | Contractor |
| N REQUIREMENTS FOR THE PROTECTION OF CULTURAL MONUMENTS | | | | |
| 83 | Protection of monuments | Task implementation area | Provision of archaeological supervision team For the whole period of earthworks execution, the Contractor shall ensure the participation of a team of archaeological experts (archaeological supervision of the Contractor). The archaeological supervision team of the Contractor shall be responsible for the implementation and/or coordination of the following activities: a) obtaining and updating permits to carry archaeological surveys and works on a monument, b) carrying out archaeological surveys in advance, c) execution of works in accordance with the conditions specified by the Voivodship Conservator of Monuments, d) appropriate protection of valuable objects and other elements of the historical substance and transporting them from the area of works to a designated place or institution, e) preparation of an appropriate archaeological supervision action plan in the form of a Quality Assurance Plan. | Contractor |
| 84 | Protection of monuments | Task implementation area | Rules of conduct in case of discovery of movable monuments or archaeological sites If the Contractor, in the course of execution of construction works or earthworks finds an object, which is presumed to be a monument, it shall (taking into account the requirements of items 85–86 below): a) stop any works likely to damage or destroy the found objects and secure, with the means available, this object and the discovery site, b) immediately notify the Voivodship Conservator of Monuments, and if this is not possible, the Mayor of the Town of Kostrzyn nad Odrą. The Contractor shall at the same time notify the Engineer accordingly about the above scope, c) immediately notify the archaeological supervision team of the Contractor, d) enable and ensure carrying out documentation activities, archaeological surveys and other necessary actions indicated by the archaeological supervision team of the Contractor and/or administrative bodies responsible for securing the objects and other monumental substance, e) in the case of immovable monuments, upon completion of the actions described in item d), the guidelines and other actions specified by the team of archaeologists / or administrative bodies responsible for securing the objects and other monumental substance must be implemented, The contractor shall develop a procedure to be followed in case of finding an object, which has the | Contractor |

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| | | | features of a monument. | |
| 85 | Protection of monuments | Task implementation area | Obtaining permit from the Voivodship Conservator of Monuments in case of discovering movable monuments or archaeological sites during execution of construction works or earthworks In order to implement the provisions of the EMP described in item 84, the Contractor, if necessary, will also obtain, on the basis of power of attorney granted by the Employer, permit from the Voivodship Conservator of Monuments (VCM) to carry out archaeological rescue surveys. | Contractor |
| 86 | Protection of monuments | Task implementation area | Carrying out archaeological surveys in the area of earthworks within the Kostrzyn Fortress In the area of the Kostrzyn Fortress, earthy cultural layers are also subject to protection. For earthworks in this area, it is required to carry out archaeological surveys on the basis of the obtained permit from the Voivodship Conservator of Monuments. In the view of the above, the Contractor will carry out archaeological surveys prior to the commencement of earthworks within the Kostrzyn Fortress on the basis of a permit from the Voivodship Conservator of Monuments to carry out archaeological surveys. If necessary, the Contractor shall update the above permit. The archaeological supervision team of the Contractor shall be responsible for the implementation and/or coordination of the above activities. | Contractor |
| 87 | Protection of monuments | Task implementation area | Protection of objects entered into the register of monuments and included in the Voivodship list of monuments Works within the Kostrzyn Fortress and at the objects included in the Voivodship list of monuments will be carried out under the supervision of the archaeological supervision team of the Contractor, in accordance with the provisions of the permit and arrangements of the Voivodship Conservator of Monuments to carry out works on the monuments. If necessary, the Contractor shall update the permit and arrangements. | Contractor |
| O | REQUIREMENTS FOR THE CONTRACTOR'S PERSONNEL INVOLVED IN THE IMPLEMENTATION OF THE EMP | | | |
| 88 | Implementation and reporting on the EMP implementation | Task implementation area | Training of the Contractor's staff in the EMP implementation The Contractor is responsible for conducting the training (concluded with a test verifying the knowledge of the participants) on the terms and conditions of the EMP and protective guidelines during the construction process for its management and engineering and technical staff supervising the construction site, which should be prepared with the assistance of its 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 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 EMP conditions in the current reporting period. | Contractor |
| 89 | Implementation and reporting on the EMP | Task implementation area | Appointment of the EMP coordinator in the Contractor's team A person will be appointed in the Contractor's team to coordinate and supervise activities related to the implementation of the EMP. | Contractor |

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| | implementation | | <p>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 in the Task implementation area; • keeping the management of the Contractor's team informed about the obligations resulting from the EMP at a given stage of works as well as about any problems with the implementation of the EMP; • cooperation with the remaining part of the Contractor's team (including in particular the supervision of the environmental supervision team referred to in item 90) in ensuring the implementation of the EMP; • reporting on the implementation of the EMP (in accordance with the rules set out in items 94-97); • cooperation with persons responsible for the implementation of EMP in the team of the Engineer and the Employer. <p>The EMP Coordinator cannot be a member of the Contractor's environmental supervision team (environmental supervision). The person appointed to the above mentioned function requires the Engineer's approval.</p> | |
| 90 | Implementation and reporting on the EMP implementation | Task implementation area | <p>Provision of environmental supervision team</p> <p>For the whole duration of the Task implementation, the Contractor will ensure the participation of the environmental supervision team consisting of representatives of the following specialities:</p> <ol style="list-style-type: none"> botanist-phytosociologist (natural habitats and protected plant species); dendrologist (principles of tree care and protection); zoologist-herpetologist (amphibians and reptiles); zoologist-bird fauna specialist (birds); zoologist-mammalian fauna specialist (non-flying mammals). zoologist-chiropterologist (bats); zoologist-entomologist (insects). <p>These experts will be involved in the implementation of selected mitigation and monitoring activities specified in the EMP, and in particular:</p> <ol style="list-style-type: none"> mitigation activities listed in the Attachment 1 to the EMP in the items, in particular: 24-48, 91 monitoring activities listed in the Attachment 2 to the EMP in the items, in particular: 24-48, 91 <p>The personnel composition of the Contractor's environmental supervision team requires the approval of the Engineer. One member of the environmental supervision team may represent a maximum of two environmental specialisations listed in items a) to e) above.</p> | Contractor |

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| 91 | Implementation and reporting on the EMP implementation | Task implementation area | <p>Tasks of the environmental supervision team</p> <p>The task of environmental supervision will be to take appropriate protective measures in the event of identification of risk to protected species of fauna and flora as the result of 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, checking the area, in which the construction works are to be carried out in terms of the presence of protected species sites (see item 34); - 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 36-39); - carrying out supervision in the course of execution of construction works, including in particular these consisting in removal of trees and shrubs, designation of habitats and sites of protected species, restoration of green areas (see also items 27-33, 40-42, 44 - 48). - training of the Contractor's employees on how to deal with situations posing a risk to the natural environment occurring on the construction site, including activities related to the control of places, which may constitute traps for small animals, referred to in item 88. | Contractor |
| 92 | Implementation and reporting on the EMP implementation | Task implementation area | <p>Provision of sapper supervision team</p> <p>The Contractor will ensure the participation of the sapper supervision team for the whole duration of the Task implementation period.</p> <p>Such team will be involved in the implementation of selected mitigation activities specified in the EMP (in particular the activities listed in item 74).</p> <p>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.</p> | Contractor |
| 93 | Implementation and reporting on the EMP implementation | Task implementation area | <p>Provision of archaeological supervision team</p> <p>For the whole period of earthworks execution, the Contractor shall ensure the participation of a team of archaeological experts (archaeological supervision of the Contractor). These experts will be involved in the implementation of selected mitigation measures identified in the EMP (in particular those described in items 83 - 87). The experts of the archaeological supervision team of the Contractor must have appropriate industry licences. The composition of the archaeological expert team requires the approval of the Engineer.</p> <p>Prior to the commencement of works, the Contractor shall submit for the approval by the Engineer a Quality Assurance Plan for the activities of the archaeological expert team.</p> | Contractor |
| P | REQUIREMENTS FOR THE REPORTING OF THE EMP IMPLEMENTATION | | | |

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| 94 | Implementation and reporting on the EMP implementation | Task implementation area | <p>Reporting on the state of implementation of the EMP in monthly reports</p> <p>During the Task implementation period, the Contractor shall submit monthly reports to the Engineer on the implementation of conditions specified in the EMP (in the form of a checklist together with the necessary attachments, including reports on the implementation of environmental supervision). The Contractor shall prepare a template of the above report (checklist) and obtain the Engineer's approval for this document.</p> <p>Depending on the circumstances, the Engineer may require from the Contractor to submit additional reports concerning, among other things, crisis situations, implementation of selected items of the EMP and other things.</p> | Contractor |
| 95 | Implementation and reporting on the EMP implementation | Task implementation area | <p>Discussing the implementation of EMP during working meetings and construction site meetings</p> <p>During the Task implementation period, monthly meetings of representatives of the PIO, Engineer and Contractor will be held to discuss and control the implementation of mitigation and monitoring activities specified in the EMP.</p> <p>Regardless of the above, current requirements and problems related to the implementation of the EMP will be discussed at all construction site meetings.</p> | Project Implementation Office, Contractor |
| 96 | Implementation and reporting on the EMP implementation | Task implementation area | <p>Reports of the Contractor's environmental team</p> <p>The Contractor's environmental team carries out reporting:</p> | Contractor |
| | | | <p>a) preparing periodic reports (monthly, quarterly and final reports) on the implementation of conditions specified in the EMP (in the form of a checklist with the necessary attachments, including reports on the implementation of environmental supervision) submitted to the Engineer and requiring his / her approval,</p> | |
| | | | <p>b) preparing reports to be submitted to the environmental authorities in accordance with the terms of the decisions indicated in items 36 to 39, if required.</p> <p>The preparation of the documents indicated in items a) and b) shall be the responsibility of the coordinator for the EMP in the Contractor's team.</p> | |
| R SPECIFIC REQUIREMENTS OF THE ES WORLD BANK POLICIES | | | | |
| 98 | Protection of health and safety of people | Task implementation area | <p>Contractor's responsibility for compliance with the ES</p> <p>The Contractor shall ensure that all requirements and conditions of the ES and the plan referred to in item 72 are met.</p> <p>The condition applies to the Contractor and its staff, regardless of the legal form of cooperation and respectively to Subcontractors and their staff.</p> | Contractor |
| 99 | Protection of health and safety of people | Task implementation area | <p>Prevention of sexual harassment and mobbing</p> <p>The Contractor shall ensure that during the execution of the Contract, such conditions are in place as to prevent mobbing and sexual harassment to its staff and Subcontractors' staff, as well as to other persons (whether related to the execution of the Contract or third parties).</p> | Contractor |
| 100 | Protection of health | Task implementation | <p>Awareness-raising on the prevention of sexual harassment and mobbing</p> <p>The Contractor shall, through an approved and qualified service provider, conduct training and</p> | Contractor |

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| | and safety of people | area | implement an awareness-raising programme on the prevention of sexual harassment and mobbing. These activities shall be carried out throughout the entire term of the Contract, including the period of notification of defects at least every two months. These actions will have the form of information, education and awareness-raising campaigns. | |
| 101 | Protection of health and safety of people | Task implementation area | <p>Reporting cases of sexual harassment and mobbing</p> <p>It is the Contractor's duty to inform the Consultant immediately about all reported cases and suspicions concerning sexual harassment and mobbing.</p> <p>All reported cases and suspicions concerning sexual harassment and mobbing should be entered into the register of complaints and requests kept by the Contractor.</p> <p>In the case of mobbing or sexual harassment, the Contractor shall be obliged to take actions aimed at immediate termination of such behaviour and to take all legal measures against the perpetrators of such behaviour. The Contractor shall be also obliged to provide all necessary assistance and support to the victims of such conduct.</p> | Contractor |
| 102 | Protection of health and safety of people | Task implementation area | <p>Ensuring that staff employed in the implementation of the Task can submit complaints and requests</p> <p>The Contractor will inform all employees on the construction site about the possibility of lodging 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> | Contractor |
| 103 | Protection of health and 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 the relevant services and allow them to reach the place of the accident. | Contractor |
| 104 | Protection of health and 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 juvenile who is at least 15 years old, has completed primary school of at least eight years duration and has presented a medical certificate stating that the work in question does not endanger his / her health. The Contractor shall ensure that juvenile employees (persons under 18 years of age) will not perform works prohibited to juvenile employees, specified in relevant regulation (see p. 6.15 of EMP).</p> | Contractor |

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| 105 | Protection of health and 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 in the field of the work safety and accident risk during the execution of the Task.</p> | Contractor |
| 106 | Protection of health and 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 ES 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 carrying out the same work without taking into account gender, sexual orientation or age; • ensuring that persons employed in the Contract are not persecuted or discriminated against on the basis of gender, sexual orientation and age; • ensuring that the Contractor, in accordance with the possibilities and conditions and the Polish Labour Code provisions, will meet the living and social needs of employees in the workplace; • ensuring by the Contractor to make it easier for employees to improve their professional qualifications. | Contractor |
| S | GUIDELINES IN CASE OF EPIDEMICs OR THE SATE OF EPIDEMIC RISK APPLYING DURING THE WORKS | | | |
| 107 | Protection of health and safety of people | Task implementation area | <p>If epidemics of the state of epidemic risk applies during the works, the Contractor shall:</p> <ol style="list-style-type: none"> a) provide the persons on the Construction Site with all necessary precautions to maintain the health and safety of physical workers, Contractor's Personnel, to the extent described in the Terms and Conditions of the Contract, in particular with regard to the introduction of appropriate measures to avoid or minimise the spread of diseases, including measures aimed at avoiding or minimising the transmission of infectious diseases that may be associated with the inflow of temporary or permanent labour, related to the performance of the Contract, in the manner specified in the applicable Law, e.g. in those issued pursuant to Article 46 a of the Act of 5 December 2008, on preventing and combating infections and infectious diseases in humans (i.e. Journal of Laws of 2019, item 1239, as amended) regulations on establishing specific restrictions, orders and bans in connection with the occurrence of the state of the epidemic, b) designate a person responsible within the Contract for matters concerning the health and safety at work during epidemics or the state of epidemic risk; c) implement relevant recommendations of the World Bank and sanitary services for the territory of the Republic of Poland; d) cooperate with the Contracting Authority and the Engineer, in particular, provide current | Contractor |

Environmental Management Plan

Contract 1B.5/3 Reconstruction of bridge to ensure a minimum clearance (Railway bridge at km 615.1 of the Odra River in Kostrzyn nad Odrą)

| Item | Issue | Place | Mitigation action | Responsible party |
|------|-------|-------|--|-------------------|
| | | | <p>information on the precautions taken or planned, including the appropriate protection of the Construction Site against unauthorized access, the procedures introduced and the appropriate updating of the documents described in point 6.14, in particular the BIOZ Plan, Waste Management Plan, Construction Site Organization Project, Management Strategy and ES Implementation Plans,</p> <p>e) organise an information campaign (e.g. in the form of posters and instructions placed at the Construction Site) concerning the symptoms and signs of infection, the spread of the virus, and the methods of protection (including regular hand washing);</p> <p>f) arrange training sessions for workers and Contractor's Personnel, covering at least the following:</p> <ul style="list-style-type: none"> i. revised procedures and documents, ii. the symptoms and signs of COVID-19 (or any other infectious disease related to an introduced epidemics / state of epidemic risk), including independent monitoring of such symptoms, the spread of the virus, and available protective measures, iii. procedure in case of noticing any symptoms of the disease in ourselves or other persons, iv. applicable regulations concerning the quarantine of employees and their families, remuneration for the period of disease, isolation or quarantine, the provision of healthcare, including sanitary transport provided to prevent infection, v. applicable procedures of reporting any breach or filing complaints by employees, vi. waste handling, for example masks, gloves, disinfectants and cleaning agents. <p>During epidemics or the state of epidemic risk, as far as permitted by law, training sessions should be conducted through means of electronic communication or in the form of self-training.</p> <p>The aforesaid rules shall be applied in an appropriate manner in case of epidemics or the state of epidemic risk established in the Republic of Poland due to any other infectious disease.</p> | |