

Appendix 1 – Plan of mitigation measures

This Appendix to the Environmental Management Plan for the Contract for the works *Reconstruction of the road bridge in Krosno Odrzańskie jointly with access roads* presents measures to mitigate negative environmental impacts as guidelines for the Contractor under the *aforementioned Contract*. The costs and the schedule for the implementation of these measures should be included in the total Bid Price. The Contractor shall cover all costs related to implementation of the EMP, and the Accepted Contract Amount shall include these costs.

The mitigation measures plan will be implemented where necessary taking into account the World Bank's Policy as expressed in the Operational Manual of the Odra-Vistula Flood Management, the World Bank's Operational Policy OP.4.12 and the Land Acquisition and Resettlement Action Plan and in cooperation with the Plan implementation team. The condition related to the discussion of the implementation of the EMP during working meetings and on Construction Site Meetings (item 102) also applies to the Engineer and PIU.

Explanations of the table in Appendix 1 to the EMP:

- unless otherwise specified in a given case, the **Task Execution Area** means the area of performing any preparatory works, essential works (including Permanent and Temporary Works) and any works related to the removal of defects and faults or the performance of unfinished works listed in the Certificate of Acquisition or revealed during the Defects notification period, together with the areas of necessary temporary activities,
- unless otherwise specified in a given case, the **Task Execution Period** means the period of performing any preparatory work, essential work (including Permanent and Temporary Work) and any work related to the removal of defects and faults or the performance of unfinished work specified in the Take-over Certificate or disclosed in the Defects notification period,
- unless otherwise specified in a given case, the requirements for the Contractor described in the EMP refer to the whole Task Area,
- Construction area / site means places where Permanent Works are to be carried out, including storage and working places where Equipment and Materials are to be supplied, as well as other places indicated in the Contract as being part of the Construction Site. The terms "construction site" and "construction area" are interchangeable terms and are understood in the Terms and Conditions of the Contract as "Construction Site".

The conditions described in the Appendix 1 to EMP are grouped into in following subject categories:

Name of the category	Item in the table
<i>01 - LOCATION AND LIMITATION REQUIREMENTS FOR TEMPORARY OCCUPATION</i>	1 - 4
<i>02– REQUIREMENTS CONCERNING THE COMMUNICATION SERVICE OF THE TASK IMPLEMENTATION AREA</i>	5 - 7
<i>03 - ORGANISATION OF THE CONSTRUCTION SITE, CONSTRUCTION FACILITIES, WAREHOUSES AND STORAGE YARDS</i>	8 - 9
<i>04 – REQUIREMENTS FOR THE MANAGEMENT OF SOIL MASSES</i>	10 - 12
<i>05 - RULES FOR HANDLING TOP SOIL AND LAND RECLAMATION</i>	13 - 14
<i>06 - REQUIREMENTS FOR FELLING, PLANTING AND THE PROTECTION OF TREES AND SHRUBS</i>	15 - 20
<i>07 - REQUIREMENTS FOR CONSERVATION OF PROTECTED NATURAL RESOURCES</i>	21 - 43
<i>08 - ENVIRONMENTAL POLLUTION PREVENTION REQUIREMENTS</i>	44 - 62
<i>09– REQUIREMENTS CONCERNING HANDLING WASTE</i>	63 - 70
<i>10 - REQUIREMENTS RELATING TO THE PREVENTION AND ERADICATION OF INVASIVE PLANT SPECIES</i>	71 - 73
<i>11 - RULES OF CONDUCT OF WORKS IN THE ODRA RIVERBED</i>	74 - 75
<i>12 - REQUIREMENTS FOR THE PROTECTION OF CULTURAL MONUMENTS</i>	76 - 78
<i>13 – REQUIREMENTS FOR THE PROTECTION OF HUMAN HEALTH AND SAFETY</i>	79 - 93
<i>14 - REQUIREMENTS FOR THE CONTRACTOR'S PERSONNEL INVOLVED IN THE IMPLEMENTATION OF THE EMP</i>	94 - 103
<i>15 – SPECIFIC REQUIREMENTS OF THE ES POLICIES OF THE WORLD BANK</i>	104 - 112
<i>16 - GUIDELINES FOR DEALING WITH THE SITUATION IN THE EVENT OF AN EPIDEMIC OR EMERGENCY SITUATION DURING THE EXECUTION OF WORKS</i>	113

No	Issue	Location	Mitigation measures	Responsible party
01 - LOCATION AND LIMITATION REQUIREMENTS FOR TEMPORARY OCCUPATION				
1.	Protection of the land surface and landscape	Task implementation area	<p>Restriction of land occupancy and land transformations</p> <p>In order to limit the occupation and transformation of the land surface during the Task, the following Principles should be applied:</p> <ul style="list-style-type: none"> a) the occupation of the land and the transformation of the land surface during all types of work carried out in connection with the Task should be limited to the necessary minimum, b) in the areas adjacent to the area of the Task implementation (permanent and temporary occupations) occupy the areas excluded within the existing communication systems. <p>All temporary and permanent activities shall be carried out in accordance with the Land Acquisition and Resettlement Action Plan for Task 1B.1/1 (b) and the Operational Policy of the World Bank OP. 4.121. The LARAP contains a detailed list of activities and procedures related to land acquisition for the implementation of the Task.</p>	Contractor
2.	Protection of the land surface and landscape	Task implementation area	<p>Limitation of the impact of works in the Task area</p> <p>The range of planned measures and the duration of work in the riverbed and bank zone of the Odra River should be limited to the necessary minimum .</p>	Contractor
3.	Protection of the land surface and landscape	Task implementation area	<p>Obligation to build construction site facilities</p> <p>Before starting the construction works, construction facilities, roads and technological yards must be built. Construction site facilities are used, among others, for storing building materials, garage, refuelling and current repairs of vehicles, machines and equipment, location of social facilities and waste bins.</p>	Contractor

¹ <https://policies.worldbank.org/sites/ppf3/PPFDocuments/090224b0822f89db.pdf>

No	Issue	Location	Mitigation measures	Responsible party
4.	General principles of conservation of living resources	Task implementation area	<p>Conditions for the location of roads, construction facilities, technological sites</p> <p>Detailed location of construction facilities, roads and technological sites should be determined in cooperation with members of the Contractor's team of environmental experts and taking into account the contents of the Land Acquisition and Resettlement Action Plan. The execution of these structures cannot deteriorate the ecological condition of valuable natural objects located in the area of the Task implementation. Construction site facilities, technological yards and technological roads should be laid with concrete slabs on the ballast.</p> <p>The proposed location of technological roads, construction facilities and technological yards should be communicated in advance to the Engineer for approval.</p>	Contractor
02- Requirements concerning the communication service of the Task implementation area.				
5.	Protection of human health and safety	Task implementation area	<p>General conditions related to the communication service of the works site</p> <p>During the Task implementation period, it is necessary to ensure (on the basis of the existing road network) the least onerous and safe conditions of access to the construction site, and to adjust the speed of vehicle traffic in the construction area so as to ensure the highest possible level of safety for road and pedestrian traffic participants.</p>	Contractor
6.	Protection of human health and safety Protection of material goods Protection of land surface	Task implementation area	<p>Conditions of using access roads to the area of task implementation with their surroundings</p> <p>The following conditions apply to the use of access roads to the Task area:</p> <ol style="list-style-type: none"> a) The Contractor shall draw up traffic organization plans for the duration of the works, in accordance with the provisions of the Technical Specifications and the requirements of the Road Administrators concerning transport routes and their conditions of use, b) The Contractor shall be obliged to agree with the Road Administrators on the planned roads to be used, traffic organization and work security projects. The Contractor is obliged to carry out traffic organization according to the agreed plans (marking and securing the work area and marking detours and recommended, related to the change of traffic organization, road marking, etc.), c) <i>prior to the works, the Contractor shall submit the traffic organization and works protection designs as well as traffic organisation plan agreed with the road Authorities to the Engineer for approval.</i> Depending on the needs and progress of the Works, the traffic organization plans should be updated by 	Contractor

No	Issue	Location	Mitigation measures	Responsible party
			<p>the Contractor on an ongoing basis (the updates made require agreement with the Road Administrators and traffic management body),</p> <p>d) in accordance with the applicable law and agreements with the Road Administrators managing roads which will be used by the Contractor, routes will be marked. These markings shall be regularly inspected by the Contractor, and in case of destruction or theft, the Contractor shall immediately restore or supplement them,</p> <p>e) the hardened surfaces in the area of the construction site facilities on which road traffic transporting construction materials will take place should be kept in a proper technical condition and clean,</p> <p>f) The Contractor shall be responsible for any damage to structures and buildings, roads, drainage ditches, culverts, water and gas pipelines, poles and power lines, cables, geodesic matrix points and installations of any kind, and other objects such as vertical and horizontal markings, navigational signs, information boards, cultural objects, etc., caused by them or their Subcontractors during the execution of the works. The Contractor is also responsible for restoring the flow capacity of ditches and drainage installations in the area of the works being carried out and the transport routes being used in the event of damage caused by the works and transport related to the works,</p> <p>g) The Contractor is obliged to prepare photographic documentation of the whole area of the Task implementation and access roads, with particular attention paid to the technical condition of roads and buildings located in the vicinity of the roads for transporting construction materials,</p> <p>h) before commencing the works, the Contractor will carry out local site inspections in the presence of the Road Administrators, which will result in drawing up protocols on the condition of access roads to the Task implementation area. On this basis, the Contractor shall be obliged to reconstruct the technical condition of the roads prior to the Task implementation period,</p> <p>i) The Contractor shall immediately repair any damage caused at its own expense and, if necessary, carry out other works ordered by the Engineer,</p> <p>j) The Contractor shall comply with the statutory limits of load per axle when transporting materials and equipment to and from the Task area. They will obtain all necessary permits from the authorities to transport unusual cargo and will continuously notify the Engineer of any such transport.</p>	
7.	Protection of human health and safety Protection of material goods	Waterways in the area of task implementation and	<p>Conditions relating to the use of waterways</p> <p>The following conditions apply to the use of waterways in the area of Task implementation:</p> <p>a) The Contractor shall be responsible for any damage to structures, waterway markings and other engineering structures and technical infrastructure caused by them or their Subcontractors during the</p>	Contractor

No	Issue	Location	Mitigation measures	Responsible party
		outside the area of task implementation	<p>performance of the works, including transport of materials, equipment or waste. The Contractor shall immediately repair any damage caused at its own expense and, if necessary, carry out other work ordered by the Engineer;</p> <p>b) Before starting the works, the Contractor is obliged to prepare photographic documentation of the entire area of Task implementation, with particular emphasis on the technical condition of the infrastructure indicated in point a);</p> <p>c) The Contractor shall be responsible for observing the navigational regulations on inland waterways and sea waters with respect to its own units as well as those of its Subcontractors.</p>	
03 - ORGANISATION OF THE CONSTRUCTION SITE, CONSTRUCTION FACILITIES, WAREHOUSES AND STORAGE YARDS				
8.	<p>General principles of the protection of living nature resources.</p> <p>Water and soil protection.</p> <p>Protecting the earth's surface.</p>	Task implementation area	<p>Obligation to build construction site facilities and roads, material storage and parking places</p> <p>Prior to the commencement of the construction works, the Contractor shall execute the construction site facilities, technological roads and material storage places and parking spaces for machines and vehicles. Additional technological facilities are possible during the execution of works.</p> <p>Construction site facilities, waste and material collection sites should be organized and operated to ensure economical use of the land and minimal transformation of its surface, and upon completion of the works, the land should be restored to a condition no worse than the previous one.</p> <p>All temporary and permanent activities shall be carried out in accordance with the Land Acquisition and Resettlement Action Plan for Task 1B.1/1 (b) and the Operational Policy of the World Bank OP. 4.12.</p>	Contractor
9.	<p>General principles of the protection of living nature resources.</p> <p>Water and soil protection.</p>	Task implementation area	<p>Conditions for selecting the location of construction facilities, material storage facilities, parking spaces and technological sites</p> <p>The construction site will be located as far away from residential buildings as possible;</p> <p>a) Construction site facilities, storage areas, technological yards, parking spaces should be located outside areas covered by tall greenery, i.e. trees, bushes, which are to be left in accordance with the design documentation;</p> <p>b) Construction site facilities, material storage places, parking places and technological sites should be located outside the area of protected natural habitats and sites of protected plant species;</p>	Contractor

No	Issue	Location	Mitigation measures	Responsible party
	Protecting the earth's surface.		c) Construction site facilities, technological yards, vehicle and machine parking places and material storage places should be agreed in advance with the Contractor's team of environmental experts; d) Construction site facilities, construction material storage facilities, technological yards and machine and vehicle parking spaces should be located away from the Odra Riverbed and outside the area of a particular flood hazard with a probability of occurrence once every 10 years (the so-called Q10%), and their surface should be sealed so as to ensure that no pollution can enter the ground and groundwater. e) All temporary and permanent activities shall be carried out in accordance with the Land Acquisition and Resettlement Action Plan for Task 1B.1/1 (b) and the Operational Policy of the World Bank OP. 4.12.	
04 - REQUIREMENTS FOR THE MANAGEMENT OF SOIL MASSES				
10.	Water and soil protection.	Task implementation area	<p>Management of soils coming from the construction site</p> <p>Excess soils created in the course of the construction works should first be managed at the construction site.</p> <p>Quantities of soil that cannot be managed within the boundaries of the construction site should be managed in accordance with applicable regulations and design documentation.</p> <p>Earth masses found to exceed the permitted concentrations of substances (in accordance with applicable waste management and environmental protection legislation) should be treated as waste and transferred to entities holding appropriate permits for their further management (in accordance with the possible stated pollution level).</p> <p>The method of handling soil and sediments should be presented in <i>the Soil Management Plan</i>, prepared by the Contractor and submitted to the Engineer for approval before the commencement of the earth works.</p> <p>The following issues should be included in <i>the Soil Management Plan</i> :</p> <ul style="list-style-type: none"> a) Determination of the scope of works related to the extraction of sediments from the riverbed, b) Determination of the methodology of soil and sediment testing, c) Technology and method of planned extraction of sediments from the riverbed, d) Description of possible ways of disposing of the extracted material and places of its temporary storage, e) Description of the environmental effects potentially related to sediment extraction, 	Contractor

No	Issue	Location	Mitigation measures	Responsible party
			<p>f) Determination of the method of dealing with excavated settlements within the Construction Site, taking into account the minimisation of environmental effects,</p> <p>g) Identification of areas which, for environmental reasons (e.g. sites of protected species, natural habitats) cannot be taken up as sites of temporary occupation for the management of excavated sediments, e.g. sites of handling, etc., and other key environmental conditions related to the extraction of sediments such as increased suspended matter concentration,</p> <p>h) Determination of methods of acceptable further development of the excavated soil, in accordance with the classification of land and sediments on the basis of their quality study.</p> <p>The method of handling soil classified as waste should be also presented in <i>the Waste Management Plan</i> prepared by the Contractor and submitted to the Engineer for approval before the commencement of works (in accordance with item 63 of the App. 1 to EMP).</p>	
11.	Water and soil protection.	Task implementation area	<p><i>Test of the quality (state of pollution) of excavated soil masses (soils and sediments) in the Task implementation area</i></p> <p>The Contractor will carry out control tests and determine the quality of earth masses (including sediments in the Odra riverbed), in accordance with the regulations in force (in accordance with the Waste Act of December 14, 2012 and the relevant executive acts to the Act), planned to be implemented:</p> <ul style="list-style-type: none"> • management within the boundaries of a building site (including use for construction purposes) or • removal outside the boundaries of the construction site. <p>The purpose of the test is:</p> <ul style="list-style-type: none"> - establishing the possibility of using earth masses within the construction site (if the absence of hazardous substances contamination is confirmed); • establishing acceptable ways of dealing with contaminated earth masses. <p>The tests will be carried out by a laboratory accredited for this type of research, approved by the Engineer. Prior to the commencement of the research, the Contractor will present the <i>Soil Management Plan</i> to the Engineer for approval, which will include, among others, the methodology of planned activities.</p>	Contractor

No	Issue	Location	Mitigation measures	Responsible party
12.	Water and soil protection.	Task implementation area	<p>Requirements concerning soils or aggregates from outside of the construction site</p> <p>Land (including earth masses) and aggregates used for construction works and coming from outside the construction site should meet the requirements for soil quality standards and earth quality standards (in accordance with the Environmental Protection Law and its implementing legislation), as well as any other applicable laws and standards.</p>	Contractor
05- RULES FOR HANDLING TOP SOIL AND LAND RECLAMATION				
13.	Procedure rules concerning top soil	Task implementation area	<p>Removal and securing top soil before starting works</p> <p>Before starting any major levelling and earthworks, the top layer of fertile soil must be removed and then stored as regular piles in the vicinity of the worksites. Piles should be formed in a safe manner (the inclination of the slope of the pile should ensure the stability of the pile and safe conditions for work). top soil should be protected against pollution, disintegration, compaction, storage of building materials, possibility of running off into the river.</p> <p>Location of the piles should be agreed with the team of environmental experts of the Contractor, referred to in item 94 of Appendix 1 to the EMP and submitted to the Engineer for approval. After the construction works are completed, top soil should be used to restore the fertile soil layer.</p>	Contractor
14.	Principles of land reclamation	Task implementation area	<p>Land reclamation after completion of works</p> <p>After completion of the works, the site should be cleaned up and the layer of top soil and greenery should be reconstructed under the supervision of a botanist-phytosociologist and dendrologist through:</p> <ol style="list-style-type: none"> demolition of construction site facilities, technological roads and sites, etc., performance of appropriate agrotechnical treatments to prepare for the restoration of the fertile soil layer, restoration of the fertile layer using the top soil previously collected from the area, ensuring proper care of green areas, ordering the Task implementation area. 	Contractor

No	Issue	Location	Mitigation measures	Responsible party
06- Requirements for felling, planting and protection of trees and shrubs				
15.	General principles of conservation of living resources	Task implementati on area	<p>Conditions for felling and planting of replacement trees and shrubs</p> <p>a) The felling of trees and shrubs must be carried out outside the period from 1 March to 30 September. The felling of trees and shrubs should be limited to specimens of trees and shrubs that directly interfere with the Task;</p> <p>b) In order to compensate for the loss of biodiversity caused by tree and shrub felling, native woody and shrubby vegetation must be planted at a ratio of 1:3 (1 felled tree/shrub = 3 planted trees/shrubs) before the completion of the main construction works. These plantings should be made in places indicated by phytosociologist and dendrologist experts. Detailed species composition and quantitative proportions of individual species in planned plantings should be agreed with a phytosociologist and dendrologist expert. The planted crops should be cared for (e.g. annual mowing of grasses in the crop, fencing of the crop area, application of repellents or restoration) for at least 10 years.</p> <p>c) The seedlings shall be properly formed in a species-specific manner and shall have the following characteristics:</p> <ul style="list-style-type: none"> • the plumule of the lead shoot should be clearly formed; • the growth of the last year should clearly and simply extend the lead shoot; • the root system should be focused and properly developed, on skeletal roots • there should be numerous fine roots; • in plants planted with a root ball, the ball should be properly formed; • crown shoots in trees and shrubs should not be trimmed; • the side shoots of the tree crown should be evenly distributed; • the lead shoot should be straight; • scars on the lead shoot should be well overgrown, 4 not completely overgrown are allowed • scars on the lead shoot in the second choice, in the forms of natural trees. • Unacceptable defects in tree and shrub seedlings • severe mechanical damage to plants; • traces of pest feeding; 	Contractor

No	Issue	Location	Mitigation measures	Responsible party
			<ul style="list-style-type: none"> • the signs of disease; • withering and wrinkling of the bark on the roots and ground parts; • necrosis and bark cracks; • damage to plumule of the lead shoot; • damage or dryness of the root ball. • severe mechanical damage to plants; • two-stem tree crowns of creeper form; • signs of mould or decay. <p>d) Before planting, the Contractor will develop a <i>Quality Assurance Plan</i> in the scope of replacement plantings, including in particular requirements concerning seedlings and present it to the Engineer for approval in advance.</p>	
16.	General principles of conservation of living resources	Task implementation area	<p><i>Control of trees for the presence of protected animal species</i></p> <p>In the case of felling of trees with a diameter breast height of more than 100 cm, immediately before felling (maximum 7 days before the planned felling), the occupation of these trees by protected species of bats and/or invertebrates should be checked with the participation of entomologist and chiropterologist experts from the Contractor's team of environmental experts. The felling of trees and shrubs should be carried out under the supervision of the above-mentioned specialists.</p> <p>If the presence of protected insect and bat species is found in the trees to be felled, the above experts will determine the ways of handling wood inhabited by protected animal species and the ways of limiting their mortality.</p>	Contractor
17.	General principles of conservation of living resources	Task implementation area	<p><i>Conditions justifying felling of trees inhabited by valuable beetle species</i></p> <p>Where the presence of protected beetle species (larval or adult forms) is found within the trees to be felled, the felling of an inhabited tree may only be permitted on technical or technological grounds.</p> <p>Before felling a tree inhabited by protected beetle species, the Contractor shall obtain the necessary administrative decision, issued on the basis of the Nature Conservation Act, allowing for exceptions from the prohibitions applicable to protected species.</p>	Contractor

No	Issue	Location	Mitigation measures	Responsible party
			Then the Contractor will carry out the cut-out and all other activities imposed by an administrative decision issued on the basis of the Act on Nature Conservation.	
18.	General principles of conservation of living resources	Task implementation area	<p>Rules of conduct for felling trees inhabited by bat species</p> <p>If bats are found in trees to be felled, the felling should be temporarily stopped and the recommendations of the chiropterologist of the Contractor's team of environmental experts should be followed, appropriate to the current atmospheric situation and the bat species found.</p>	Contractor
19.	General principles for the protection of living resources and landscapes	Task implementation area	<p>Securing the trees not planned for felling</p> <p>Within the whole area of the Task implementation, trees and shrubs that are indicated to be left behind should be protected against accidental damage using the following methods:</p> <ul style="list-style-type: none"> • tree trunks should be protected by boards around the entire trunk (e.g. made of planks), up to a height of 2- 3 m from ground level (the lower part of the boards is to rest on the ground). A flexible material (e.g. thick straw mats) should be placed between the boarding and the surface of the tree trunk to prevent abrasion by boarding. The boarding must be fixed to the trunk (e.g. with wire ties or steel tape) in such a way that it does not cause damage to the tree. During the period of the work, the condition of the safety measures should be systematically checked and any damage should be removed, • the shrubs must be secured by means of a fence (e.g. made of planks), • at a distance of less than 1 m from the projection of crown line of trees and shrubs not intended for felling, it is forbidden to: <ol style="list-style-type: none"> a) designate roads and technological yards, parking places and other elements that may increase compaction and change soil aeration; b) driving and parking vehicles, machinery and equipment; c) storage of earth masses (including top soil) and building materials. • within the skeletal roots, earthwork is done by hand. It is not acceptable to undercut the skeletal roots, • exposed roots of trees and shrubs should be protected against excessive drying out (summer) or freezing (winter) by e.g. mats made of straw, sackcloth; in summer, the mats should be water-spilled and dry in winter, 	Contractor

No	Issue	Location	Mitigation measures	Responsible party
			<ul style="list-style-type: none"> during the hot season, shorten as much as possible the time for roots to be exposed to dryness, and during the frost period to freezing, excavations within the root ball of trees and shrubs should be made by hand and, if necessary, drilled or pressed. 	
20.	General principles for the protection of living resources and landscapes	Task implementation area	<p>Protection of damaged trees and shrubs.</p> <p>In the case of damage to aboveground parts of trees and shrubs that are not intended for removal, the necessary care measures must be taken immediately, appropriate to the place and type of damage.</p> <p>In case of root damage, the damaged ends should be cut off and the roots protected with a fungicide.</p> <p>The above mentioned activities should be performed in agreement with a dendrologist from the team of environmental experts (referred to in item 96, and after they are performed, an opinion of the above team concerning the assessment of the correctness of the performed activities should be presented to the Engineer for approval.</p>	Contractor
07 - Requirements for conservation of protected natural resources				
21.	General principles of conservation of living resources	Task implementation area	<p>Performing a one-off nature inventory</p> <p>Before starting the works, a one-off nature inventory (made by the team of environmental experts of the Contractor, referred to in item 96 of Appendix 1 to the PIA) of the areas planned for temporary and permanent activities should be made:</p> <ol style="list-style-type: none"> establishing the current distribution of the patches of natural habitats included in the embankment. I Habitats Directive (Council Directive 92/43/EEC), sites of protected plant, fungi and animal species, to determine the locations of potential occurrence of the above species, <p>If the presence of protected habitats and species of fauna and flora is found, for which it will be necessary to violate the prohibitions set out in the applicable legislation, it is necessary - taking into account the provisions of administrative decisions placed in the embankment. 4 EMP - obtain decisions authorising derogations from the prohibitions applicable to protected plant, fungi and animal species.</p>	Contractor

No	Issue	Location	Mitigation measures	Responsible party
22.	General principles of conservation of living resources	Task implementation area	<p>Ongoing inspections of the nature supervision team during the Task implementation period</p> <p>The works and other works performed during the Task implementation period should be carried out under current supervision of the Contractor's team of environmental experts (referred to in item 96). These experts should, in accordance with the specialisation and type of performed works, inter alia, carry out regular inspections of the entire Task implementation area (at least once a month) and provide 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 memos should be drawn up from the inspections, attached to monthly reports on the implementation of the conditions of the EMP (referred to in item 100).</p>	Contractor
23.	General principles of conservation of living resources	Task implementation area	<p>Obtaining a decision authorising derogations from the rules on the protection of species of plants, fungi and animals</p> <p>If before the commencement (as part of a one-off nature inventory indicated in item 21) or during the execution of construction works in the area of the Task implementation, the presence of habitats or sites of protected species of flora and fauna (other than sites indicated in the map attachment to the PDS) is found, then the following conditions will apply:</p> <ul style="list-style-type: none"> a) The Contractor will obtain and submit to the Engineer for approval a written opinion of a team of environmental experts containing the following: the scope of potential impact of the works on the identified natural resources and the necessity to obtain the decision referred to in point b), and then, if it proves necessary in the light of the above opinion, will perform the activities referred to in points b-d (below); b) before taking any actions which may lead to destruction of habitats and sites or notification of individuals of protected species (according to the opinion referred to in point a), the Contractor shall obtain administrative decisions required by law allowing for exceptions from the prohibitions applicable to protected plant, fungi and animal species; c) the obtained decisions will be submitted by the Contractor to the Engineer for information; d) The Contractor shall precisely and timely implement the conditions contained in the above mentioned decisions. 	Contractor

No	Issue	Location	Mitigation measures	Responsible party
24.	General principles of conservation of living resources	Task implementation area	<p>Marking of habitat boundaries</p> <p>Before the commencement of basic construction works, after a one-off nature inventory has been made, the boundaries of the inventoried patches of natural habitats should be marked and marked in the field (in a way visible to the employees performing and supervising the works). The activities should be carried out with the participation of a phytosociologist of the Contractor's team of environmental experts.</p>	Contractor
25.	General principles of conservation of living resources	Task implementation area	<p>Securing nature habitat patches</p> <p>The patches of inventoried natural habitats (in particular 3270) located in the vicinity of the sites covered by the works should be effectively protected (e.g. by fencing with a fence made of wooden piles and forest netting) against damage, pollution, movement of vehicles and machines and free access of people whose presence in this area is connected with the works carried out. The condition of the security features of the patches should be checked and any damage should be removed on an ongoing basis.</p> <p>The action should be carried out with the participation of the expert phytosociologist of the Contractor's team of nature experts team.</p>	Contractor
26.	General principles of conservation of living resources	Task implementation area	<p>Habitat patches regeneration</p> <p>Measures to support the regeneration of the natural habitat 3270 should be undertaken. The area after the work on the bank slopes should be restored to a state allowing for natural succession of locally occurring vegetation. It should be understood as shaping the river bank and floodplains so that they are similar to the naturally undamaged surroundings. Without reseeding, fertilizing, strengthening the surface (does not apply to the area directly related to the execution of fortifications, abutments and other permanent occupations that are part of the task).</p> <p>The above-mentioned measure (i.e. regeneration of habitat patches 3270) should be performed under the supervision of a phytosociologist expert from the Contractor's nature supervision. Prior to the commencement of the implementation of this condition of the EMP, a detailed Quality Assurance Plan concerning the above mentioned works should be submitted for approval of the Engineer.</p>	Contractor

No	Issue	Location	Mitigation measures	Responsible party
27.	General principles of conservation of living resources	Task implementation area	<p>Protection of bats within the bridge</p> <p>Immediately before starting the bridge reconstruction works, with the participation of the chiropterologist of the team of environmental experts of the Contractor, the bridge structure should be inspected for the presence of bats and the degree of bats' use of the facility should be determined.</p> <p>Further work should be carried out in agreement with and under the supervision of the chiropterologist of the Contractor's team of nature experts team, and if bats are found to be present according to their indications.</p>	Contractor
28.	General principles of conservation of living resources	Task implementation area	<p>Protection of birds against the works within the bridge construction (condition specified in the decision of RDOŚ in Gorzów Wielkopolski of 15.01.2020 authorising derogations from the bans on protection of species of plants and animals (WPN-I.6401.1.2020.KS))</p> <p>Works related to the removal of bird nests as part of the reconstruction of the road bridge (metal supporting structure of the bridge) should be started in the months of September to the end of March (i.e. outside the basic breeding season of the common house martin). The removal of nests should be carried out after all birds have left the nests, which should be confirmed by an ornithologist on the basis of a bridge check.</p>	Contractor
29.	General principles of conservation of living resources	Task implementation area	<p>Protection of birds at the stage of implementation within the bridge construction (condition specified in the decision of RDOŚ in Gorzów Wielkopolski of 15.01.2020 authorising derogations from the bans on protection of species of plants and animals (WPN-I.6401.1.2020.KS))</p> <p>If it is necessary to carry out work during the main breeding season (April - end of August), the bottom of the bridge structure and the temporary bridge should be secured against nesting by common house martin by unfastening small mesh or other material along the entire length of the bridge.</p> <p>The protection should be tight enough so that birds cannot get underneath the bridge and nest. Work should be carried out before the breeding season of the common house martins. Once the works have been completed, the conditions must be created for the bridge structure to be repopulated by birds. The occupation of the area within the Odra inter-embankment should be kept to a minimum for the purpose of carrying out works to protect the habitats of the mall.</p>	Contractor

No	Issue	Location	Mitigation measures	Responsible party
30.	General principles of conservation of living resources	Task implementation area	<p><i>The protection of bird species within the inter-embankment area of the Odra River,</i></p> <p>The occupation of the area within the Odra inter-embankment should be limited to the minimum necessary to carry out works to protect the habitats of mallards and other bird species using the area as feeding and breeding habitats.</p>	Contractor
31.	General principles of conservation of living resources	Task implementation area	<p><i>Protection of fish species</i></p> <p>Work in the riverbed and on bank slopes should be carried out under the current supervision of an expert ichthyologist and in accordance with their guidelines. During the period of work in the riverbed, the inspection of the work area should be carried out at least once every 3 days.</p>	Contractor
32.	General principles of conservation of living resources	Task implementation area	<p><i>Restrictions based on the need to protect ichthyofauna</i></p> <p>Elimination of natural morphological elements, such as mid-channel river outwash and bank outwash, is only possible if it is necessary to achieve the scope of work provided for in the design documentation and the technology and organisation of works.</p>	Contractor
33.	General principles of conservation of living resources	Task implementation area	<p><i>Catching and transfer of small animals from the Task implementation area</i></p> <p>In case of detecting the presence of small animals at the construction site, they should be immediately caught from the area of the works under the supervision of an appropriate expert from the Contractor's environmental team and moved to their proper habitats, located outside the impact range of the works. The works shall be carried out under the supervision of relevant experts of the Contractor's environmental team.</p>	Contractor
34.	General principles of conservation of living resources	Task implementation area	<p><i>Reduction of animal incidental mortality</i></p> <p>In order to reduce the incidental mortality of animals within the Task Area the following principles should be implemented:</p> <ol style="list-style-type: none"> a) during the works, the presence of pits with steep edges, into which small animals could fall, should be kept to a minimum. If they arise, they should be checked regularly (at least once every day) for the presence of animals (checks by a herpetologist and mammalogist expert). Release the trapped animals to places where they will not be threatened, 	Contractor

No	Issue	Location	Mitigation measures	Responsible party
			b) Before backfilling the ditches, check for the presence/absence of animals, and accidentally catch them in the ditches and release them to the nearest safe place, c) use protection of wells, excavations, collectors, etc. against the possibility of small mammals, amphibians and reptiles falling into them. In the event of animals entering these facilities, they should be constructed in such a way as to allow the animals to get out by themselves, d) in cases where animals trapped in the above mentioned facilities cannot get out by themselves, they must be safely pulled out and moved outside the work area, the transfer of animals should be carried out under the supervision of a herpetologist or mammalogist expert, a team of naturalists of the Contractor, experienced in dealing with such cases.	
35.	General principles of conservation of living resources	Task implementation area	<p>Protection of small aquatic invertebrate animals and aquatic plants</p> In the case of extraction of riverbed sediments located in the bank zone of the river, they must be immediately removed from the worksite and immediately returned to the Odra water. This will minimize the losses in the spore forms of the common house martin and floating fern, as well as large and flattened rats. The work should be carried out under the supervision of an invertebrate animal specialist and a specialist ichthyologist.	Contractor
36.	General principles of conservation of living resources	Task implementation area	<p>Transfer of the water caltrop (condition specified in the decision of RDOŚ in Gorzów Wielkopolski of 15.01.2020 authorising derogations from the bans on protection of species of plants and animals (WPN-I.6401.1.2020.KS))</p> Before the commencement of the basic construction works, the water caltrop (<i>Trapa natans</i>) should be moved from its current location to a substitute site with appropriate ecological conditions, outside the investment area. The action should be carried out in the period from 1 August to 15 September.	The Employer (before the beginning of the task implementation / Contractor (during the task implementation period))
37.	General principles of conservation of living resources	Task implementation area	<p>Relocation of floating fern (condition specified in RDOŚ decision in Gorzów Wielkopolski of 15.01.2020 authorising derogations from the bans on protection of species of plants and animals (WPN-I.6401.1.2020.KS))</p> During the course of the work, the spotted specimens of the floating fern should be collected and moved to a new place on the water surface in the bay between the groins. The above action should be performed under the supervision of a phytosociologist from the team of nature experts team of the Contractor. Prior to the	Contractor

No	Issue	Location	Mitigation measures	Responsible party
			commencement of the implementation of this condition of the EMP, a detailed <i>Quality Assurance Plan</i> concerning the above mentioned works should be submitted for approval of the Engineer.	
38.	General principles of conservation of living resources	Task implementation area	<p><i>Adoption of an appropriate timetable for the implementation of the work</i></p> <p>The Contractor should ensure such a schedule of works that the dates and location of individual stages of construction works are adjusted to the requirements of the environmental decision and the EMP and reduce the negative impact on the protected species occurring in the Task area and its surroundings to the maximum possible extent.</p>	Contractor
39.	General principles of conservation of living resources	Task implementation area	<p><i>Protection of amphibian habitats adjacent to the worksites</i></p> <p>In the inter-embankment area of the Odra river, natural field hollows should not be backfilled surplus soil generated during the works.</p>	Contractor
40.	General principles of conservation of living resources	Task implementation area	<p><i>Reduction of incidental amphibian mortality</i></p> <p>The water stagnation that occurs as a result of earthworks, in the area of the Task implementation, which may be the places of amphibians' settlement, should be eliminated on an ongoing basis.</p> <p>The removal of water stagnation should be carried out in agreement with and under the supervision of the herpetologist of the Contractor's team of environmental experts.</p>	Contractor
41.	General principles of conservation of living resources	Task implementation area	<p><i>Taking into account the conditions resulting from the existence of protected areas</i></p> <p>During the construction works, the Contractor is obliged to observe the standards, prohibitions and indications and to respect the restrictions resulting from the existence of areas and objects created on the basis of the Nature Protection Act.</p>	Contractor
42.	General principles of the protection of living nature resources.	Task implementation area	<p><i>Securing the work implementation area against access of small animals</i></p> <p>Construction site facilities, technological roads, places of storage of construction materials, places of conducted works, etc., as well as areas located in the vicinity of places of occurrence and routes of seasonal migration of amphibians should be protected against the entry of amphibians, reptiles, small mammals, by fencing them off</p>	Contractor

No	Issue	Location	Mitigation measures	Responsible party
	Water and soil protection. Protecting the earth's surface.		with a tight fence not less than 0.5 m high. Fences should be systematically inspected and any breaks should be removed on an ongoing basis. Determining the type, detailed location of the fences and their installation should be done in consultation with an expert herpetologist and mammalogist of the contractor's team of nature experts team. The control of the condition of the above mentioned fences should be carried out with the participation of the above mentioned experts. If the above mentioned experts find any damage to the fences, they must be repaired on an ongoing basis.	
43.	General principles of the protection of living nature resources.	Task implementati on area	<i>Prohibition of moving earth masses by pushing material into the river channel</i> The Contractor is absolutely forbidden to move earth masses by pushing the material through the riverbed.	Contractor
08 - ENVIRONMENTAL POLLUTION PREVENTION REQUIREMENTS				
44.	Water and soil protection. Protection of animated nature.	Task implementati on area	<i>Use of building materials that comply with regulations and standards and are not harmful to the environment</i> Only construction materials not harmful for the environment (environment friendly or neutral) shall be used for the implementation of the Task. Used materials, raw materials, fuels, fertilizers, cement and concrete mixes shall have relevant attestations and be allowed for use.	Contractor
45.	Protection of waters	Task implementati on area	<i>Protection of water against pollution when working on the bridge</i> The Contractor will protect the Odra riverbed from contamination by falling elements from demolition and dismantling works by using protection in the form of suspended tight bridges and platforms, using special protective sheets, protective nets, etc. under the load-bearing structure of the dismantled bridge in order to catch waste generated during the demolition of the bridge.	Contractor

No	Issue	Location	Mitigation measures	Responsible party
46.	Protection of waters and soil. Air protection and acoustic climate protection.	Task implementation area	<p>Working order and maintenance of vehicles, machinery and equipment</p> <p>The following conditions apply to the technical performance and maintenance of vehicles, machines and equipment:</p> <ul style="list-style-type: none"> • construction and transport equipment used in connection with the implementation of the Task should be fully technically sound and meet the requirements for its use, • The Contractor will continuously perform ongoing inspections of the condition of vehicles, machines and equipment and will eliminate, by available organizational means, the possibility of any contamination penetration to the soil and water environment, including in particular the occurrence of spillage of fuels, hydraulic oils and petroleum-derivative substances, both during handling, transport and operation of vehicles, machines and equipment. 	Contractor
47.	Water and soil protection.	Task implementation area	<p>Prevention of oil-related pollution emissions</p> <p>All earthworks and waterworks must be carried out with special care, in such a way as to protect the ground, surface water and groundwater from pollution, in particular from petroleum substances.</p>	Contractor
48.	Protection of soils and waters	Task implementation area	<p>Course of procedure in case of oil derivative pollutions</p> <p>In the event of an emergency leakage of harmful substances as a result of a leakage of fuel, lubricants and oils into the ground or water, the leakage shall be immediately neutralised, using sorbents appropriate to the type of substances for precipitating these pollutants, and the used resources after neutralisation shall be transferred to authorised recipients.</p>	Contractor
49.	Protection of soils and waters	Task implementation area	<p>Rules for parking construction and transport equipment</p> <p>The construction and transport equipment used in connection with the Task should be discharged at the end of the work or in case of a breakdown to a stopping place to protect the ground surface against the penetration of pollutants into the ground and water environment.</p>	Contractor
50.	Protection of soils and waters	Task implementation area	<p>Measures to neutralise spills</p>	Contractor

No	Issue	Location	Mitigation measures	Responsible party
			<p>At the construction site (especially in places where vehicles, machines, refuelling, maintenance, etc. are operated), the Contractor will provide means to neutralize possible leaks and waste (e.g. hydrophobic sorbents, biopreparations, hydrophobic sorption mats in sheets or rolls, sorption pillows and sleeves).</p> <p>Adequate quantities of these agents (e.g. sorbents), suitable for use on solid surfaces and water surfaces, must be provided.</p>	
51.	Protection of soils and waters	Task implementation area	<p>Having a anti-spill dams on water</p> <p>In the area of the Task implementation it is necessary to ensure an adequate number of anti-spill dams on water, necessary to be used in case of uncontrolled spills of oil derivatives.</p>	Contractor
52.	Protection of soils and waters	Task implementation area	<p>Environmentally safe storage of materials and raw materials</p> <p>The materials and substances intended for use in the implementation phase shall be stored in separate places, in an environmentally safe manner, in particular the Contractor shall ensure that the following conditions are met:</p> <ol style="list-style-type: none"> store materials and raw materials as far away from the riverbed as possible, store materials and raw materials in appropriate containers, use appropriate and appropriate protection of bulk materials to be used during the construction phase against discharge and excessive dusting, in justified cases, roof the surfaces where building materials will be stored, for which there is a risk of substance leaching and their possible infiltration into the ground. 	Contractor
53.	Acoustic protection climate	Task implementation area	<p>Limiting work to daytime</p> <p>Limiting the period of work to daytime</p> <ol style="list-style-type: none"> the works should be performed during the daytime, i.e. between 8.00 a.m. and 6 p.m. (preferably between 8 a.m. and 4 p.m.), the noise of pumping units should be reduced by using equipment equipped with effective soundproof casings to reduce the noise level to the applicable regulations and standards, the noise of vehicles, machinery and equipment should be reduced by using technically efficient vehicles do not overload machines and vehicles and avoid and limit the operation of the engines at top speed. 	Contractor

No	Issue	Location	Mitigation measures	Responsible party
54.	Acoustic protection climate	Task implementation area	<p>Protection of local residents against noise</p> <p>The Contractor will apply technical solutions ensuring proper acoustic conditions in the vicinity of the existing buildings, and if necessary (including at the Engineer's request) will use portable acoustic screens. Before proceeding with this action, the Contractor will carry out noise measurements before and after installation of acoustic screens. Prior to the commencement of the implementation of this condition of the EMP, a detailed <i>Quality Assurance Plan</i> concerning the above mentioned works should be submitted for approval of the Engineer.</p>	Contractor
55.	Acoustic climate protection. Protection of air.	Task implementation area	<p>Reduction of noise and exhaust emissions from vehicles, machinery and equipment</p> <p>During the Task implementation period, equipment and machines meeting the environmental requirements and standards should be used, including appropriately silenced equipment, technically efficient, with low emission of pollutants into the air and the least acoustically burdensome technologies of conducting works.</p>	Contractor
56.	Air protection. Acoustic climate protection.	Task implementation area	<p>Reduction of exhaust air pollution and noise emissions</p> <p>To reduce the negative impact on the air condition and acoustic climate:</p> <ol style="list-style-type: none"> when vehicles stop the engine should be off; noise-emitting equipment, machines and tools that are not in use at any given time should be excluded; avoid overlapping and accumulation of impacts of one nature, e.g. simultaneous operation of aggregates, excavators and transport vehicles; the operating time of engines at top speed must be limited; the speed of motor vehicles in the construction area should be limited. 	Contractor
57.	Air protection	Task implementation area	<p>Limitation of dusting from the construction site and roads</p> <p>During the implementation of the Task, the effects of secondary pollination shall be limited in particular by:</p> <ol style="list-style-type: none"> systematic cleaning of the construction site and construction facilities; spraying dusty road surfaces; the use of sealed canvas on vehicles transporting materials that may cause dust during transport; cleaning the wheels of the vehicles before they go to the access roads to the area where the task is carried out. 	Contractor

No	Issue	Location	Mitigation measures	Responsible party
58.	Air protection	Task implementation area	<p>Keeping the roads clean</p> <p>The following measures should be taken to keep roads clean, among others:</p> <ul style="list-style-type: none"> a) The Contractor shall use all available technical means and organization of works in order to maximally reduce pollution of access roads to the Task area. b) in places where heavy equipment will leave the construction site, the Contractor will install stands where preliminary removal of soil or mud from vehicle wheels will take place. c) The Contractor is obliged to immediately and systematically remove any dirt generated on the roads as a result of the movement of vehicles, machines and equipment connected with the Task. 	Contractor
59.	Air quality protection	Task implementation area	<p>Dust reduction during the execution of works</p> <p>Bulk materials and aggregates to be used during the construction site shall be secured against their blowing or excessive dusting from their surface both during transportation and storage and when using them to build.</p>	Contractor
60.	Protection of soils and waters	Task implementation area	<p>Equipping the construction site with precipitation water pre-treatment devices</p> <p>Construction site facilities (which also serve as places for servicing vehicles, machines and equipment, where their garage, refuelling, maintenance, etc. takes place) should be equipped with devices for pre-treatment of rainwater (in order to protect surface water and soils from oil substances getting into them).</p>	Contractor
61.	Protection of soils, surface waters	Task implementation area	<p>Reduction of potential sources of pollution by oil-based substances</p> <p>The construction works should be organized in such a way as to limit the re-pouring of fuels and other chemicals within the Task area. Such activities may only be carried out within the hardened surfaces of the construction site facilities equipped with an impermeable layer to prevent the ingress of pollutants into waters and soils.</p>	Contractor
62.	Protection of surface waters	Task implementation area	<p>Protecting construction site facilities against the spread of pollutants</p> <p>The construction site should be located in a hardened area, lined with impermeable insulating material, protecting the ground against the ingress of any solid or liquid contaminants.</p>	Contractor

No	Issue	Location	Mitigation measures	Responsible party
09- REQUIREMENTS CONCERNING HANDLING WASTE				
63.	Development of a <i>Waste Management Plan</i>	Task implementation area	<p>Development of a Waste Management Plan</p> <p>Within 42 days from the date of commencement of the works, the Contractor shall develop and submit to the Engineer for approval a <i>Waste Management Plan</i> related to the execution of the Contract, specifying the method of managing waste, including hazardous waste generated in the course of the works, taking into account, among others, the guidelines for handling waste, included in Appendix 1 to the EMP such as</p> <ul style="list-style-type: none"> a) Encountered and predicted and volumes of waste, b) Type of waste generated (inter alia, waste from construction, renovation and dismantling of buildings and road infrastructure - including soil from polluted areas, hazardous waste, municipal waste, waste containing asbestos). c) Manners of preventing negative impact of the waste on environment, d) Manners of waste management with taking into account collection, transportation, recover and treatment of waste. 	Contractor
64.	Protection of soils and waters	Task implementation area	<p>Storage of hazardous substances and materials, including waste containing asbestos</p> <p>Hazardous waste should be segregated and stored - until it is handed over to authorized entities for further development - separately in designated tight containers set up on hardened areas or in hardened places, protected against soil contamination and precipitation, including roofing the surfaces where hazardous waste will be stored, for which there is a risk of substance leaching and its possible infiltration into the ground. Containers and storage areas must be labelled and protected against access by third parties.</p> <p>If hazardous waste containing asbestos is found, it should be handled in accordance with the regulations contained in the Regulation of the Minister of Economy, Labour and Social Policy dated 2 April 2004 on methods and conditions for safe use and disposal of asbestos-containing articles (Journal of Laws 2004 No. 71 item 649 as amended).</p>	Contractor

No	Issue	Location	Mitigation measures	Responsible party
65.	Protection of soils and waters	Task implementation area	<p>Waste treatment rules (including bridge demolition)</p> <p>The waste generated during the Task should be managed according to the following rules:</p> <ul style="list-style-type: none"> a) collect and store waste selectively in sealed containers or in separate and adapted places, in conditions that prevent dusting and dispersal of light fractions and their negative impact on the environment, b) waste collection containers should be placed in a hardened area, marked and secured against access by third parties, until they are handed over to entities authorised to further manage such waste, c) location of places designated for waste collection, the Contractor shall agree in advance with the Engineer, d) ensure successive collection by entities authorised to further develop or dispose of it, e) The Contractor shall ensure ongoing collection of waste from bridge demolition by entities authorized to its further management, limiting as much as possible temporary collection of such waste within the Task area, f) The Contractor shall not locate a place for temporary collection of waste from the demolition of the existing bridge within the protected natural habitats and sites of protected plant species, g) where for technological reasons it is necessary to transport large structural elements of the bridge to the shore for further dismantling (e.g. crushing), such activities require the fulfilment of the conditions in items 8, 9 (Conditions for selecting the location of construction facilities, material storage locations) and 53, 54 (conditions for noise emissions), h) waste management should be carried out in accordance with the current regulations governing waste management and <i>the Waste Management Plan</i> referred to in Appendix 1 to the EMP. 	Contractor
66.	Principles for testing and handling sediments from water courses	The Odra Riverbed within the area of the Task implementation	<p>Management of sediments from the construction site</p> <p>Sediments originating from the Odra Riverbed should be managed at the construction site first (unless they are classified as contaminated land). The remaining excess of soil should be managed in accordance with applicable regulations and design documentation. The method of handling land constituting waste should be presented in <i>the Waste Management Plan</i>, prepared by the Contractor and submitted to the Engineer for approval before the commencement of works (in accordance with item 63 of Appendix 1 to the EMP).</p>	Contractor

No	Issue	Location	Mitigation measures	Responsible party
67.	Protection of soils and waters	Task implementation area	<p>Prevention of illegal landfill sites</p> <p>Before the commencement of the works, the Contractor shall make a reconnaissance of the area of the Task implementation, with respect to the presence of illegal waste dumps. During the implementation of the Task, the Contractor secures the area of the Task against the occurrence of such dumps.</p>	Contractor
68.	Protection of soils and waters	Task implementation area	<p>Handling of social and household sewage and rainwater</p> <p>If it is not possible to discharge social and household sewage into the existing sanitary sewage system, the sewage should be collected in tight, non-effluent tanks and ensure its regular collection by authorised entities.</p> <p>Rainwater drained from hardened, sealed and temporary facilities (e.g. fuel and oil storage areas, car parks, barracks, etc.) must not transfer pollutants to surface and ground water.</p>	Contractor
69.	Protection of soils and waters	Task implementation area	<p>Ensuring adequate hygienic conditions within the work areas</p> <p>The necessary number of mobile toilets must be provided in the work area and all staff must be trained to maintain adequate hygiene conditions. The performance of the training should be documented, including on the basis of the attendance list.</p>	Contractor
70.	Protection of soils and waters	Task implementation area	<p>Procedure rules concerning hazardous waste</p> <p>Hazardous waste should be segregated and stored - until it is handed over to authorized entities for further development - separately in designated tight containers set up on hardened areas or in hardened places, protected against soil contamination and precipitation, including roofing the surfaces where hazardous waste will be stored, for which there is a risk of substance leaching and its possible infiltration into the ground. Containers and storage areas must be labelled and protected against access by third parties.</p>	Contractor
<p>10 - REQUIREMENTS RELATING TO THE PREVENTION AND ERADICATION OF INVASIVE PLANT SPECIES</p>				

No	Issue	Location	Mitigation measures	Responsible party
71.	Natural resources protection	Task implementation area	<p>Inspection of embankment sections for the presence of invasive plant species</p> <p>Prior to the start of the works, during the growing season, the site must be inspected for the presence of invasive plant species, with particular reference to the ash maple <i>Acer negundo</i>, the tree of heaven <i>Ailanthus altissima</i>, the wild cucumber <i>Echinocystis lobata</i>.</p>	Contractor
72.	Natural resources protection	Task implementation area	<p>Necessity of eliminating sites of invasive plant species</p> <p>In places where invasive plant species referred to in item 71 of Appendix 1 to the EMP have been found, during the implementation of the project and during one subsequent vegetation season after the end of the project, all found specimens of plants belonging to alien invasive species, in particular ash maple <i>Acer negundo</i>, the tree of heaven <i>Ailanthus altissima</i>, the wild cucumber <i>Echinocystis lobata</i>, shall be removed until they disappear and replaced by local vegetation.</p>	The Contractor, till the end of the Defects Notification Period
73.	Natural resources protection	Task implementation area	<p>Preventing the spread and eliminating sites of invasive plant species</p> <p>Elimination of invasive sites of plant species referred to in item 72 of Appendix 1 to the EMP - depending on the species - should be carried out with the participation of and in accordance with detailed guidelines specified by the expert phytosociologist of the Contractor's environmental team, while observing the following guidelines:</p> <ul style="list-style-type: none"> a) eliminate invasive plant species sites by digging or uprooting (including the root ball) and/or chemical spraying, b) during the top soil removal of the temporary sites, remove the top soil with invasive plants - not combined with other earth masses - and hand it over to entities holding appropriate waste management permits for the purpose of transporting the top soil to a waste dump. 	The Contractor, till the end of the Defects Notification Period
11 - Rules of conduct of works in the Odra riverbed				

No	Issue	Location	Mitigation measures	Responsible party
74.	General principles of conservation of living resources	The Odra Riverbed within the area of the Task implementation	<p>Conditions for the work on the Odra riverbed and the immediate vicinity of the riverbed</p> <p>The following rules must be observed when working with heavy rip-rap:</p> <ul style="list-style-type: none"> a) the ban on throwing stones from cars directly into the riverbed, b) first of all, the stone should be unloaded on the riverbank and then the individual blocks of stone should be moved from shore to channel with an excavator, c) the forming and laying of rip-rap should be done from land, d) there is a prohibition on interference with parts of the riverbed and river banks not covered by the works, e) the time and number of drains must be limited and no water must be discharged from the excavation directly into the watercourses, f) in the case of emissions of petroleum-based pollutants into water, measures must be taken immediately to prevent the spread of the pollutants and to remove the pollutants from the water surface without delay, g) it is recommended that all elements of the bridge that require cleaning, maintenance, corrosion protection be dismantled and that the works be carried out outside the inter-embankment zone, h) chemicals should be used as intended and stored in specially designated and secured areas to limit the possibility of fuel, oil and other substances leaking directly to the ground or surface water. 	Contractor
75.	General principles of conservation of living resources	The Odra Riverbed within the area of the Task implementation	<p>Control of sediment extracted from the Odra Riverbed</p> <p>The following rules of conduct must be followed if work is to be carried out in connection with the demolition and extraction of sediments and rubble from the channel:</p> <ul style="list-style-type: none"> a) immediately after the bottom material has been removed from the channel of the watercourse, and again within one hour of the removal, the placement sites should be reviewed, b) the storage sites will be agreed upon with the Contractor's environmental team and pre-arranged for agreement with the Engineer, c) the review described in point a is performed by the expert ichthyologist of the Contractor's team of nature experts team, d) the frequency of inspections may be greater than specified above and should be adapted to the type and quantity of seabed sediment extracted and the weather conditions prevailing during the work (e.g. high temperature), 	Contractor

No	Issue	Location	Mitigation measures	Responsible party
			<ul style="list-style-type: none"> e) if necessary, the frequency of inspections shall be increased according to the recommendations of the expert ichthyologist of the Contractor's team of nature experts team, f) from the bottom material, all observed animals in the bottom sediment (in particular fish and mussels), larval stages of invertebrates (in particular dragonflies) should be selected and released into the water, g) the collected specimens should be moved and released to the watercourse in places ensuring their safety (e.g. in sections where channel works have already been completed or no demolition works were carried out). 	
12 - REQUIREMENTS CONCERNING THE PROTECTION OF CULTURAL MONUMENTS				
76.	Protection monuments of	Task implementation area	<p>Ensuring archaeological supervision</p> <p>Throughout the entire period of works implementation, the Contractor shall ensure the participation of a team of archaeological experts (archaeological supervision of the Contractor). This team is responsible for implementing and/or coordinating the following activities:</p> <ul style="list-style-type: none"> a) carrying out prior archaeological research within the revealed archaeological sites, b) execution of works, within the revealed archaeological sites, in accordance with the conditions specified by the Voivodeship Monument Conservator in the permit to conduct them, c) appropriate protection of valuable objects and other elements of the historic substance and transporting them from the area of works to a designated place or institution, d) all the work related to the historic bridge over the Odra river shall be carried out under the direct supervision of a team of expert archaeologists of the Contractor, e) development of an appropriate archaeological supervision action plan in the form of a <i>Quality Assurance Plan</i>. 	Contractor
77.	Protection monuments of	Task implementation area	<p>Rules of conduct in case of discovery of movable monuments or archaeological sites</p> <p>If the Contractor, in the course of construction or earthworks, has discovered an object which is presumed to be a monument, they are obliged to:</p> <ul style="list-style-type: none"> a) stop any work that may damage or destroy the discovered objects and secure, using available means, this object and the discovery site, 	Contractor

No	Issue	Location	Mitigation measures	Responsible party
			b) immediately notify the Voivodship Monument Conservator, and if this is not possible, the territorially competent municipality leader or mayor. The Contractor shall simultaneously notify the Engineer in this respect, c) immediately notify the team of expert archaeologists of the Contractor, d) enable and ensure the performance of documentation activities, archaeological research and other necessary actions indicated by the team of archaeological experts of the Contractor and/or administrative bodies responsible for securing objects and other monumental substance, e) in the case of immovable monuments, after the completion of the activities described in point d., the guidelines and other activities specified by the team of archaeologists / or administrative bodies responsible for securing the objects and other monumental substance should be implemented.	
78.	General arrangements for the protection of cultural heritage and monuments	Task implementation area	<p>Obtaining permission from the Voivodeship Monument Conservator</p> <p>In order to implement the provisions of the EMP related to protection of cultural heritage and monuments (items 76, 77 of Appendix 1 to the EMP), the Contractor, if necessary, will also obtain, on the basis of a power of attorney granted by the Employer, permission from the Voivodeship Monument Conservator (WKZ/VMC) to conduct archaeological rescue research.</p>	Contractor
13 - HUMAN HEALTH AND SAFETY REQUIREMENTS				
79.	Protection of human health and safety	Task implementation area	<p>Appropriate storage of building materials</p> <p>Materials used for construction work should be stored in a way that protects them from damage and does not endanger the safety of the environment, people and property.</p>	Contractor
80.	Protection of human health and safety	Task implementation area	<p>Ensuring safety conditions during the works</p>	Contractor

No	Issue	Location	Mitigation measures	Responsible party
			Machinery, appliances and other equipment must be operated in such a way as not to endanger the safety of the environment for people and property, and to preclude the possibility of the machinery and equipment overturning, sliding or rolling over.	
81.	Protection of human health and safety	Task implementation area	<p>Ensuring human health and safety, including fire protection</p> <p>The contractor will develop the HASP plan, obtain the approval of its contents by the Engineer, and then carry out the works according to the provisions of the HASP plan.</p> <p>The fire protection requirements included in the HASP should also include a ban on burning fires and burning flammable materials within the Task area.</p>	Contractor
82.	Protection of human health and safety	Task implementation area	<p>Development of documents related to the security of people, property and environment in the area of Task implementation</p>	Contractor

No	Issue	Location	Mitigation measures	Responsible party
			<p>a) Due to the risk of flooding, the Contractor will develop and submit for the Engineer's approval a document entitled: <i>Flood protection plan for the construction site</i>, which will take into account the local hydrological and meteorological conditions around the construction site. In the event of a flood, the Contractor shall follow the procedures described in the above document,</p> <p>b) The Contractor will develop and submit for the Engineer's approval a document entitled: <i>A project for the organization of the construction site</i>, which will include such elements as: location of the construction site, development of the construction site, securing the construction site, technological roads, environmental protection at the construction site,</p> <p>c) The Contractor will develop and submit for the Engineer's approval a document entitled: <i>A quality assurance plan</i> which will include, among other things, elements such as: organisation of the execution of works, organisation of traffic on the site with marking of works, health and safety and environmental protection, list of working teams, responsibilities of key personnel, quality control, laboratory tests,</p> <p>d) The Contractor will develop and submit for the Engineer's approval a document entitled: <i>A plan for dealing with uncontrolled emissions (leakage) of petroleum products</i>, which should include, inter alia, elements on how to deal with spillage of chemical and petroleum products,</p> <p>e) The Contractor will develop and submit for the Engineer's approval a document entitled: <i>ESHS Management Strategies and Implementation Plans (management strategies and implementation plans for environmental, social, health and safety risks)</i> ,which includes, among others, elements such as: description of actions taken to manage risks, description of materials, equipment used, description of management processes, etc., which will be carried out by the Contractor and its subcontractors in order to minimize risks,</p> <p>f) <i>ES Code of Conduct for Contractor's Staff</i> (Code of Conduct ensuring implementation of measures to address environmental and social risks related to the implementation of the Task, including the risk of sexual exploitation, sexual abuse and sexual harassment), which includes, among others, the obligations of the Contractor, in particular with respect to environmental protection, social matters, health and safety.</p>	

No	Issue	Location	Mitigation measures	Responsible party
83.	Protection of human health and safety.	Task implementation area	<p>Rules on notification of crisis situations</p> <p>In case of an emergency situation (other than flooding), accident, major breakdown, etc., the Contractor is obliged to take the following actions:</p> <ul style="list-style-type: none"> a) immediately notify the relevant services (Fire Brigade, Ambulance, Police, etc.); b) until arrival of the relevant services, carry out the necessary measures to reduce the risk of loss of staff, property and the environment (as far as possible agreed with the relevant services); c) notify the Engineer and the employer; d) upon arrival of the relevant services, strictly follow their recommendations and instructions. 	Contractor
84.	Protection of human health and safety	Task implementation area	<p>Designation and appropriate marking of danger zones</p> <p>Within the area of Task implementation, the Contractor is obliged to designate hazardous areas that pose a threat to human health and life, and mark these areas with warning signs and additionally protect them against unauthorized access.</p>	Contractor
85.	Protection of human health and safety	Task implementation area	<p>Requirement of proper protection and marking of the work area</p> <p>The Contractor is obliged to secure and mark the construction site. The Health and Safety Contractor's experts shall be responsible for ensuring that the construction site is properly marked in accordance with applicable law. The marking shall be checked regularly, and in case of damage or theft of the marking, the Contractor shall immediately reconstruct or supplement it.</p>	Contractor
86.	Protection of human health and safety	Task implementation area	<p>Ensuring adequate visibility conditions</p> <p>In case of necessity to carry out works after dark and in conditions of limited visibility, the Contractor will provide lighting sources allowing to obtain appropriate light intensity for working conditions.</p> <p>The Contractor shall ensure constant conditions of day and night visibility of safety elements and marking of the construction site - barriers and signs, for which it is indispensable for safety reasons.</p>	Contractor

No	Issue	Location	Mitigation measures	Responsible party
87.	Protection of human health and safety	Task implementation area with the surroundings	<p>Documentation of technical condition of the buildings exposed to vibrations.</p> <p>Prior to commencing the works, during which vibrations may occur that threaten the surrounding residents and nearby buildings and infrastructure facilities, the Contractor shall carry out an inventory of existing buildings and facilities, with particular emphasis on cracks and damage.</p>	Contractor
88.	Protection of human health and safety	Task implementation area	<p>Principles of HIV-AIDS and other infectious diseases, including for example COVID 19 prevention</p> <p>The Contractor, through an approved service provider, will conduct training and implement an HIV-AIDS awareness program and take all other measures to reduce the risk of HIV transmission between and among the Contractor's staff and the local community.</p> <p>These actions should be performed in accordance with the conditions specified in the Contract <i>Bidding Documentation</i> (Part <i>General Conditions, clause 6.7</i>). Training will also cover other infectious diseases (e.g. COVID 19).</p>	Contractor
89.	Protection of human health and safety	Task implementation area	<p>Sapper supervision in the Task implementation area</p> <p>In order to minimize the risk associated with the possibility of hazardous items of military origin occurring in the Task area, the Contractor shall provide:</p> <ol style="list-style-type: none"> before the commencement of the works - carrying out the reconnaissance of the Task implementation areas in terms of the presence of unexploded ordnance (the report with the results of the above mentioned shovel reconnaissance should be submitted to the Engineer), in the course of earthworks - sapper's supervision over the works (carried out by the team of sapper's supervision of the Contractor), consisting in current checking and clearing the area of the Task from dangerous objects of military origin together with their disposal; in case of finding in the area of implementation of the Task dangerous objects of military origin - implementation of procedures described in item 90 of Appendix 1 to the EMP. 	Contractor

No	Issue	Location	Mitigation measures	Responsible party
90.	Protection of human health and safety	Task implementation area	<p>Rules for handling unexploded ordnance</p> <p>In case of finding a unexploded munitions or unexploded ordnance, it is necessary:</p> <ul style="list-style-type: none"> a) stop working immediately , a) evacuate persons and equipment from the area around the find and protect against unauthorised access, b) immediately notify the sapper supervisor and the Police and follow their instructions, c) notify the Engineer and the Employer, b) unexploded ordnance found must not be categorically lifted, dug up, buried, transferred, thrown into fire or water, etc. 	Contractor
91.	Protection of human health and safety	Task implementation area	<p>Rules of conduct in the event of occurrence of flood waters and floods</p> <ul style="list-style-type: none"> c) a Flood Protection Plan for the Construction Site in case of flooding should be drawn up, d) the construction facilities should be located: <ul style="list-style-type: none"> • beyond the reach of the flood waters with probability of 10%, (so-called ten-year water); • at a distance of not less than 50 m from waters and wetlands (applies to construction site facilities), e) construction site Flood Prevention Committee should be established, composed of engineering and technical personnel, f) constant monitoring of information on water levels and rainfall forecasts should be carried out, g) a permanent assessment of the state of flood protection in relation to the existing construction site should be carried out and the organisational readiness, means and equipment for flood protection of workers, the site and construction facilities should be monitored, h) in the case of forecast high water levels in the river basin of the Odra River must be protected from the negative effects of surface water flow and people, equipment and materials must be evacuated according to the extent of the hazard. 	Contractor

No	Issue	Location	Mitigation measures	Responsible party
92.	Protection of human health and safety.	Task implementation area	<p>Guidelines on waterway safety / prevention of navigation accidents</p> <ul style="list-style-type: none"> a) means of transport (floating sets) and floating equipment must meet the requirements of the relevant inland navigation regulations in force in the Republic of Poland, b) the means of transport (floating sets) and floating equipment in terms of parameters must be adapted to the conditions resulting from the current class of waterway, c) The Contractor shall obtain the required arrangements for carrying out work on the waterway and using floating equipment from the Director of the Inland Navigation Office in Szczecin and the relevant waterway administration. The action must be carried out before starting work on the waterway, d) the marking of the work site and the waterway to inform about the risks and restrictions on shipping traffic in accordance with the Inland Waterways Act and local law. The method of marking and the place where the marking is to be placed should be agreed with the Director of the Inland Navigation Office in Szczecin and with the competent waterway administration. The action must be carried out before starting work on the waterway. 	Contractor
93.	Protection of human health and safety. Water protection.	Task implementation area	<p>Performing a cleanliness test of the bottom in the area of the bridge</p> <p>After completion of the bridge rebuilding works, the Contractor will carry out an attestation of bottom cleanliness in the area of the rebuilding bridge in order to ensure that in connection with the execution of the Task, in particular the demolition works, no obstacles limiting the operation of the bridge or threatening the safety of the vessels have arisen.</p>	Contractor
14 - REQUIREMENTS FOR THE CONTRACTOR'S PERSONNEL INVOLVED IN THE IMPLEMENTATION OF THE EMP				
94.	Implementation and reporting of the implementation of an EMP	Task implementation area	<p>The staff of the Contractor was trained in the scope of the implementation of EMP</p> <p>The Contractor is responsible for conducting the training (completed with a test verifying the knowledge of participants) on the rules and conditions of the EMP and the protective indications during construction for his managerial and engineering and construction supervision staff, which they should prepare with the help of his team of environmental experts. Employees of the Contractor who will deal with fuels and other oil-derivative and</p>	Contractor

No	Issue	Location	Mitigation measures	Responsible party
			<p>other substances harmful to health and the environment should be trained in the principles of protection of the soil and water environment and the use of measures to protect it, including the use of sorbents.</p> <p>In monthly reports submitted to the Engineer, the Contractor will provide information on the state of training of the Contractor's personnel in the conditions of the EMP in the current reporting period.</p>	
95.	Implementation and reporting of the implementation of the EMP	Task implementation area	<p><i>Appointment of the EMP coordinator in the Contractor's team</i></p> <p>The Contractor's team will appoint a person to coordinate and supervise the activities related to the implementation of the EMP.</p> <p>The duties of this person will include:</p> <ul style="list-style-type: none"> a) supervision over the implementation of particular conditions of the EMP in subsequent stages of the Task implementation; b) ongoing monitoring of the state of implementation of particular conditions from Appendixes 1 and 2 of the EMP in the area of Task implementation; c) informing the management of the Contractor's team on a current basis about the obligations resulting from the EMP at a given stage of works, as well as about problems in the implementation of the EMP; d) cooperation with the remaining part of the Contractor's team (including the team of nature experts team, the team of expert archaeologists of the Contractor, the team of supervisors of the Contractor's sapper, specialists for health and safety at work supervision) in order to ensure proper implementation of the EMP; e) reporting on the implementation of the EMP; f) cooperation with persons responsible for the implementation of the EMP in the Engineer's and Employer's team; <p>Engagement above mentioned experts within works concerning other tasks of OVFMP or in any other ventures may not limit their availability for the said Task. The person appointed to perform the aforementioned function requires the approval of the Engineer.</p>	Contractor

No	Issue	Location	Mitigation measures	Responsible party
96.	Implementation and reporting of the implementation of the EMP	Task implementation area	<p>Ensuring of the environmental experts team</p> <p>Throughout the entire Task implementation period, the Contractor shall ensure the participation of a team of environmental experts, consisting of representatives of the following specialisations:</p> <ul style="list-style-type: none"> a) botanist-phytosociologist (natural habitats and protected plant species); b) dendrologist (principles of care and protection of trees); c) zoologist-ichtiologist (fish); d) zoologist-herpetologist (amphibians and reptiles); e) zoologist-ornithologist (birds); f) zoologist-mammalogist (nonflying mammals), g) zoologist-chiropterologist (bats) h) zoologist- entomologist (insects). <p>These experts will be involved in the implementation of selected mitigation and monitoring actions identified in the EMP, in particular:</p> <ul style="list-style-type: none"> a) mitigation measures mentioned in the Appendix 1 to EMP, b) monitoring measures mentioned in the Appendix 2 to EMP. <p>Engagement of the above mentioned experts within works concerning other tasks of OVFMP or in any other ventures may not limit their availability for the said Task. The personnel composition of the Contractor's nature supervision team requires the approval of the Engineer.</p> <p>One member of the environmental expert team may represent a maximum of two of the nature specialisations listed above in points (a) to (h)</p>	Contractor
97.	Implementation of EMP	Task implementation area	<p>Providing a team of archaeologists' experts</p> <p>Throughout the whole period of the Task implementation, the Contractor will ensure the participation of a team of archaeological experts. These experts will be involved in the implementation of selected mitigation measures identified in the EMP. The members of the archaeologists' expert team must have the appropriate professional qualifications. The composition of the archaeological expert team requires the approval of the Engineer.</p>	Contractor

No	Issue	Location	Mitigation measures	Responsible party
			Prior to the commencement of the works, the Contractor shall submit for the approval of the Engineer a <i>Quality Assurance Plan</i> for the activities of the archaeological expert team.	
98.	Implementation of EMP	Task implementation area	<p>Providing a team of OSH experts</p> <p>Throughout the whole Task implementation period the Contractor shall ensure the participation of OSH experts. These experts are involved in the day-to-day supervision, implementation and control of compliance with regulations and rules relating to health and safety at work. The members of the occupational health and safety expert team must have appropriate industry qualifications, in accordance with Polish labour law. The composition of the team of health and safety experts requires the approval of the Engineer.</p> <p>Before starting the works, the Contractor shall submit for approval of the Engineer a <i>Quality Assurance Plan</i> for the activities of the team of OSH experts. Before starting the work, the Contractor's health and safety supervision will conduct a dedicated training for the Contractor's staff in the field of work safety and accident hazard during the Task.</p>	Contractor
99.	Implementation of EMP	Task implementation area	<p>Providing a sapper's supervision team</p> <p>Throughout the entire Task implementation period, the Contractor shall ensure the participation of the sapper's supervision team. This team will be involved in the implementation of selected mitigation actions identified in the EMP. The experts of the sapper's supervision team must have appropriate industry qualifications. The personnel composition of the sapper's supervision team requires the approval of the Engineer.</p> <p>Prior to the commencement of the works, the Contractor shall submit for the approval of the Engineer a <i>Quality Assurance Plan</i> for the activities of the team of sapper's supervision experts.</p>	Contractor
100.	Implementation of EMP	Task implementation area	<p>Reports of the Contractor's team of nature experts team</p>	Contractor

No	Issue	Location	Mitigation measures	Responsible party
			The Contractor's team of nature experts team conducts reporting including: <ul style="list-style-type: none"> a) preparing periodic reports (monthly, quarterly and final report) on the implementation of the conditions specified in the EMP; b) monthly reports will be submitted in the form of a checklist with the necessary attachments, including reports on the implementation of environmental supervision; c) possibly other reports and reports related to the implementation of activities specified in the EMP recommended by the Engineer, d) the above-mentioned reports will be submitted to the Engineer. 	
101.	Implementation of EMP	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 will submit to the Engineer monthly reports on the implementation of the conditions specified in the EMP (in the form of a checklist with the necessary attachments, including reports on the implementation of environmental supervision). The template of the above report (checklist) requires the approval of the Engineer.</p> <p>Depending on the circumstances, the Engineer may request the Contractor to present additional reports, concerning, among other things, the emergence of emergency situations, implementation of selected items of EMP and others.</p>	Contractor
102.	Periodic meetings on the implementation of mitigation actions and monitoring	Office of the Contractor/ Engineer's office/Employer's office	<p>Discussing the implementation of the EMP during working meetings and on Construction Councils</p> <p>During the period of implementation of the tasks resulting from the EMP, monthly meetings of the PIU, Engineer and Contractor teams will be held in order to discuss and control the implementation of mitigation and monitoring actions.</p> <p>Regardless of the above, the current requirements and problems related to the implementation of the PAS will be discussed during Construction Site Meetings.</p>	PIU, Engineer Team and Contractor

No	Issue	Location	Mitigation measures	Responsible party
103.	Implementation of EMP	Task implementation area	<p><i>Providing information on the implementation of the conditions set out in the decision of RDOŚ in Gorzów Wielkopolski of 15.01.2020 authorising derogations from the bans on protection of species of plants and animals (WPN-I.6401.1.2020.KS)</i></p> <p>Information on the scope of implementation of the conditions listed in items 28, 29, 36, 37 (i.e. conditions specified in the decision of RDOŚ in Gorzów Wielkopolski dated 15.01.2020) in a given calendar year should be submitted to the RDOŚ in accordance with the following rules:</p> <ul style="list-style-type: none"> - the Contractor shall submit the above information to the Engineer by 31 December of a given year, - the Engineer will submit the above information to the Employer, - the Employer will submit the above mentioned information to RDOŚ in Gorzów Wielkopolski by 31 January of the following year (31 January 2021, 31 January 2022) 	Contractor Engineer Employer
15 - SPECIFIC REQUIREMENTS OF THE ES POLICIES OF THE WORLD BANK				
104.	Protection of human health and safety. Water protection. Protection of natural resources.	Task implementation area	<p><i>ES Code of Conduct</i></p> <p>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 tender and described in point 6.13 of the text of the EMP, including specific prohibited behaviours, and that they understand the consequences of engaging in such prohibited behaviours.</p> <p>The Contractor shall also ensure that the ES Code of Conduct is visibly presented in the locations of the Contractor's staff.</p> <p>This condition applies to the Contractor and its staff, regardless of the legal form of cooperation and Subcontractors and their staff respectively.</p>	Contractor
105.	Protection of human health and safety.	Task implementation area	<p><i>Prevention of sexual harassment and mobbing</i></p>	Contractor

No	Issue	Location	Mitigation measures	Responsible party
			The Contractor is obliged to provide such conditions during the performance of the Contract in order to prevent mobbing and sexual harassment of its staff and Subcontractors, as well as other persons (both related to the performance of the Contract and outsiders).	
106.	Protection of human health and safety.	Task implementation area	<p>Raising awareness on combating sexual harassment and mobbing</p> <p>The Contractor, through an approved and qualified service provider, will conduct training and implement an awareness-raising programme to combat sexual harassment and mobbing. These activities will be carried out during the entire term of the Contract including the period of reporting defects at least every second month. These will take the form of information, education and awareness-raising campaigns.</p>	Contractor
107.	Protection of human health and safety.	Task implementation area	<p>Reporting of sexual harassment and mobbing</p> <p>It is the Contractor's duty to inform the Consultant immediately of all reported cases and suspicions of sexual harassment and mobbing. All cases of reported and suspected sexual harassment and mobbing should be entered in the register of complaints and requests kept by the Contractor. In the case of harassment or sexual harassment, it is the duty of the Contractor to take actions aimed at immediate termination of such conduct and to draw all legal consequences for the perpetrators of such conduct. The Contractor is also obliged to provide all necessary assistance and support to victims of these behaviours.</p>	Contractor
108.	Protection of human health and safety.	Task implementation area	<p>Ensuring the possibility of complaints and requests by the staff employed to carry out the Task</p> <p>The Contractor will inform all persons employed on the construction site about the possibility of lodging complaints about working and pay conditions and will deliver an information leaflet with the necessary information about lodging complaints and requests, in which it will ensure that there are no repercussions for the person lodging the problem. The Contractor will keep a register of complaints and requests. The content of the leaflet and the format of the register will be agreed with the Consultant.</p>	Contractor

No	Issue	Location	Mitigation measures	Responsible party
109.	Protection of human health and safety.	Task implementation area	<p>Ensuring accident-free working conditions</p> <p>The Contractor shall ensure in the area of Task execution and outside the area of Task execution (during activities related to Task execution, e.g. during transport) such conditions as to prevent accidents involving persons connected with Contract execution, including Contractor's staff, Engineer, Employer, Subcontractors, etc., and third parties.</p> <p>In the event of such accidents, it is necessary:</p> <ul style="list-style-type: none"> • ensure proper treatment of the victim without delay; • secure the scene; • inform the Engineer as soon as possible about the event and how the Contractor will react to the event; <p>notify the relevant services and allow them to reach the scene.</p>	Contractor
110.	Protection of human health and safety.	Task implementation area	<p>Conditions of employment of juvenile workers</p> <p>In connection with the performance of the Contract, the Contractor may employ only such a juvenile employee who is at least 15 years old, has completed at least eight years of primary school and has presented a medical certificate stating that the work of a given type does not threaten their health.</p> <p>The minimum age for a worker participating in construction and other works involving risks to human health and safety is 18 years.</p>	Contractor
111.	Protection of human health and safety.	Task implementation area	<p>OH&S of the Contractor</p> <p>The Contractor, during the Task implementation period, will ensure constant health and safety supervision. The scope of responsibilities, qualifications and personnel composition of the Contractor's health and safety services shall be in accordance with the Polish Labour Law.</p> <p>Before starting the work, the Contractor's health and safety supervision will conduct a dedicated training for the Contractor's staff in the field of work safety and accident hazard during the Task.</p>	Contractor

No	Issue	Location	Mitigation measures	Responsible party
112.	Protection of human health and safety.	Task implementation area	<p><i>Ensuring that working conditions comply with law and standards</i></p> <p>The Contractor is obliged to apply and observe all the provisions of the labour law in force in Poland, in particular all the provisions of the Labour Code, and will act in accordance with the ES Code of Conduct. In particular, the following issues should be reflected in the Contractor's employment policy and remuneration regulations:</p> <ul style="list-style-type: none"> - ensuring equal pay for workers doing the same job without taking into account gender, sexual orientation or age; - ensuring that persons employed under 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 provisions of the Labour Code, satisfies the living and social needs of employees in the workplace; <p>ensuring that the Contractor ensures that it makes it easier for employees to improve their professional qualifications.</p>	Contractor
<i>16 - GUIDELINES FOR DEALING WITH THE SITUATION IN THE EVENT OF AN EPIDEMIC OR EMERGENCY SITUATION DURING THE EXECUTION OF WORKS</i>				
113.	Protection of human health and safety	Task implementation area	<p>In the event that an epidemic or emergency state of epidemics is in force during the execution of works, the Contractor is obliged:</p> <ul style="list-style-type: none"> a) to 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 to introduce 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 46a of the Act of 5 December 2008 on preventing and combating infections and infectious diseases in humans (unified text Journal of Laws of 2019, item 1239 as amended) Regulations on establishing certain restrictions, orders and prohibitions in connection with the occurrence of a state of epidemic, b) designate a person responsible under the Contract for matters relating to health and safety at work during an epidemic or emergency, 	Contractor

No	Issue	Location	Mitigation measures	Responsible party
			<p>c) implement relevant recommendations of the World Bank and sanitary services in the Republic of Poland,</p> <p>d) cooperate with the Employer and the Engineer, in particular, provide current 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 section 6.13, in particular the HASP Plan, Waste Management Plan, Construction Site Organization Plan, Management Strategy and ES Implementation Plans,</p> <p>e) organise an information campaign (e.g. posters and instructions on the Site) on the symptoms and signs of infection, the spread of the virus, protection measures (including regular hand washing)</p> <p>f) organise training for manual workers, Contractor's staff at least in the following scope:</p> <ul style="list-style-type: none"> i. updated procedures and documents, ii. the symptoms and signs of COVID-19 (or any other infectious disease in connection with an established epidemic/emergency situation), including self-monitoring of symptoms, spread of the virus, available protection measures, iii. the treatment in case of noticing symptoms of the disease in themselves and others, iv. the applicable regulations concerning the quarantine of workers and their families, remuneration for the period of illness, isolation or quarantine, the provision of health care, including sanitary transport, carried out in connection with the prevention of infection, v. the applicable procedures for signalling infringements or reporting complaints by employees, vi. waste handling - e.g. masks, gloves, disinfectants and cleaning products. <p>In the course of an emergency or epidemic situation, within the limits of the law, training should be provided by electronic means of communication or in the form of self-education.</p> <p>The above rules should be applied in an appropriate manner in the event of declaring an epidemic state or threat of an epidemic in connection with another infectious disease in the Republic of Poland.</p>	