

# REPORT

## **Social Impact Assessment**

Olefins III Project in Plock

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## Acronyms

Aoi	Area of Interest
BAT	Best Available Techniques
BDE	Butadiene Extraction
BL	Battery Limit
C4	C4 fraction
C5	C5 fraction
CR	Control Room
DCS	Distributed Control System
DEG	Diethylene Glycol
E&S	Environmental and Social
EIA	Environmental Impact Assessment
ESIA	Environmental and Social Impact Assessment
ETBE	Ethyl Tert-Butyl Ether
EO	Ethylene Oxide
FCC	Fluid Catalytic Cracker
ISBL	Inside Battery Limits
LAN	Local Area Network
LPG	Liquid Petroleum Gas
MEG	Monoethylene Glycol
MOPS	Municipal Social Welfare Centre
MW	Megawatt
OJ	Official Journal
OSBL	Outside Battery Limits
PROJECT	Olefins III Project
PGH	Pygas Hydrogenation
SC	Steam Cracker
SE	Styrene Extraction
SEP	Social Impact Assessment
SPV	Special Purpose Vehicle
TEG	Triethylene Glycol
UI&O	Utilities, Interconnecting and Offsite
UG	Underground
WWTP	Wastewater Treatment Plant

# 1 Introduction

## 1.1 Overview

The Social Impact Assessment (SIA) assesses how people and communities may be affected because of the Project in terms of the way they live, work and interact. The broad objectives of this SIA are to ensure that potential socio-economic and community impacts have been identified, assessed, mitigated, and managed in a constructive manner. Social, economic and biophysical impacts of the Project are interrelated, and this interrelationship is considered in the SIA. The human environment will be impacted by environmental impacts such as noise, dust, waste and traffic. These impacts are identified and considered in this SIA.

Social and community impacts that have been assessed in this elaboration and identified as potentially significant beneficial and negative include employment, community health and safety and livelihood restoration.

## 1.2 Structure of the Report

This SIA is structured in the following way:

Section 1	Introduction
Section 2	Legal and Regulatory Framework
Section 3	Impact Assessment Methodology
Section 4	Project Description
Section 5	Social and Economic Baseline
Section 6	Key Project Stakeholders and Stakeholder Engagement
Section 7	Social Impact Assessment including Mitigation and Enhancement Measures and Determining Residual Impacts
Section 8	Cultural Heritage
Section 9	Monitoring
Section 10	Summary
Section 11	References

# 2 Legal and Regulatory Framework

## 2.1 Introduction

The purpose of this section is to set out the requirements that specifically apply to Social Impact Assessment (hereinafter referred as a SIA) for the Olefins III Project (the Project). It is important that the Project meets local and internationally accepted environmental and social safeguard standards to ensure that community benefits are maximised, and that potential adverse environmental and social impacts are minimised. Relevant national and international requirements are summarised in the following sections.

## 2.2 European Union regulations

- Directive 2011/92/EU of the European Parliament and of the Council of 13 December 2011 on the assessment of effects of certain public and private enterprises on the environment (OJ EU.L.2012.26.1) – hereinafter referred to as the EIA Directive;
- Directive 2001/42/EC of the European Parliament and of the Council of 27 June 2001 on the assessment of impact of certain plans and programmes on the environment (OJ EU. L.2001.197.30) – hereinafter referred to as the SEA Directive;
- Council Directive 92/43/EEC of 21 May 1992 on the conservation of natural habitats and of wild fauna and flora (OJ EU. L.1992.206.7) – hereinafter referred to as the Habitat Directive;
- Directive 2009/147/EC of the European Parliament and of the Council of 30 November 2009 on the conservation of wild birds (OJ EU. L.2010.20.7) – hereinafter referred to as the Birds Directive;
- Directive 2000/60/EC of the European Parliament and of the Council of 23 October 2000 Establishing a Framework for Community Action in the Field of Water Policy (OJ EU L.2000.327.1 as amended) – hereinafter referred to as the Water Framework Directive or WFD;
- White Paper - Adapting to climate change: Towards a European Framework for Action, European Parliament resolution of 6 May 2010 on the Commission White Paper: ‘Adapting to climate change: Towards a European framework for action’ (2009/2152(INI)). 2011/C 81 E/21.

## 2.3 Provisions of Polish law in the field of public consultations

Pursuant to the Polish law, public consultations are an integral part of an investment process. If a planned investment may potentially have a negative impact on the environment, such consultations are a part of the environmental impact assessment conducted.

The major legal acts of the Polish legal system pertaining to the participation of society in the process of making decisions are as follows:

- The Constitution of the Republic of Poland of 1997 (OJ No. 78, item 483 as amended) provides that a citizen has the right to obtain information on actions taken up by public authorities, and Article 74 says that “everyone has the right to information on the condition and protection of the environment”;
- Act of 2008 (consolidated text, OJ of 2022, item 1029 as amended) on the provision of information on the environment, public participation in environmental protection and environmental impact assessments - laying down regulations and approach to the provision of information and public participation in the environmental protection;
- Act of 2006 (consolidated text, OJ of 2023,, item 225) on principles regarding development policy;
- Act of 2015 (consolidated text, OJ of 2021, item 485) on revitalisation;
- Act of 2003 (consolidated text, OJ of 2022, item 503, as amended) on spatial planning and development - determining the standard for disclosure of information related to creation of development plans;
- Act of 1990 (consolidated text, OJ of 2021, item 1372) on commune self-government - determining the scope of public consultations in the area of a commune;

- Act of 1998 (consolidated text, OJ of 2022, item 1526) on District Local Government;
- Act of 1998 (consolidated text, OJ of 2022, item 2094) on Province Local Government.

The aforementioned Polish legal acts indicate the requirements for public authorities with regard to informing the society and consulting the society by self-government and state authorities during issuance of administrative decisions or during creation of plans and projects at the level of self-government and government administration.

The main requirements for investors are confined to observance of the law and legal requirements laid down by authorities - in particular to preparation and submission of relevant documentation. Specific investor's obligations towards the society have not been defined in national legal regulations; they are, however, defined within good practices adopted internally by investors.

Obligations adopted by ORLEN as the investor, as well as actions planned within the scope of cooperation with stakeholders are presented further herein.

## 2.4 Requirements of international financial institutions

The SEP for the Project has been prepared in accordance with the following guidelines:

- The Equator Principles 4 (2020, 'EP4', including Guidance Notes);
- IFC Performance Standards on Environmental and Social Sustainability (2012, 'IFC PS');
- World Bank Group General Environmental, Health and Safety Guidelines (2007, 'EHS Guidelines');
- Applicable World Bank Group Industry Sector Guidelines applicable to the Project, which should include:
  - Petroleum Refining (2016);
  - Large Volume Petroleum-based Organic Chemical Manufacturing (2007);
  - Petroleum-based Polymers Manufacturing (2007);
  - Thermal Power Plants (2008);
  - Water and Sanitation (2007);
  - OECD Recommendations on Common Approaches to the Environment and Officially Supported Credits (2016, the 'Common Approaches').

The requirements of financial institutions concerning engagement of stakeholders have been included in the guidelines of the International Finance Corporation (IFC) referred to as: "Effectiveness standards in the field of sustainable environmental and social development" and in the document "Performance standards of the IFC in the field of sustainable environmental and social development". The said standards include a broader scope than that stipulated in the Polish legal regulations and oblige to:

- Systematic identification of stakeholders and ongoing forecasting their expectations and concerns; special pressure is put on informing these social groups on which the Project will have a direct influence or which are sensitive;
- Introduction of a complaint handling mechanism.

International financial institutions have adopted a vast set of detailed requirements on the disclosure of information and engagement of stakeholders. Those which refer to social and environmental issues are entered in the so-called Performance Standards 1 (PS1).

## 3 Impact Assessment Methodology

### 3.1 Introduction

The objective of the SIA is to determine the potential impacts of the Project on social and economic factors that influence the socio-economic well-being of the communities where the Project is proposed. To measure the influence of the Project on these factors, a socio-economic baseline is undertaken to establish existing characteristics of the community. This is followed by a discussion of the potential beneficial and negative impacts that could result from implementation of the Project including proposed measures to mitigate any potential negative impacts. The SIA has been completed in accordance with both national and international requirements.

### 3.2 Baseline Conditions

Baseline data collection refers to the collection of background data in support of the social assessment. Ideally baseline data is collected prior to development of a project, but often this is not possible. Data collection can also occur throughout the life of a project as part of ongoing monitoring of environmental and social conditions.

Baseline information used for this SIA has utilised primary data collected through on-site surveys by Multiconsult Polska and HaskoningDHV environmental and social consultant between 2021 and 2022. Where applicable secondary data sources collected from desk-based studies and literature reviews have also been used and are referenced within the report.

### 3.3 Impact Identification

The impact assessment predicts and assesses the Project's likely beneficial and negative impacts, in quantitative terms to the extent possible. For each of the socioeconomic aspects of the project, the assessment identifies impacts and reports the likely significant impacts. An EIA and SIA will always contain a degree of subjectivity, as it is based on the value judgment of various specialists and EIA and SIA practitioners. The evaluation of significance is thus contingent upon values, professional judgement, and dependent upon the environmental context. Ultimately, impact significance involves a process of determining the acceptability of a predicted impact.

In broad terms, impact significance can be characterised as the product of the degree of change predicted (the magnitude of impact) and the value of the receptor/resource that is subjected to that change (sensitivity of receptor). For each impact the likely magnitude of the impact and the sensitivity of the receptor are defined.

Generic criteria for the definition of magnitude and sensitivity are summarised below.

#### 3.3.1 Direct vs Indirect Impacts

A direct impact, or first order impact, is any change to the environment, whether adverse or beneficial, wholly, or partially, resulting directly from a social or environmental aspect. An indirect impact may affect an environmental, social, or economic component through a second order impact resulting from a direct impact.

### 3.3.2 Magnitude Criteria

The assessment of impact magnitude is undertaken by categorising identified impacts of the Project as beneficial or adverse. Then impact is categorised as major, moderate, minor or negligible based on consideration of parameters such as:

- Duration of the impact - ranging from 'well into operation' to 'temporary with no detectable impact';
- Spatial extent of the impact - for instance, within the site boundary, within district, regionally, nationally, and internationally;
- Reversibility - ranging from 'permanent thus requiring significant intervention to return to baseline' to 'no change';
- Likelihood - ranging from 'occurring regularly under typical conditions' to 'unlikely to occur';
- Compliance with legal standards and established professional criteria - ranging from 'substantially exceeds national standards or international guidance' to 'meets the standards' (i.e. impacts are not predicted to exceed the relevant standards) presents generic criteria for determining impact magnitude (for adverse impacts). Each detailed assessment will define impact magnitude in relation to its environmental or social aspect;
- Any other impact characteristics of relevance.

Detail information on magnitude of impacts is included in chapter 7. The table below presents generic criteria for determining impact magnitude (for adverse impacts). Each detailed assessment will define impact magnitude in relation to its environmental or social aspect.

Table 1 Magnitude criteria

Magnitude (beneficial or adverse)	Definition (considers likelihood, duration, number of people affected, spatial extent and local benefit sharing)
Major	A highly likely impact that would have implications beyond the Project's life affecting the wellbeing of many people across a broad cross-section of the population and affecting various elements of the local communities', or workers', resilience.
Moderate	A likely impact that continues over a number of years throughout the Project's life and affects the wellbeing of specific groups of people and affecting specific elements of the local communities', or workers', resilience.
Minor	A potential impact that occurs periodically or over the short term throughout the life of the Project affecting the wellbeing of a small number of people and with little effect on the local communities', or workers', resilience.
Negligible	A potential impact that is very short lived so that the socio-economic baseline remains largely consistent and there is no detectable effect on the wellbeing of people or the local communities' or workers', resilience.

### 3.3.3 Sensitivity Criteria

The significance of an impact has been determined by the interaction between its magnitude, and the sensitivity of receptors affected. Professional judgement has been used by appropriately qualified social scientists when assigning significance. The use of these two concepts for this assessment is outlined below.

The sensitivity of receptors has been estimated through consideration of their socio-economic vulnerability, measured by their capacity to cope with social impacts that affect their access to or control over additional or alternative social resources of a similar nature, ultimately affecting their wellbeing. Sensitive or vulnerable receptors are generally considered to have less means to absorb adverse changes, or to replicate beneficial changes to their resource base than non-sensitive or non-vulnerable receptors.

When considering sensitivity, the type of resources in question varies between receptors. For example, a community's vulnerability has generally been measured in terms of its resilience to loss of community facilities, whereas an individual's vulnerability has generally been considered in relation to their resilience to deprivation and loss of livelihood assets or opportunities (such as jobs, productive land or natural resources).

Following receptors have been considered:

1. Employment
2. Land Acquisition
3. Health
4. Safety and Security
5. Tourism
6. Gender
7. Vulnerable People
8. Ecosystem Services
9. Cumulative impacts
10. Social Conflicts
11. Cultural Heritage

Impacts that increase impoverishment risks contribute to vulnerability. Impoverishment risks include landlessness, joblessness, homelessness, marginalization, increased morbidity and mortality, food insecurity, loss of access to common property resources and social disarticulation. Detail information on sensitivity of receptors is included in chapter 7.

Table 2 presents the guideline criteria that have been used to categorise the sensitivity of receptors.

Table 2 Sensitivity criteria

Category	Description
High	An already vulnerable social receptor with very little capacity and means to absorb proposed changes or with very little access to alternative similar sites or services.
Medium	An already vulnerable social receptor with limited capacity and means to absorb proposed changes or with little access to alternative similar sites or services.
Low	A non-vulnerable social receptor with some capacity and means to absorb proposed changes and with some access to alternative similar sites or services.
Negligible	A non-vulnerable social receptor with plentiful capacity and means to absorb proposed changes and with good access to alternative similar sites or services.

### 3.3.4 Impact Evaluation

The determination of impact significance involves making a judgment about the importance of project impacts. This is typically done at two levels:

- The significance of project impacts factoring in mitigation inherently within the design of the project;
- The significance of project impacts following the implementation of additional mitigation measures, referred to as residual impact.

Likely impacts are evaluated considering the interaction between the magnitude and sensitivity criteria as presented in the impact evaluation matrix in the table below.

Detail impact evaluation is included in chapter 7.

Table 3 Impact Evaluation Scale

Criterion		Magnitude			
		Major	Moderate	Minor	Negligible
Sensitivity	High	Major	Major	Moderate	Negligible
	Medium	Major	Moderate	Minor	Negligible
	Low	Moderate	Minor	Negligible	Negligible
	Negligible	Minor	Negligible	Negligible	Negligible

### 3.4 Mitigation

Mitigation measures are actions taken to avoid or minimize negative environmental or social impacts. Mitigation includes those embedded within design (as already considered as part of the impact evaluation) and any additional mitigation required thereafter. Additional mitigation will be implemented to reduce significance impacts to an acceptable level, this is referred to as the residual impact. The mitigation hierarchy should be followed: prevent or avoid, minimize, restore or remedy, offset, compensate. Mitigation measures should be clearly identified and linked to environmental and social management plans.

Specific mitigation in addition to mitigation measures inherently within the design of the Project is required to reduce significant social impacts (those assessed as Major or Moderate). However, mitigation has also been proposed in the form of good practice measures that will minimise impacts identified in Sections above. The measures will be collated in the Environmental and Social Management Plan (ESMP). The ESMP describes actions to be taken to eliminate or reduce impacts to an acceptable level. It will stipulate monitoring regimes required to track the implemented measures. The mitigation and monitoring measures as set out in the ESMP will be implemented via the Project Environmental and Social Management System (ESMS).

Outlined in the sections below are mitigation and enhancement measures associated with the following:

- Employment;
- Health;
- Safety and Security;
- Tourism;
- Gender;
- Vulnerable Groups;
- Ecosystems Services;
- Cumulative Impacts;

- Potential Social Conflicts;
- Cultural Heritage.

### 3.5 Monitoring

Monitoring is not linked to the impact evaluation but is an important component of the SIA and allows for evaluation of the effectiveness of mitigation measures. Monitoring and follow-up actions should be completed to:

- Continue the collection of data throughout construction, operation, and later decommissioning;
- Evaluate the success of mitigation measures, or compliance with project standards or requirements in accordance with the recommendations described in the ESMP or other equivalent documents;
- Assess whether there are impacts occurring that were not previously predicted;
- In some cases, it may be appropriate to involve local communities in monitoring efforts through participatory monitoring. In all cases, the collection of monitoring data and the dissemination of monitoring results should be transparent and made available to interested project stakeholders.

### 3.6 Residual Impacts

Those impacts that remain once mitigation has been put in place will be described as residual impacts, using Table 3 set out above.

### 3.7 Cumulative Impacts

The assessment of cumulative impacts will consider the combination of multiple impacts that may result when:

- The Project is considered alongside the existing facilities;
- The Project is alongside other existing or proposed projects in the same geographic area or similar development timetable;
- Impacts identified in different environmental and social aspects of the EIA combine to affect a specific receptor.

The assessment of cumulative impacts will identify where particular resources or receptors would experience significant adverse or beneficial impacts because of a combination of projects (inter-project cumulative impacts). To determine the full combined impact of the development, potential impacts during construction and operational phases have been assessed where relevant.

## 4 Project description

### 4.1 Introduction

ORLEN Spółka Akcyjna (also referred to as: “ORLEN” or “Company”) is a multi-utility Company with the majority share of the State Treasury. The Company is listed on the Warsaw Stock Exchange [WSE].

ORLEN Group is the largest multi-energy concern in CEE and is placed among 150 largest companies in the world in terms of revenues. The company serves over 100 million customers and products are available in nearly 100 countries on 6 continents. ORLEN operates seven refineries located in Poland, Lithuania and the Czech Republic with max. crude oil throughput of 42,6 mt/y (~ 860 kbd). In 2022, ORLEN diversified directions of crude oil supplies reducing share of Russian crude oil. Petrochemicals are fully integrated with refining extending value chain. ORLEN operates the largest retail network in CEE with ca. 3100 fuel stations and possesses also energy assets with installed capacity of 5,1 GWe (electricity) and 13,5 GWt (heat). Currently, ca. 50% of electricity from zero and low-emission sources is produced. In upstream, ORLEN holds onshore and offshore assets in Poland, Norway, Canada, Pakistan and Lithuania with ca. 1280 m boe 2P crude oil and gas reserves and ca. 190 k boe/d average hydrocarbon production. The company is also involved in gas trading, storage and distribution and is the biggest importer and gas supplier for business and households in Poland serving 7,4 million customers. Gas storage capacities is ca. 3,2 bcm.

ORLEN plans, on the land adjacent to the northern border of the Production Plant in Płock, to construct a new Olefins III Project (hereinafter also "Project"). The main objective of the Project is to increase the scale of manufacture of olefins and other significant petrochemical products. The construction of the Project is an important investment for the society of Płock and Płock commune, as well as the society of Stara Biała commune, both with regard to development of the region and future of next generations of the residents. The areas assigned for the investment are in the Stara Biała commune, and their owner is ORLEN.

The scope of the Project has been divided into one ISBL package and four OSBL packages.

The EPCC ISBL Contract has been awarded to the consortium comprising Hyundai Engineering Co. Ltd. (“HEC”) and Técnicas Reunidas S.A. (“TR”, together the “EPCC ISBL Contractor”) who will be jointly liable.

The ISBL scope is carried out under an engineering, procurement, construction, and commissioning (EPCC) contract, while the OSBL scope will be carried out under four separate engineering, procurement and construction (EPC) contracts. In March 2023, ORLEN signed a contract with Consortium SEEN Technologie and Atrem S.A. for execution Decarbonated Water Unit and Post-Decarbonation Sludge Separation Unit, Condensate Treatment Unit and Demi Water Unit as a part of OSBL (outside battery limit) for the Olefin Complex (OSBL Package K01). As of 19<sup>th</sup> of June 2023, the procurement process for the EPC contractor for the OSBL scope of works (Package K02, K03 and K04) is still ongoing.

### 4.2 Description of the investment

The Project includes the main Project (**ISBL**, Inside Battery Limits), i.e. an installation producing olefins in the steam cracking process energy, auxiliary and infrastructural installations and systems (**OSBL**, Outside Battery Limits).

The scope of the ISBL components is summarised below:

- Steam cracker unit;
- ETBE unit;
- Styrene extraction unit;

- PGH unit;
- EO/EG unit;
- Steam generation unit;
- Condensate treatment unit;
- Cooling water unit; and
- Buildings and supporting systems such as underground networks, utilities, power distribution systems, interconnecting pipelines and pipe racks, and control and communications systems.

The scope of the OSBL components is summarised below:

- Decarbonated water unit, chemical storage, and dosing system;
- Post decarbonisation sludge handling unit;
- Demineralised water unit;
- Condensate treatment unit;
- New feedstock storage:
  - Light Naphtha and C5+;
  - Medium Naphtha;
  - Light C4s;
  - Raffinate I; and
- New storage for the products/by-products with loading facilities:
  - Butadiene;
  - Ethylene oxide;
  - Styrene;
  - MEG,
  - DEG
  - TEG;
  - Propylene;
  - Ethylene;
  - Raffinate II;
  - Isobutylene;
  - Pyrolytic C4 / Raffinate I
- Natural gas unit;
- Flare unit;
- Fire water pump station;
- Instrument, process and service air unit;
- Electrical substations and technical instrumentation room (TIR) buildings; and
- Administration buildings.

These project components will be fully integrated with the existing plant. Furthermore, some associated facilities will be developed by third parties (and thus are not part of the project investment), but will also be fully integrated with the Project. These include a new butadiene extraction unit and upgrades to the existing wastewater treatment plant (WWTP).

### 4.3 Characteristics of the investment environment

Direct surroundings of the investment constitute the area of the city of Płock and Stara Biała commune, which areas are adjacent to the area intended for the investment.

Below there is basic information on Stara Biała commune (the investment location), the city of Płock and the district (higher unit of territorial division in which Stara Biała commune is included); the location of Stara Biała commune in relation to other communes of the District of Płock and the city of Płock is marked below.



Figure 1 Location of Stara Biała commune and city of Płock, where the Project will be implemented (own study)

## 5 Social and Economic Baseline

### 5.1 Introduction

Social, economic and cultural baseline conditions for the Project are based on primary and secondary data. Primary data was initially gathered from June 2021 to September 2021 through a social survey undertaken by Multiconsult Polska (for EIA purposes) in two administrative areas around the Project which are part of the city of Płock and Stara Biała commune (later referred to as the District of Płock).

Secondary data was collected from the city and the District of Płock, the District of and Stara Biała commune statistics offices using 2021 and 2020 figures. Health data was collected from the health sector publication data.

## 5.2 General Setting

The implementation of the Project does not require expropriation, nor does it affect the possibility of developing the neighbouring areas. The undertaking ensures the development of the Production Plant in Płock and the Stara Biała commune, ensuring decent working conditions for its inhabitants.

The planned Project may, however, raise concerns that its implementation may negatively impact the living conditions, the condition of the environment or material goods.

On 27 August 2021 ORLEN S.A. obtained the Decision of the Head of the Stara Biała commune on environmental conditions (ref.: RGK.6220.22.2020) for the project entitled: "Construction of the Olefins III Complex on the premises of ORLEN S.A. in Płock". The building permit was obtained in 2022. As some changes in the Olefins III Complex design have been implemented, ORLEN applied for a new environmental decision that included these changes. Currently, the second environmental procedure for "Construction of a new Ethylene Installation with auxiliary installations on the premises of ORLEN S.A." (Project) has been finished. The second decision on environmental covering all changes in the project was issued on 10 February 2023 (ref.: RGK.6220.31.2021). The building permit will be amended accordingly.

The population of the city of Płock is 116 962 (data for the end of 2021<sup>1</sup>), 53.0% women and 47.0% men. 57.6% of the city of Płock population is at working age, 17.3% at pre-working age and 25.1% at post-working age.

Out of the working population of the city of Płock, 1,996 people commute to work to other municipalities, while 7,531 people come to work from outside their municipality, which results in a job-related arrival-departure balance of 5,535.

1.9% of the working population of the city of Płock work in the agricultural sector (farming, forestry, hunting and fishery), 36.2% in industry and construction, 21.7% in services (commerce, vehicle repair, transport, lodging and restaurants, information and communication), and 3.0% in finance (financial and insurance business, real property market services).

The situation on the labour market in Płock in 2021 improved compared to the previous year, despite the still felt effects of the COVID-19 pandemic. At the end of December 2021, the number of unemployed registered at the Municipal Labour Office was 3,756 people and was lower than the previous year by 13.8%. The rate of registered unemployment was gradually decreasing and annually it decreased by 1.0 percentage point, reaching 6.0%. In December 2021, 328 people were deleted from the unemployed register - most of these people (67.1%) took up a job. However, the number of newly registered unemployed at the end of the year was 326 people. Among the newly registered, the most numerous groups were people registering for the second time (89.0%). At the end of December there were 3 444 people without the right to an allowance, and their share in the total number of the unemployed was 91.7%. People in a special situation on the labour market include, among others, the unemployed under 25 years of age, whose share in the total registered at the end of December 2021 was 7.4%, i.e., 0.7 percentage points less than in the same period of the previous year. Compared to December 2020, an increase was recorded, among others, in the case of the long-term unemployed, whose share in the number of unemployed in total increased by 8.3 percentage points to 65.6%.

According to the "Monitoring of professions (lacking and exceeding the market demand) in the District of Płock"<sup>2</sup> in 2019 the age structure of the unemployed registered in the District of Płock indicates that the

<sup>1</sup> <https://nowy.plock.eu/core/uploads/2023/02/MZS29.pdf>

<sup>2</sup> [https://plock.praca.gov.pl/documents/1937945/4862274/Monitoring%20zawod%C3%B3w%20deficytowych%20i%20nadwy%C5%BCzkowych%20za%20rok%202019\\_powiat%20p%C5%82ocki.pdf/af8ebf66-b056-4a22-9013-fcf13bfe6f1c?t=1594117846139](https://plock.praca.gov.pl/documents/1937945/4862274/Monitoring%20zawod%C3%B3w%20deficytowych%20i%20nadwy%C5%BCzkowych%20za%20rok%202019_powiat%20p%C5%82ocki.pdf/af8ebf66-b056-4a22-9013-fcf13bfe6f1c?t=1594117846139)

largest group were people aged 25-34 - almost 29%. Young people aged 18-24 account for 13% of the total unemployed. The share of people over 50 in the population of the unemployed remained at a relatively high level, i.e. 25%.

The analysis of the unemployment structure shows that education is one of the factors affecting the situation of the unemployed on the labour market. Unfortunately, a persistent feature of local unemployment is the low level of education. Most of the unemployed have lower secondary education or less (33% of all unemployed). In a difficult situation (although they are not numerously represented among the unemployed - 10%) are also graduates of general secondary schools. Due to the lack of qualifications, it is most difficult for people from these two groups to take up employment. University graduates are one of the smallest groups - 12%. A total of 45% of the unemployed in the District of Płock have post-secondary, secondary vocational and basic vocational education. An important factor causing the risk of unemployment is the maladjustment of its structure to the needs of the labour market, which manifests itself in the lack of job offers corresponding to the qualifications of these people. It is worth noting that the education structure of the unemployed in the District of Płock has not changed much in recent years. The data shows that approximately 61% of all unemployed have been continuously registered in the register of the employment office for more than 6 months (including 45% of all unemployed, for more than 1 year).

### **Contractors and subcontractors, welfare issues**

The number of contractors and subcontractors expected to be employed for the Project implementation is about 10,000 people at the peak moment of the works. The staff of the contractors and the subcontractors' staff are expected to be of the following nationalities:

- Polish;
- Spanish;
- Korean;
- Indian;
- Philippine;
- Ukrainian.

All the staff of the contractors and the subcontractors hired for the Project implementation will be provided with accommodation and proper welfare facilities.

### **Safety and Security**

The security of the project is closely related to its location. Due to the homogeneous structure of the local population, there are no social conflicts on the basis of nationality, ethnicity or religion that could pose a threat to the Project. The Project is located in a politically stable area with no armed conflicts, far from the external borders of the country, within which no attacks related to international terrorism so far have been reported.

The existing facility is supervised by ORLEN Group company - ORLEN OCHRONA Sp. z o.o. - established in 1998 on the basis of Industrial Guard, operating since 1968. The company will also supervise the Project.

In the vicinity of the protected area there are the following facilities that may influence the security level (distances):

- from compact buildings of the Stara Biała village - 500 m,
- from the Police Station at 42 Zglenickiego Street - 1200 m,
- from the Police Prevention Unit - 900 m,
- from the Municipal Police Headquarters in Jana Kilińskiego Avenue - 8200 m,

- from the National Fire Brigade at 6 Narodowych Sił Zbrojnych Street - 3700 m,
- from the Emergency Medical Service Centrum Medica Grupa PZU at 7 Chemików St. - 1200 m,
- from the Provincial Hospital at 19 Medyczna Street - 3000 m,
- from the railway and bus station at 46 Dworcowa Street - 7200 m,
- from the public transport bus stop in Zglenickiego Street - 300 m.

### The Security Management Plan

For the purpose of the Project ORLEN has developed the Security Management Plan which considers both construction and operational stages. The summary of the plan is presented below.

Identified internal risks for the existing facility and for the Project are caused by illegal, unethical or inappropriate behaviour of personnel (including security staff) or persons directly associated with the existing facility and the Project. The most common risks are employee theft, workplace violence and labour unrest, potentially accompanied by sabotage. The response of security personnel may result in threats primarily to employees. In the case of violations of the law, the additional risk is connected with the intervention of state authorities.

The major identified internal risks are:

- Incidents related to employees being under the influence of alcohol or psychoactive substances, attempts to bring alcohol and such substances into the protected area;
- Theft of company property;
- Inappropriate behaviour towards women by employees (including security staff);
- Incidents between security personnel and employees;
- Employee protests, pickets, strikes, sit-down strikes, blockades;
- Unauthorised attempts to record images and sound in the protected area;
- Aggression/fights between employees;
- Occurrences of vandalism/sabotage.

External risks are caused by the natural disasters and activities of people outside the project which may include common criminal activity, disruption of the project for economic, political or social purposes, and other intentional actions that adversely affect the effective, efficient and safe implementation of the project. In extreme cases, they may include terrorism. The response of security personnel may result in threats to the local community or third parties. Additional threats may also result from interventions by state authorities.

The major identified external risks are:

- Natural disaster in the protected area (e.g. flood, storms, gales, landslides);
- Terrorist attack;
- Theft of company property;
- Violent community protests, pickets, strikes, sit-down strikes, blockades;
- Unauthorised entry/intrusion into the protected area;
- Occurrences of vandalism/sabotage

The full analysis of possible risk is included in the Security Management Plan. The risks are assessed and mitigated.

### **Accommodation**

According to the information obtained from the EPCC ISBL Contractor, there will be following camps of staff accommodation:

- Camp in Koszelówka and accommodation in Herman hotel (ILK subcontractor – approximately 800 employees),
- Hyundai Técnicas camp in the northern part of the Project site - approximately 6000 employees.

The rest of the staff of the EPCC ISBL Contractor and the subcontractors involved in the Project (approximately 3140 people) will be recruited locally. These employees will not use camps or accommodation arranged by the Contractor as they are accommodated locally.

For the construction phase, a specific procedure for ISBL part of the Project was introduced: Health, Hygiene and Welfare on Accommodation Camps and other Living Facilities (A8RX-CHT-0000-PM-PLN-005). Document describes EPCC ISBL Contractor's health, hygiene and welfare requirements associated with worker's accommodation camps and workplace amenities, in a consistent manner and in conformance with Polish applicable legislation, ORLEN Policies and Standards as well as compliance with IFC Performance Standards.

### **Food**

Meals at the construction site will be arranged by the staff on their own or through catering companies and restaurants. The staff will have canteens, dining rooms and places to prepare meals at their disposal.

Outside of the Project site, subcontractors may use the available trade and service establishments, such as restaurants, bars and grocery shops.

The energy meals which workers are entitled to during the Project implementation in connection with their tasks and the energy expenditure are provided by the employer.

### **Washing of work clothes**

This will be done by third-party providers of such services under separate contracts signed with them by the Contractor and by the subcontractors.

### **Medical care**

It will be provided on the Project site through first-aid points. The staff of the Contractor and the subcontractors will use, within the insurance plans arising from their employment, the medical services provided by the public medical facilities in the District of Płock and in the neighbouring districts.

The medical care and the actions taken to manage the Covid-19 pandemic on the Project site will include setting up a place for isolation of those who show disease symptoms. Isolation place(s) for those who show disease symptoms will be set up in the welfare base (staff campus); in the other accommodation facilities, the subcontractors are obligated to provide such places on their own, as needed.

If more people are quarantined/isolated, separate rooms will be designated in the organised welfare base, to be used exclusively for such purposes in the quarantine/isolation period, and after the quarantine/isolation they will be disinfected and their original function will be restored. For the remaining, scattered accommodation places there is a rule that the rooms where the sick individuals live automatically turn into isolation rooms for the time of the quarantine/isolation and afterwards they are disinfected and their original function, i.e. residential function, is restored. The above provisions apply to situations where the quarantined/isolated individuals do not require hospitalisation. If hospitalisation is needed, the medical facility must be contacted following instructions will be described in the „Camp regulations” and the current binding country regulations will be implemented.

### **Commuting from the accommodation place to the Project site**

Considering the nationality-related diversity of the Contractor and the subcontractors involved in the implementation of the Project, they will travel by plane and by car, and once at the Project location, they will use collective (private and public) and individual transport. The Project site will be equipped with parking spaces and transfer points for those who use collective transport.

Parking spaces, transfer points and passages to the Project site entrance gates have been set up in the direct vicinity of the Project.

## **5.3 Project Area of Influence**

The project area of influence (Aoi) includes all communities potentially affected by the Project as well as the region surrounding the project where social interaction will take place and where local communities are likely to be impacted by the Project, either indirectly or directly.

The project location for the ISBL and OSBL installations is spread across two administrative areas of Stara Biała commune and the City of Płock. The villagers and people affected by the Project live predominantly in these two administrative areas.

The indirect impact of the project will take place in the communes adjacent to these two administrative areas and will concern the area of the District of Płock.

Figure 2 below provides an overview of the Project and Figure 3 outlines the areas which the SIA will refer to.

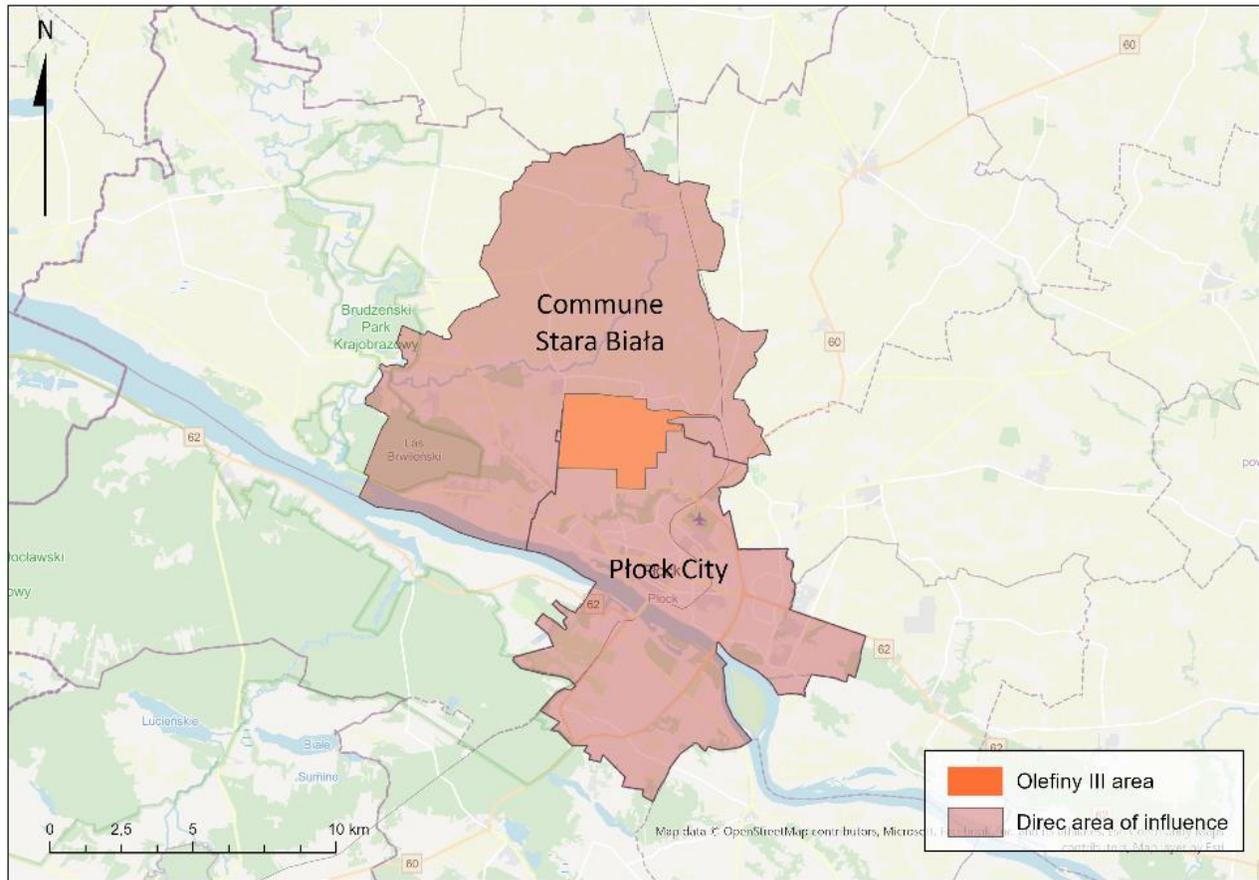


Figure 2 Area of direct influence of Project: the city Plock and Stara Biala commune (own study)

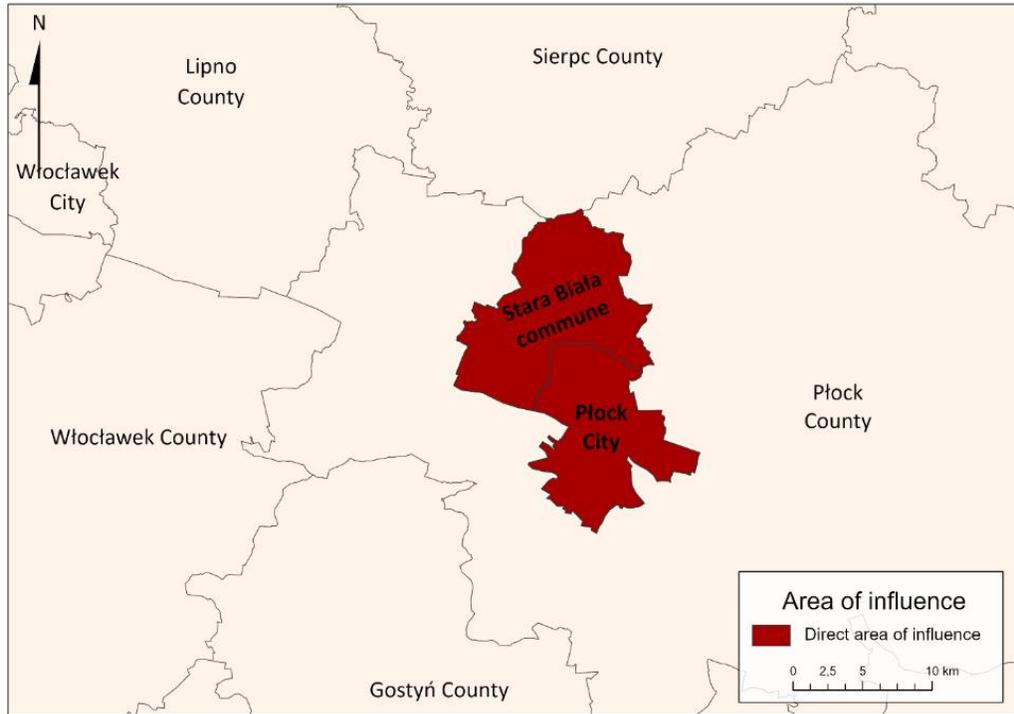


Figure 3 Area of influence of the Project and nearby counties (own study)

Figure 4 provides an overview of the socially sensitive receptors around the Project area.

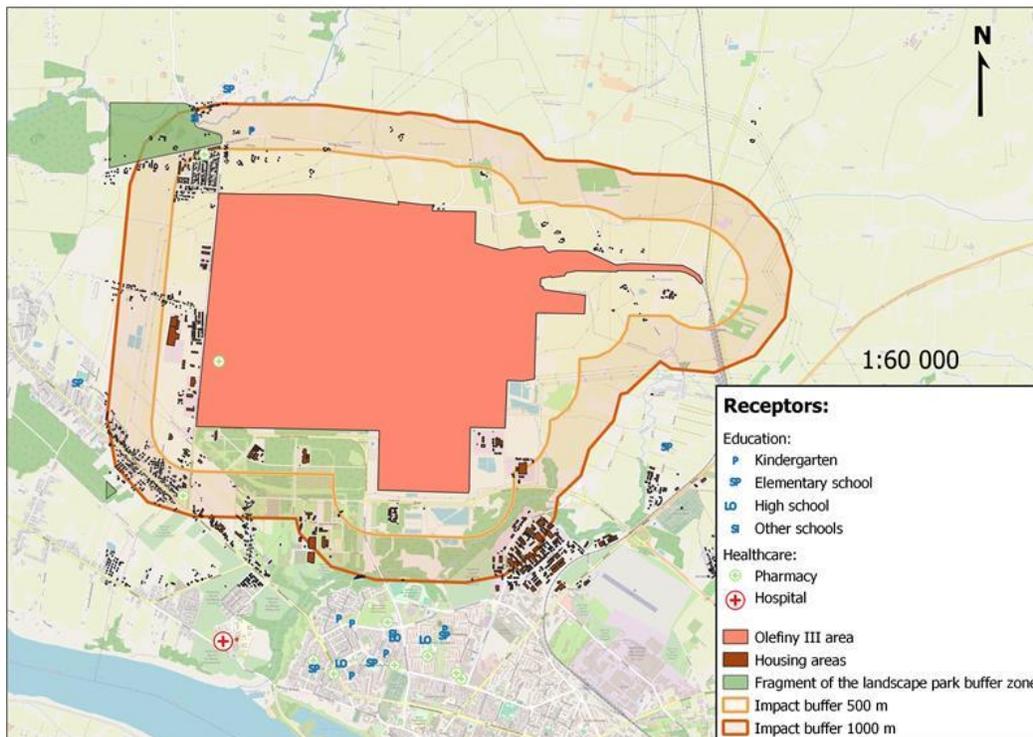


Figure 4 Socially sensitive receptors around the Project (source: own study)

## 5.4 Land Use and Tenure

### 5.4.1 Present ownership and local development plan provisions

The area where the Project will be located is entirely owned by ORLEN S.A. For the purposes of the Project, no displacements will be carried out and no new land will be acquired.

The subject site is the 'closed area' which means the area used for the purposes of national defence and security, established by the Minister of Energy by Decision No. 1 of the Minister of Energy of 6 June 2019 on establishing areas closed for national defence and security (Warsaw, 27 June 2019, Item 9).

On the other hand, at the disposal of Art. 4 sec. 3 of the same act, it follows that in relation to closed areas in the local spatial development plan only the boundaries of these areas and the boundaries of their protection zones are established, and in the protection zones there are restrictions on the development and use of the grounds, including the prohibition of building development.

Installations falling within the scope of ISBL, with the exception of the ETBE Installation, and part of the scope of OSBL, are located in the Stara Biała commune, for which the local development plan was resolved (Resolution No. 176/XX/20 of the Stara Biała commune Council of 8 December 2020 on the adoption of the local development plan for parts of the precincts Biała, Nowa Biała, Stare Draganie and Nowe Trzepowo). Pursuant to this resolution, the existing provisions of the Local Development Plan lost their power, and the resolution only set the boundaries of closed areas.

With regard to the remaining scope of the OSBL and the ETBE Installation, located in the city of Płock, the area is also closed, but the provisions of the Local Development Plan have not been changed so far: these are functional zones PP-RP (refinery and petrochemical production), PP-O (production service) and PP-S (storage and warehousing).

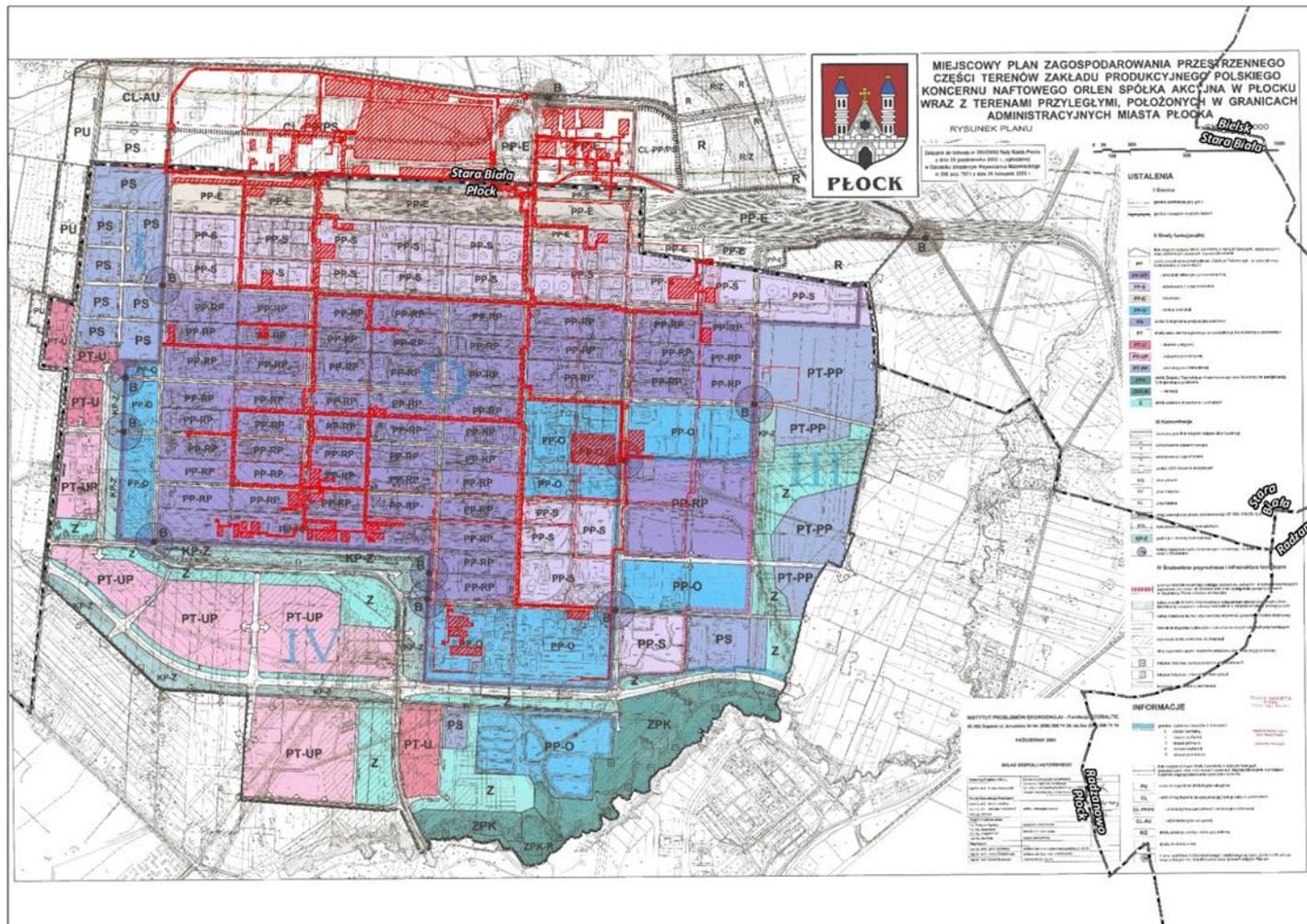


Figure 5 The location of the new investment in the context of the spatial development of the city of Plock

Source: EIA for the project: Construction of a new Ethylene Installation with auxiliary installations on the premises of ORLEN S.A. based in Plock (Multiconsult 2022)

## 5.4.2 Land ownership history

### Brief history of ORLEN

In the 1950s, there were five oil refineries operating in Poland, three of which were built in the previous century. The rapid development of the post-war industry and automotive industry required the construction of a new plant that would supply high-quality products.

More than a dozen towns located in central and eastern Poland sought to complete such a large investment in their area, which was to be a new refinery. Finally, at the end of 1958, a decision was made to locate it in Płock, and on 5 January 1959, the Economic Committee of the Council of Ministers officially decreed the commencement of the investment.

Based on the order of the Minister of Chemical Industry dated 29 December 1959 on establishing the state-owned enterprise, the company "Mazowieckie Zakłady Rafineryjne i Petrochemiczne under construction" (MZRIIP) was established (Masovian Refinery and Petrochemical Plants).

Although the main part of the refinery was completed in 1965, new elements were built in the following years. One of the most important was the part producing plastics, polypropylene, polyethylene and others, erected in the years 1976-80 under a Japanese license. Production began on 17 August 1964.

In May 1998, the Council of Ministers decided to create a national oil company by merging Centrala Produktów Naftowych CPN S.A. and Petrochemia Płock S.A. In May 1999, Polski Koncern Naftowy S.A. was formally established, which at the end of the year adopted the name ORLEN S.A.

### Land ownership history

The available historical maps from the 20s, 30s and 40s of the 20th century provide a picture of the land development before the establishment of the Masovian Refinery and Petrochemical Plants (now ORLEN S.A.). Until the 1960s, in the place of presently fenced industrial area, there was the village of Kolonia Biała. To the north of Kolonia Biała, within areas outside the fencing, there were several scattered individual farms.

The land located to the north of the Production Plant, where the Project will be implemented, covers ca. 56 ha and lies within the former sanitary protection zone of the Production Plant. The area was acquired by ORLEN based on historic decisions concerning transfer of land ownership.

These included:

- The resolution of the Minister of Chemical Industry dated 29 December 1959, establishing a state enterprise called 'Mazowieckie Zakłady Rafineryjne i Petrochemiczne under construction'. Land for the construction of a refinery and petrochemical plants owned by the State was transferred for use and management to MZRIIP for fee.
- The regulations introduced in September 1990 (the Act of 29 September 1990 amending the Act on Real Estate Management and Expropriation of Real Estate) stipulated that land owned by the State Treasury and managed by state legal persons other than the State Treasury on 5 December 1990 became, as of that date, by force of law, the subject of perpetual usufruct. The buildings and other equipment located on the aforementioned land and managed by entities on 5 December 1990 became, as of that day, the property of those entities. The ownership of buildings and equipment was acquired free of charge if these facilities were constructed or acquired with the enterprise's own funds.

The acquisition was confirmed by administrative decisions.

In view of the above, on 5 December 1990 MZRiP became the perpetual usufructuary of the land and the owner of the buildings and equipment located on the land.

In 2014, at the request of ORLEN, the majority of the land of the Production Plant in Płock together with adjacent areas (approximately 1,031 hectares), which were previously subject to perpetual usufruct rights - based on the Act of 29 July 2005 on transformation of perpetual usufruct rights into property ownership (Journal of Laws of 2012, item 83) - was transformed into ownership rights.

The area of 56 ha was subject to lease agreements with farmers owning farms in the area of Stara Biała commune (10 farmers; size of the leased area: from 0.4 to 15 ha). The contracts were concluded for an indefinite period, with 10 months' notice. The agreements were terminated in 2020 and the land was returned to ORLEN S.A. The lessees did not submit any claims to ORLEN S.A. regarding execution or termination of the lease agreements that would result in any obligations for ORLEN S.A. or that could influence the financial situation of the lessees. Farmers were aware of ORLEN's investment plans and only the temporary lease of land.

The land adjacent to the northern boundary of the planned project is in agricultural use. Within the distance of 500 m from the Project's boundary there are 11 properties constituting arable land. Farmers cultivate single-year crops (rapeseed, triticale, grasses, wheat, corn) both for their own needs and for commercial purposes. The use of these areas has remained unchanged for several decades. The long-standing use of these areas as agricultural land suggests that it will remain constant.

## 5.5 Demographic Overview

Płock is one of 66 Polish cities with district rights. The current borders of the city were established by the Decree of the Council of Ministers of 23 December 1996 (Journal of Laws No. 155, item 761). As a result of incorporating the areas of the neighbouring villages, the city area increased to 88 km<sup>2</sup>. There are 21 urban settlements in the town.

According to the classification adopted by Central Statistical Office (CSO), Płock belongs to the group of large cities. In terms of population, which at the end of 2021 amounted to 116,962 people, the city was ranked 32<sup>nd</sup> in the country among 66 cities with district rights. The population density rate for the whole city was 1,329 persons per 1 km<sup>2</sup>.

The distribution of population in Płock is spatially diversified and differs for each of the city's 21 districts. According to the records of permanent and temporary residence registrations in 2021, the largest number of residents lived in Podolszyce Północ (11,700), Łukasiewicza (10,000), Podolszyce Południe (9,800) and Wyszogrodzka (9,500). The settlements with the smallest population were Pradolina Wisły (500) and Trzepowo (600), which also had the smallest population density - 65 per sq. km and 57 per sq. km, respectively. The largest number of registered residents per 1 km<sup>2</sup> fell on the settlements: Tysiąclecia (19.2 thousand persons/km<sup>2</sup>), Kochanowskiego (11.3 thousand persons/km<sup>2</sup>), Miodowa (10.8 thousand persons/km<sup>2</sup>) and Dworcowa (9.3 thousand persons/km<sup>2</sup>).

The data from the registration records allow to illustrate the changes in the population in the area of Płock. The influx of residents to particular areas of the city largely corresponds to the location of newly settled residential buildings. It should be emphasized that the year 2021, similarly to the previous year, was marked by the effects of the pandemic and its impact on demographic phenomena defined as natural population movement. In the described period, 840 inhabitants of Płock were born and 1,694 people died. Thus, there was a negative natural increase in Płock, which amounted to -854.

The decline in the birth rate is reflected in the low fertility rate, i.e., the number of births per woman of childbearing age (15-49), which is at the level of 1.3. Another phenomenon also observed in Płock is the postponement of motherhood, which results in a shift of the highest female fertility from the age group 20-24 to older age groups: 25-29, 30-34 and 35-39.

Another factor, after births, affecting the rejuvenation or aging of the population is the rate of deaths. Compared to the dramatic year 2020 in this regard, there were 27 more deaths, or 1.6%. According to the previous year's data, as in Poland, the main causes of death in Płock were cardiovascular diseases and, increasingly, cancer. Each of these two causes accounted for nearly 30% of all deaths. The cause of 10% of deaths was COVID-19. Other important causes of death included injuries and poisonings and respiratory diseases, whose share in the total number of deaths was 6% and 5%, respectively.

As a result of pandemic COVID-19, life expectancy shortened compared to 2019 and one year later in the Płock subarea was 71.2 years for men (1.8 years less) and 79.3 years for women (1.7 years less). In contrast, the COVID-19 pandemic did not cause significant changes in the population structure. Only the rate of growth in the post-working age population slowed down.

Year by year<sup>3</sup>, the population of Płock is aging slightly. In 2021, the statistical age of the population was 44.3 years. 44.3 years old, while the average age of ladies (46.7 years old) was over 4.7 years higher than the average age of gentlemen (42 years old). A statistical inhabitant of Płock was in 2021 older than an inhabitant of Radom (43.7 years), Warsaw (40.4 years), Ostrołęka (43.1 years) and Siedlce (41.2 years). The population ageing process results from the decreasing share of younger age groups and increasing share of older age groups.

Assuming 10-year age brackets, the most numerous age groups in Płock are 30-39, 40-49, and 60-69, and they constitute approximately 15% of the total population of Płock. The least numerous are the 0–9-year-olds and the 10–19-year-olds, each making up less than 10% of the total population of Płock. The potential workforce is comprised of people in the productive age group and the pre-productive age group. The post-working age group, i.e., potential pensioners, can also be distinguished in the structure according to economic age groups.

Table 4 Population status and structure by economic age groups in 2021 (Płock)

Description	Overall	Age population		
		pre-production (0-17 years)	production (men 18-64 years old, women 18-59 years)	post-production (men aged 65 and over, women 60 years and older)
in total	116 962	20 123	67 077	29 762
men	55 024	10 411	34 856	9 757
women	61 938	9 712	32 221	20 005

In 2021, 827 people registered for permanent residence in Płock, including 20 from abroad, and 1,358 people de-registered, including 10 from abroad. The overall migration balance for Płock in that period remained negative and amounted to -531.

Płock deals primarily with internal migration. The balance of foreign migration had a much smaller impact on the population. In 2021, the balance of internal migration for permanent residence was also negative and amounted to -541. Data for 2020 show that 69% of migrants to Płock moved from the countryside.

The situation was similar among those leaving Płock, as 70% chose the countryside as their new place of residence. The outflow of people from Płock to the countryside was greater than the inflow, which resulted

<sup>3</sup> <https://nowy.plock.eu/core/uploads/2023/02/MZS29.pdf>

in a negative value of -223. A similar situation, although on a slightly smaller scale, occurred in the case of migration between Płock and other cities in Poland. The number of people arriving to Płock was lower than the number of people leaving, which resulted in a negative overall balance of migration with towns and cities amounting to -81. Most migrations took place within the boundaries of the Mazovian Province - they constituted 75% in inflow and 82% in outflow. In both cases the dominant direction was the countryside.

The data on internal migration indicate that suburbanization, i.e., the transfer of the city's spatial forms and urban life to the areas surrounding the urban core, has a significant impact on the changes in the population of Płock. While the population of the central city is decreasing, the outer zone is witnessing an increase in population caused, among other things, by an influx of migrants. Due to the distance, the units located near Płock are seemingly attractive to those leaving the city - by changing their living conditions they retain access to the goods and services offered by the city. At the same time, the suburbanization process brings with it adverse consequences for the functioning of the city through, e.g. the phenomenon of "population drain", reduction of the tax base or increase in the scale of daily commuting. The lack of efficient public transport services in the communes and districts around Płock results in the population using their own cars to get to the city. This contributes to the load on the city's streets while increasing the number of cars parked on the streets.

Table 5 Internal migration of population for permanent residence in 2021 (Płock)

Description	Inside		Foreign		Balance of migration		
	influx	outflow	immigration	emigration	internal	foreign	general
overall	807	1 348	20	10	-541	10	-531
man	358	639	9	3	-281	6	-275
women	449	709	11	7	-260	4	-256

The migration balance in the Stara Biała commune, in contrast to the city of Płock, is a positive value. A positive net migration has a positive effect on the demographic structure in the commune - which results in a systematic increase in the number of people. The positive migration balance confirms favourable housing conditions in the commune, as well as the nationwide trend of people settling in areas located in the immediate vicinity of cities.

Table 6 Demographic structure of the Stara Biała commune in 2021

Description	Unit of Measure	2021
in total	person	11 714
Man	person	5781
Man	%	48,35
Woman	person	5933
Woman	%	50,65
Birth rate		
In total	-	-26
Man	-	-27
Woman	-	+1
Migration for permanent residence in the commune		
check-in in total	person	384
check-out in total	person	372
balance of migration	person	12

Table 7 Population in the Stara Biala commune at the end of 2021

Description	Unit of Measure	2021
State of the population	person	11714
including men	person	5781
including women	person	5933
Live births	person	88
Total deaths	person	114
Pre-working age population	person	2490
Working age population	person	7400
Post-working age population	person	1824

Stara Biala is a rural commune where agriculture plays an important role, which is related to the high-quality soil and geographical location. On the other hand, the labour market in the district is based on one large plant, i.e., ORLEN S.A. On the one hand, such a situation is favourable in a boom period, but in the event of a collapse of the refining industry or, more specifically, of this plant, unemployment may increase indirectly even several times. There are also entities with foreign capital operating in the district. However, they do not constitute a large labour market.

The small share of knowledge-based spheres characterized by a high degree of product processing and the small role of the service sector in the economy of the district mean that the district has no alternative to industrial workers.

## 5.6 Religion

Płock is the capital of the Roman Catholic Diocese of Płock, established in 1075, as well as the seat of the authorities of the Old Catholic Mariavite Church and the capital of the Mariavite Diocese of Warsaw-Płock. The Roman Catholic parishes in Płock are divided into three deaneries: Eastern Płock, Western Płock and Gąbińsk deanery. The city is also home to a diaspora of the Mariavite Catholic Church.

In Płock, there is also an Orthodox parish of the Transfiguration of Christ, which possesses, apart from a parish church, a cemetery chapel.

Within the town's area there are 4 Protestant communities: the congregation of the Seventh-day Adventist Church, the parish of the Evangelical-Augsburg Church, the congregations of the Pentecostal Church and the Community of Christ Church, as well as 3 congregations of Jehovah's Witnesses.

There are also two Buddhist associations in the Płock area:

- Buddhist Association of the Diamond Way of the Karma Kagyu Lineage;
- Kwan Um School of Zen in Poland.

The District of Płock belongs to the Diocese of Płock (Latin: Dioecesis Plocensis) of the Roman Catholic Church. The number of believers is estimated at 810,000 adherents.

## 5.7 Ethnicity and Language

The dominant nationality in the District of Płock is Polish, which covers approximately 99% of all inhabitants. Minorities are Czech, Lithuanian, German, Romanian, Russian, Ukrainian and Jewish.

The dominant language is Polish. Due to the outbreak of the war in Ukraine in 2022, there is a significant influx of Ukrainian citizens. More information in chapter 5.17.

There are 60 Roma families (more than 200 people) in Płock and the same ethnic minorities as in the District of Płock.

## 5.8 Gender

In the structure of the population by gender, the disproportion between the number of men and the number of women is clearly marked in Płock. The proportion of women in the total population is slightly below 50% in the age groups below 40 years, and in the age group of 70 years and above it is over 60%.

In 2021, men constituted 47% of the population (55,024 people) and women 53% (61,938 people). On average, there are 113 women for every 100 men. The ratio of women to total men is influenced by both natural biological processes and migration flows. The first group of factors includes, among other things, the continuing prevalence of boys over girls among new-borns and the higher death rate of men than of women. The second group of factors includes such phenomena as more frequent migration of women from rural to urban areas or migration of the population (especially young people) to other regions.

Taking into consideration that women prevail in the population of Płock, they may be at a higher risk of gender related discrimination.

To prevent such situation, ORLEN has elaborated numerous internal regulations to ensure non-discrimination within the facility. On the other hand, ORLEN is not able to prevent from discrimination outside of the facility.

Internal regulations to ensure non-discrimination are listed in the table below.

Table 8 The internal policies for human rights

ORLEN policies regarding human rights	
Human Rights Protection Policy in the ORLEN Capital Group (for implementation)	<p>The policy defines the key principles of actions and behaviours that are directly and indirectly related to the observance of human rights within the organization and in relations with external stakeholders as well as contractors in the supply chain. Respect for human rights is the foundation of the ORLEN Group's operations.</p> <p>The ORLEN CAPITAL Group monitors the effectiveness of its actions on a continuous basis, due to the changing threats to human rights over time, the evolution of the company's operations and the context in which it operates.</p>
Supplier Code of Conduct	<p>Supplier Code of Conduct forms an integral element of cooperation with suppliers, including the supplier qualification and evaluation processes, governs business standards in health and safety at work, human rights, business ethics, employee matters and environmental protection. The document helps us to support our suppliers in building awareness and best practices in this area..</p>

ORLEN policies regarding human rights	
Code of Ethics	Code of Ethics defines the values, principles of conduct and rules that set ethical standards for all ORLEN Group employees, based on a revised approach to understanding ORLEN values: Responsibility, Progress, People, Energy and Dependability, as well as the current scale of operations and operating strategy, the requirements of the Group's environment, and best practices in the field of business ethics. It contains provisions concerning, inter alia, respect for diversity, including fair treatment of all employees regardless of their age, gender, position, religion, nationality or beliefs, equal opportunities for personal and professional development, as well as responsibility for building an ethical, safe and friendly workplace. It also includes provisions discussing ethical and responsible attitudes towards all stakeholders, including employees, consumers, business partners and local communities. Moreover, it is a document supporting the implementation of the ORLEN 2030 business strategy.
Diversity Policy	Diversity Policy aims to promote values, policies, norms and behaviours consistent with the principle of equal treatment of employees, to raise awareness and understanding of how important diversity is, and to create conditions for an open and tolerant workplace. For ORLEN, diversity is not merely counteracting discrimination but rather a deliberate effort to acknowledge different viewpoints or experiences and to appreciate diversity as a value in itself
Collective Bargaining Agreements	Collective Bargaining Agreements define the conditions which should be met by the substance of an employment relationship, and the rules of remunerating and granting other benefits to employees.
Rules to Prevent Workplace Bullying, Discrimination, and any Forms of Harassment at ORLEN	Rules to Prevent Workplace Bullying, Discrimination, and any Forms of Harassment at ORLEN set out the rules to be followed when a case of bullying, discrimination and harassment is reported, and specifies the rights and obligations of employees in such situations
ORLEN Group Anti-Corruption Policy	ORLEN Group Anti-Corruption Policy designed to raise employee awareness, encourage positive attitudes and behaviour, and streamline procedures and business process oversight. The document underscores the importance of training and awareness raising among employees and the responsibility of companies' managements to create conditions that help to prevent and counteract corruption at the ORLEN Group. The person responsible for coordinating the implementation of the Policy objectives in effectively preventing and detecting irregularities and misconduct is the ORLEN Anti-Corruption Compliance Officer.
ORLEN Group Human Resources Management Policy	sets out the priorities and key tasks defined in accordance with best market practices, reflecting market challenges and trends in human capital development. The Policy defines activities in such areas as reinforcement of the Group's corporate culture, segment-based management, employee development, compensation and employee benefits, and performance management, to name just some.
ORLEN Group Age Management Policy	describes the practices and tools implemented by ORLEN and other ORLEN Group companies to maintain the continuity and efficiency of their business processes by preventing competence gaps and securing knowledge and skill transfers in the face of current and projected demographic shifts on the labour market.

ORLEN policies regarding human rights	
Well being Policy	offers key solutions to improve the quality of life and broadly defined employee well-being, and is broken down into several areas: wellness, work comfort, work satisfaction, work-life balance, external environment. Well-being within the organisation means continuous and dynamic management of employee well-being by addressing employee needs in every dimension.
Disability Employment Policy	defining the work conditions and rules for people with disabilities – the objective of this policy is to provide people with disabilities with equal opportunities in the workplace, taking into account the type and degree of disability, enabling them to obtain and maintain adequate employment, return to work, receive promotion, as well as support them in independent living and their integration with other employees.
Anonymous Misconduct Reporting System	the system provides a framework for identifying potential irregularities and instances of misconduct, which can be reported via different information channels.
Bonus System Rules	the ORLEN Management Board, Management Boards of other ORLEN Group companies, as well as directors reporting directly to the Management Board, and ORLEN employees are covered by bonus schemes. The key positions at the ORLEN Group are rewarded based on the annual bonus system: the bonus is granted for achieving individual qualitative and quantitative targets, which are reviewed after the end of the year for which they were set. Other ORLEN employees are rewarded based on one of the following three bonus schemes: a quarterly/annual, quarterly, or monthly scheme. The process of target setting and reporting, as well as granting of bonuses, is standardised on an ongoing basis to ensure workflow consistency and transparency.
Corporate Social Benefit Activity Rules	define the scope of social benefits and the rules for granting such benefits to the current and former employees of ORLEN and its subsidiaries covered by agreements on the joint social benefits programme, as well as the employees' family members. Additionally, ORLEN offers a uniform employee benefits package to employees of all ORLEN Group companies participating in the joint social benefits programme.

## 5.9 Indigenous People

There is no indigenous peoples in Poland. In the EU, the only indigenous people that have survived to the present day are the Saami who live on the Scandinavian Peninsula. The Project has no effect on indigenous people.

## 5.10 Ecosystem Services

Ecosystem services are defined by the IFC Performance Standards (2012) as the benefits that people, including businesses, derive from ecosystems. They are organised into four types:

- (1) provisioning services (the products people obtain from ecosystems);
- (2) regulating services (the benefits people obtain from the regulation of ecosystem processes);
- (3) cultural services (the nonmaterial benefits people obtain from ecosystems); and

(4) supporting services (the natural processes that maintain the other services).

Relevant threats to biodiversity and ecosystem services should be considered, especially focusing on habitat loss, degradation and fragmentation, invasive alien species, overexploitation, hydrological changes, nutrient loading and pollution. Project-related impacts across the potentially affected landscape should also be considered.

The ecosystem services on which the project has the greatest impact are described below.

The key natural elements of Płock include the Vistula River and its immediate surroundings, the Brzeźnica River and Rosica River Ravine, as well as natural greenery and forests. Particularly important for the city's residents are the biologically active areas in their everyday surroundings, which are usually highly urbanized areas.

The areas where the Project will be implemented were historically used for agriculture. They were used to grow grains and fodder crops. Until 2020 farmers leased these areas from ORLEN and were aware that ORLEN was planning investments in these areas.

The areas adjacent to the northern boundary of the planned project have been in agricultural use - the use of these areas has remained constant for decades.

Generally, water for ORLEN Production Plant is extracted from underground and surface intakes based on relevant water-law permits. All water needs for the construction and operational phase of the Project will be met from the company's intakes. Vistula River, from which the surface water is obtained from, is located 2.7km to the south from the existing plant.

The facility will be a source of air pollution and greenhouse gases, noise emissions and will generate wastewater.

According to the annual nature inventory conducted for the needs of the EIA, in the area covered by the planned investment and in the adopted 100-meter buffer of analyses, the following areas and species were not inventoried:

- Protected habitats from Annex I to the Habitats Directive 92/43/EEC;
- Protected plant species from Annex II to the Habitats Directive 92/43/EEC;
- Protected plant species under protection in accordance with the Regulation of the Minister of the Environment of 9 October 2014 on the protection of plant species (Journal of Laws of 2014, item 1409);
- Protected species of fungi and lichens listed in the Regulation of the Minister of the Environment of 9 October 2014 on species of wild mushrooms under protection (Journal of Laws, item 1408);
- Protected species of fish, lampreys, mammals and bats listed in the Regulation of the Minister of the Environment of October 9, 2014 on species of wild animals.

Among the protected species of animals, the following species were inventoried:

- Representatives of the green frogs *Rana esculenta complex*;
- Bird species listed in Annex I of the Birds Directive (1 species nesting, 2 species probably nesting, 3 species temporarily staying at the site).

## 5.11 Economic Profile

According to the REGON register, at the end of 2021, there were 12.6 thousand economic entities<sup>4</sup> registered in Płock. The vast majority, i.e. 11.8 thousand, was registered in the private sector. Public sector entities in number 258 were concentrated mainly in two sections covering education and activities related to real estate market.

Among all entities, 70.3% were natural persons conducting business activity regarding:

- trade;
- repair of vehicles;
- professional, scientific and technical activities;
- construction;
- transport;
- warehouse management;
- industry;
- health and social care.

In 61 of 1.4 thousand registered companies, shares were held by foreign capital.

In terms of the number of employees, entities employing less than 9 employees are dominating. Micro-enterprises accounted for 94.6% of all registered entities.

The number of entities employing at least 1,000 employees remained unchanged and accounts for 5 such entities. The largest employers with headquarters in Płock include:

- ORLEN S.A.,
- CNH Polska Sp. z o.o.,
- Levi Strauss Poland Sp. z o.o.,
- District Hospital,
- ORLEN Serwis S.A.

In 2021, 899 entities were newly registered, and 594 entities were deleted from the REGON register. Biggest fluctuations concerned the following sections:

- Wholesale and retail trade;
- Repair of motor vehicles, including motorcycles;
- Construction,
- Professional, scientific and technical activities.

Large enterprises operating in Płock have a significant impact on the economic climate in the city. Cooperation of the city with large business makes the investment offer credible among new investors. The city authorities establish direct contacts with representatives of the business sector to acquire information on the challenges and possible difficulties faced by investors operating in Płock. For this purpose, in 2011, the Płock Economic Council was established, bringing together representatives of the science, business and local government. The Council also issues opinions on key investments and development plans zoning, long-term investment plans, public aid programmes for entrepreneurs or rates tax.

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<sup>4</sup> <https://nowy.plock.eu/raport-o-stanie-miasta/>

The city also invests in road infrastructure – it modernizes existing and builds new road connections. It systematically rebuilds internal transport infrastructure, widens and replaces the road surface, which allows for increasing importance of Płock. It also supports new investors in acquiring real estate or staff.

## 5.12 Educational Profile

As of 1 September 2021, the city of Płock was the leading authority for 68 schools and institutions for children and youth:

- 25 kindergartens (including 6 with integrated branches);
- 18 peripheral elementary schools;
- 3 special schools;
- 4 vocational schools of first degree;
- 1 vocational secondary school;
- 5 technical schools;
- 6 general secondary schools;
- 1 art school (General and Second Degree Music School);
- 2 psychological and pedagogical counselling centres;
- 2 out-of-school educational institutions;
- 1 boarding school.

There are 3 higher education institutions in Płock:

- Mazovian Public University in Płock;
- Warsaw University of Technology branch in Płock;
- Pawel Wlodkowic University in Płock (non-public university).

The Warsaw University of Technology (Płock branch), there has been a Faculty of Construction, Mechanics and Petrochemistry in Płock since 1983. Since November 2004, the CERED Center of Excellence - Reducing the Environmental Impact of Process Industries - has been operating within the organizational structure of the Warsaw University of Technology branch in Płock, the Faculty of Civil Engineering, Mechanics and Petrochemistry. Moreover, the College of Economics and Social Sciences was established in 1995 in order to meet the needs of higher education in the field of economic sciences in the region of northern Mazovia.

In the school year 2021/2022, a total of 831 branches of local government kindergartens, primary and secondary schools (excluding special education institutions) will be attended by 19,200 children and youth.

In 2021, educational activity in the Stara Biała commune was conducted by 5 public educational institutions.

## 5.13 Community Facilities and Utilities

In Płock, there are many cultural institutions run by the city and other entities. They include libraries, museums, galleries, theatres, cinemas, choirs, folk groups, art schools and housing estate clubs. The cultural life of our city concentrates around them and around organized events and artistic projects. The city of Płock is the founding body of five self-government cultural institutions:

- Płock Culture and Art Centre of Franciszka and Stefan Themerson;  
The centre is an institution of culture conducting, in particular, activity in the scope of dissemination of culture, education and cultural animation, promotion of amateur artistic movement, organization of mass and chamber events, publishing activity and international cooperation.

- Teatr Dramatyczny im. Jerzego Szaniawskiego  
The theater is located in the very center of Płock. On average, the Płock Stage hosts six to eight premieres per season. The basis of the repertoire is Polish and world classics as well as the most outstanding works of contemporary drama. The theatre also conducts educational activities.
- Władysław Broniewski's Książnica Płocka  
This is the first municipal public library, opened on 14 November 1937 in a building at 3 Kościuszki Street
- Płock Art Gallery  
Płock Art Gallery is a public exhibition institution, organizing exhibitions of contemporary art for over 40 years, presenting current trends and cultural phenomena.
- Witold Lutosławski Płock Symphony Orchestra;  
Witold Lutosławski Philharmonic Orchestra of Płock organizes symphonic, chamber and festival concerts, as well as music-enhancing programmes for children and young people. The Orchestra offers various styles and forms of classical music from baroque to contemporary times.
- Pueri et Puellae Cantores Plocenses Choir.  
The Pueri et Puellae Cantores Plocenses Choir originated from the Pueri Cantores Plocenses Boys' Choir, which had existed at the Cathedral Basilica since 1998, and the Puellae Cantantes Plocenses Girls' Choir, established at the Płock Culture and Art Centre in 2006. In June 2011, by a resolution of the Płock City Council, the Pueri et Puellae Cantores Plocenses choir is transformed into an independent cultural institution.

In the area of Stara Biała commune there are two libraries:

- Communal Public Library in Stara Biała;
- Library branch in Nowe Proboszczewice.

Regarding sport activities, in 2021, the two largest municipal investments carried out in the city concerned sport, i.e. the reconstruction of the Stadium at Łukasiewiczza Street and development of the Water Park at Miodowa Street. The reconstruction of the Kazimierz Górski Stadium is the largest investment in Płock. The work began at the end of 2020 and should be completed in the first quarter of 2023. The construction of the Water Park is under construction. The whole task of design and construction works should be finished at the turn of 2023/2024.

The brand ambassadors of Płock and its business cards are ORLEN Wisła Płock and Wisła Płock teams. The city uses the potential of professional handball and football teams for promotion during league, cup and friendly games.

Płock is also a city of festivals and cultural events, promoting the city in Poland and abroad.

The Communal Cultural and Sports Centre in Stara Biała commenced its activities in 2011. The Centre's main activities are as follows:

- Culture;
- Sport and recreation;
- Tourism;
- Administration of playgrounds and other facilities;
- Other activities.

## 5.14 Health Profile

In 2021, 1,024 hospital beds were available in the District of Płock<sup>5</sup> (for a total of 228,077 inhabitants of the city and District of Płock).

### Statistical data regarding cases of contagious diseases regarding 2020 and 2021, including Covid-19<sup>6</sup>

Statistical data on number of cases of contagious diseases is presented in figures below.

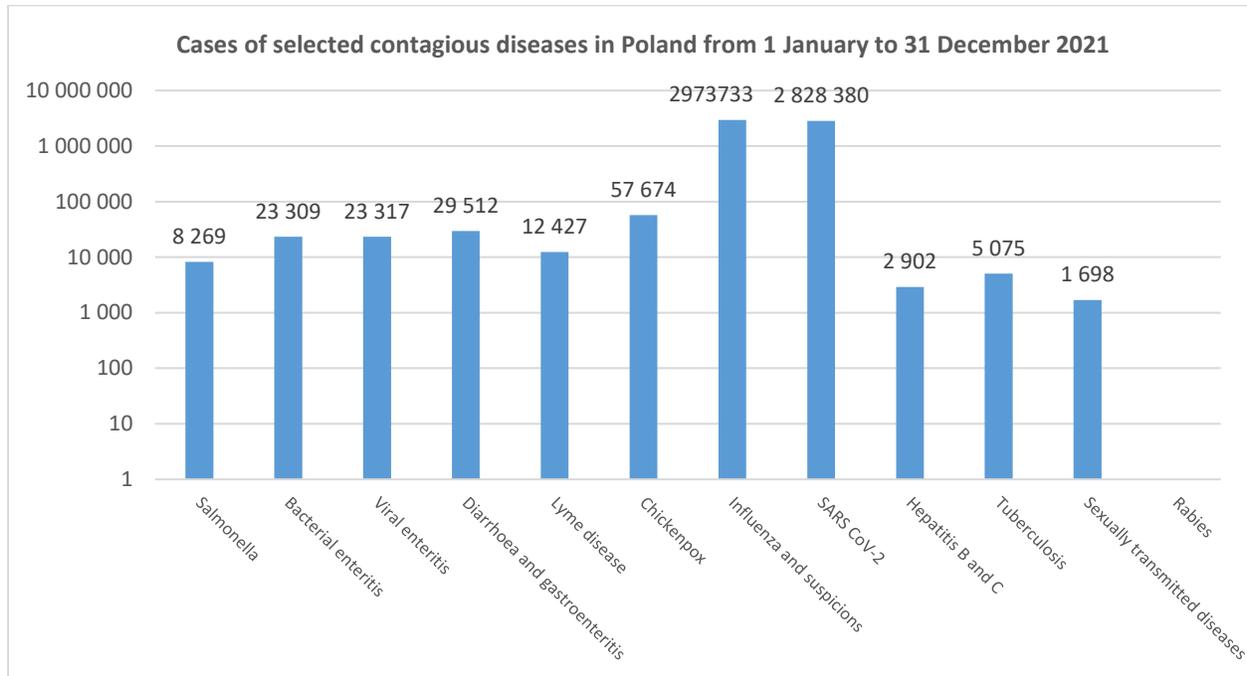


Figure 6 Cases of selected contagious diseases in Poland from 1 January to 31 December 2021

<sup>5</sup> <https://nowy.plock.eu/raport-o-stanie-miasta/>

<sup>6</sup> <https://www.pzh.gov.pl/>

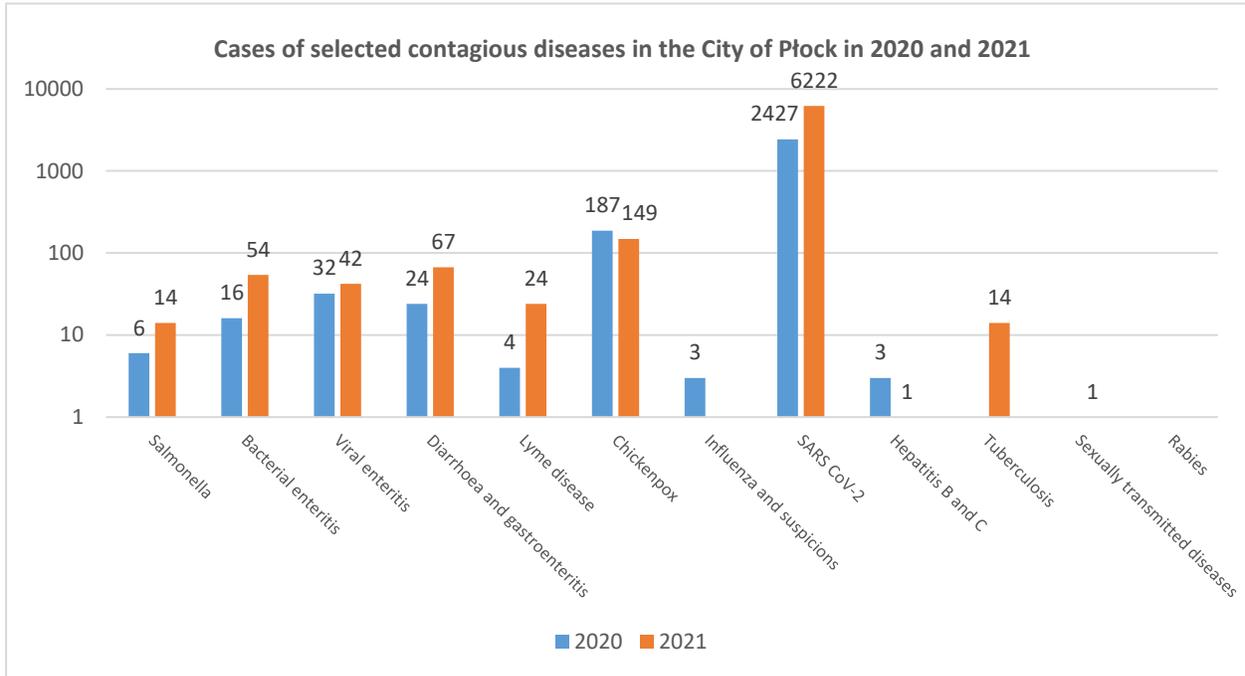


Figure 7 Cases of selected contagious diseases in the District of Płock in 2020 and 2021

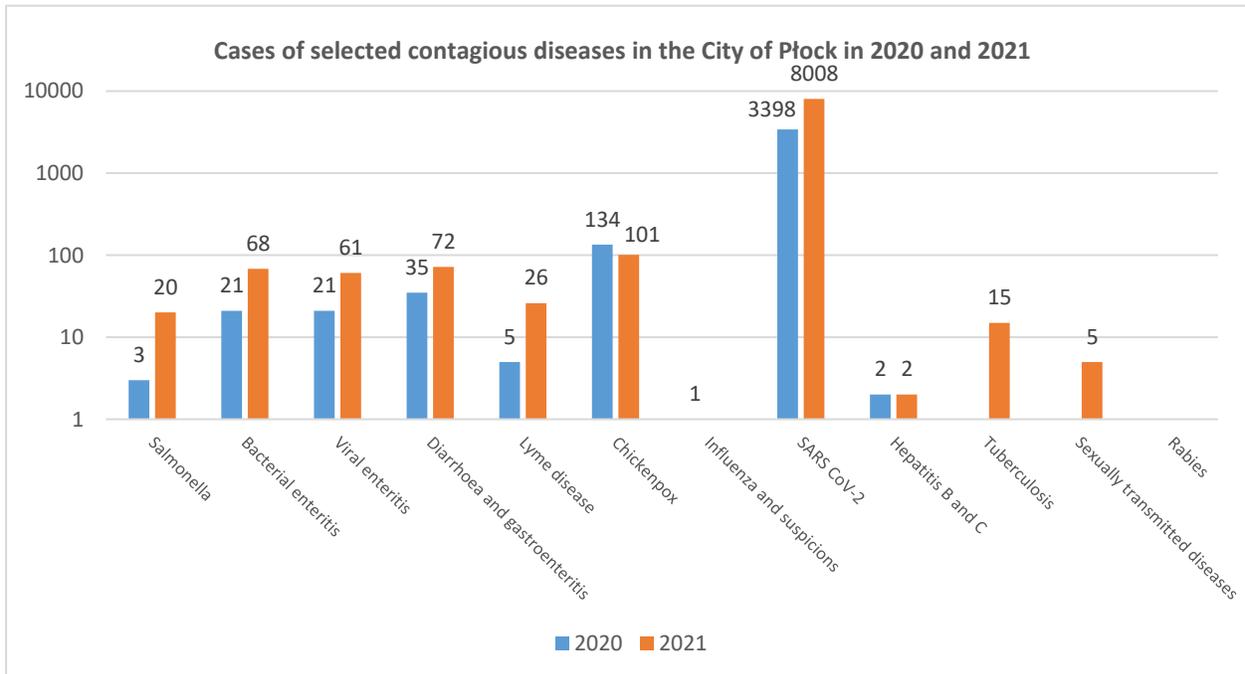


Figure 8 Cases of selected contagious diseases in the city of Płock in 2020 and 2021

It should be noted that in winter 2022/2023 numerous cases of influenza and RSV (respiratory syncytial virus) have been noted in Poland, while Covid-19 is not problematic. From the beginning of September to 7 December 2022, already nearly 1.5 million people fell ill with influenza (including suspected illness).

Regarding the Project construction and operations, Standard HSE Plan has been already developed. The objective of the Standard HSE Plan is to define a work process that will meet the joint aims of:

- Protecting the life and health of the overall Project's personnel, prevention of any property damage and protection of the environment.
- Ensuring that risks associated with the design, construction, commissioning, handover, operating and maintenance of the plant, are minimised in line with relevant legislation, codes and standards;
- Satisfying requirements with regard to Health, Safety and Environmental issues;
- Complying with Corporate HSE requirements in the Health and Safety, and Environmental Management System documentation.

## 5.15 Quality of Life

### Social issues

Social assistance is addressed to people threatened with various forms of social exclusion. Its aim is to enable individuals and families to overcome difficult life situations which they are unable to overcome using their own rights, resources, and abilities. The city of Płock finances institutional forms of social assistance, municipal assistance programmes for various groups of people in need, and activities of non-governmental organizations.

In 2021 Municipal Social Welfare Centre (MOPS) helped 3,094 families (total 4,918 people), granting benefits to 3,568 people. 894 people were entitled to permanent benefits, 621 people received assistance in the form of temporary benefits, while 2,204 people - in the form of targeted benefits. Under its own tasks, assistance was provided in the form of free lunch - 136,934 benefits were granted to satisfy the needs of 933 persons, including 573 children. In the case of 161 people the obligation to provide shelter was fulfilled, 12 people were paid for burial. Assistance in the form of custodial services was provided to 638 people who received 213 339 hours of services.

In 2021 The Family Benefits Department of the MOPS paid out 6,834 nursing benefits and 460 special care benefits. There were paid 36,648 attendance allowances, 41,676 family allowances, 18,272 supplements to family allowances, 2,847 parental benefits, 12,511 maintenance benefits for 1,043 children and 475 one-off childbirth allowances. In 2021, under the Family 500+ Programme 226,246 benefits were paid out, and in connection with the implementation of the Act on support for pregnant women and families "Za życie" (For Life) 8 one-off benefits of PLN 4,000 each were paid.

In the city, there is a Community Home of Mutual Aid (ŚDS) - a day care support centre for 30 chronically mentally ill adults (type A) and 25 adults with severe, moderate, mild mental disabilities, with simultaneous occurrence of other disorders, such as: cerebral palsy, blindness, Down syndrome, autism, diseases of the organs of speech and hearing (type B). The goal of ŚDS is to support participants and their families and to compensate for the effects of disability in the area of mental health and intellectual disability.

In 2021, specialist care services for people with mental disorders, organized by the Department of Social Support and Rehabilitation of MOPS, benefited 55 people, for whom 10,273 hours of services were worked out. Within the area of Płock there are 29 sheltered apartments for the ill, elderly and disabled, people recovering from homelessness, domestic violence and children leaving foster care. In 2021 the apartments housed 45 people in total. There are six occupational therapy workshops in the city. In 2021, 130 people with disabilities participated in the workshops.

Within the framework of counteracting homelessness 53 homeless people were helped to find shelter in the Night Shelter for Women run by the Polish Social Welfare Association and in the Home for Homeless Men run by the Caritas of Płock Diocese. Social work was also carried out to prevent social exclusion. In total, 187 homeless people were helped in 2021.

In addition, a task was carried out related to providing institutional support to individuals and families in the form of providing a place in the "Friendly Hearts" Nursing Home in Płock and other social welfare homes. In 2021, there were 18-day support centres in Płock, 12 of which were run by social organizations and parishes (municipal clubs, environmental prevention clubs, a specialist facility and an institution conducted in the form of backyard work), while 6 community centres were run by the Municipal Social Welfare Centre. In total, the institutions had 440 places.

The Municipal Social Welfare Centre of Stara Biała is an organisational unit of local government, appointed by the Council of Stara Biała commune to perform tasks in the scope of local social policy. Assistance Social assistance supports in efforts to satisfy necessary needs and enables life in conditions corresponding to human dignity. The task of social welfare social welfare is also to prevent unfavourable life situations and to take actions aimed at making persons and families independent and integrated with the community. Commune Social Assistance Centre Stara Biała also conducts several assistance programmes for residents, among others:

- Family Support Programme;
- Programme of Counteracting Violence in the Family and Protection of Victims of Violence in the Family;
- Commune Programme for Counteracting Drug Addiction;
- Programme of Prevention and Solving of Alcohol Problems.

In the Stara Biała commune there is also Municipal Centre of Culture and Sports, which organizes sports and entertainment activities for residents.

#### Public transport

The means of collective public transport in Płock are buses. In 2021 more than 10 million passengers used public transport services. The public transport network in Płock at the end of 2021 consisted of 49 transport lines. At the end of 2021, 111 vehicles were in use. All of them were equipped with diesel engines, of which 64.86% was equipped with air conditioning. The share of high-floor buses amounted to 5.4% (6 units), while low-floor and low-slung buses - adapted to the transport of disabled persons - amounted to 94.6% (105 units). The average age of the vehicle was 9 years.

The commune of Stara Biała is well located in terms of communication, although only a short fragment of a national road runs through its area (road no. 60 Kutno - Płock - Ciechanów, length 1 km). The road network consists mainly of four province roads that connect the commune with Płock, Dobryń, Lipno and with national road no. 60 in Bielsk. The connection to the province roads is guaranteed by a well-developed network of district and commune roads. Public transport in urban area of Stara Biała commune is carried out by Miejska Komunikacja Sp. z o.o. in Płock.

There is also a Kutno - Sierpc railroad line (rail buses of Koleje Mazowieckie - KM Sp. z o.o.) running through the area of the commune. In the area of the Commune it is possible to travel from two stations: Płock Trzepowo and Proboszczewice Płock.

The existing road network in Płock requires expansion and modernization also due to the increasing use of cars as a common means of transport and the significant loads of heavy transport.

### *Ambient air quality*

Air quality is a very important issue regarding urban environment. Actions to improve air quality in Płock are focused on the following objectives: reduction of pollutant emissions from heating (due to exceeded limit value of PM10 and PM2.5), reduction of CO<sub>2</sub> emissions (counteracting climate change), development of collective low-emission transport. To optimize the measures eliminating coal furnaces, an inventory of low emission sources in the city in single and multi-family housing was performed in 2017. Currently, the inventoried solid fuel furnaces are at least 4,324. Based on the inventory, a database was created, which allows more efficient access to subsidies to residents from areas with coal heating.

## **5.16 Tourism**

The most important monuments and attractions of Płock are located in the very centre of the city - on the so-called Tumskie Hill and its vicinity. In Stara Biała commune there are also several cultural and historical objects (details in section 8.2). It is possible to conduct the sightseeing of main attractions for one day you. However, if one wants to visit each of the museums in Płock and delve into the history of the city, spending one night here and planning the trip as, for example, a weekend trip will be a good choice. The accommodation base in Płock well developed.

According to the 2020 data of the Polish Central Statistical Office (GUS), there were 15 hotels in the city of Płock:

1. Hotel Czardasz
2. Hotel Starzynski
3. Hotel Tumski
4. Green Hotel
5. Best Western Petropol Hotel
6. Hotel Płock
7. Hotel Podkowa
8. Hotel Willa Adriana
9. Hotel 1
10. Hotel Petrochemia
11. Hotel 24
12. Hostel Kamienica
13. Duszka Hostel
14. Hostel Kobylińskiego
15. Hotel Otoliński

The location of the hotels is presented in the figure below.

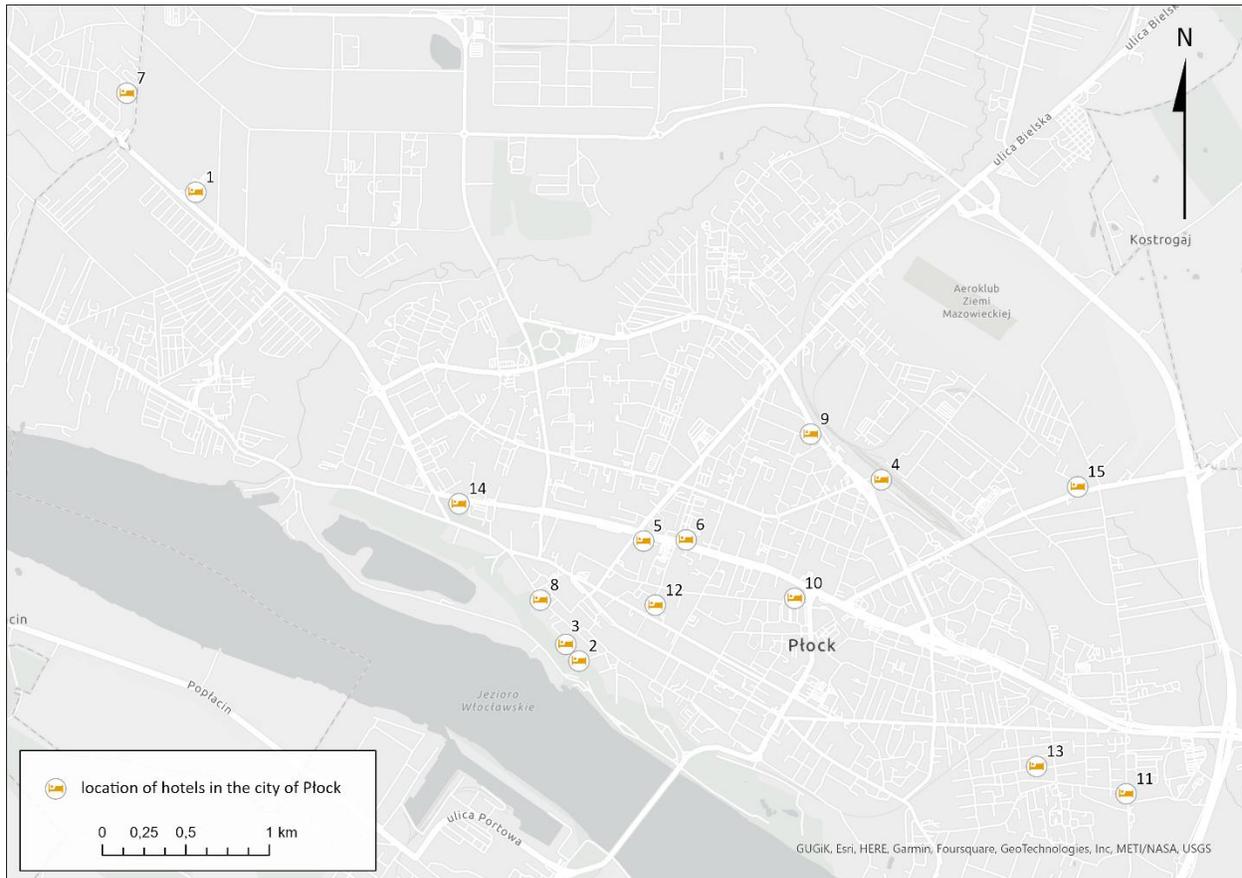


Figure 9 Location of hotels in the city of Plock (own study)

#### The other tourist accommodation facilities by type:

- Other hotel establishments: 1
- Guest rooms: 3

#### Tourist accommodation facilities with amenities for people with motor disabilities (data for 2017):

- Entrance ramp: 5
- Automatic door: 4
- Elevator adapted to people with motor disabilities: 5
- Car park with designated spaces for people with motor disabilities: 8

#### Facilities with a conference base (data for 2017) and with:

- Conference room: 7 (number of rooms: 19, number of seats: 1,160)
- Sound system: 7
- Multimedia projector: 6
- Video-conference set: 2
- Technical support: 7
- Screen: 7
- Flipchart: 97

- Available computer/laptop: 4
- Wi-Fi on the premises: 11

All facilities comply with the regulation of the Minister of Economy and Labour of 19 August 2004 on hotel facilities and other facilities where hotel services are provided. It ensures that the requirements for particular types and categories of hotel facilities will be met in terms of equipment and the scope of services provided.

## 5.17 Vulnerability

IFC defines vulnerability as *"people who by virtue of gender, ethnicity, age, physical or mental disability, economic disadvantage or social status may be more adversely affected than others."*

A vulnerable group, unlike mainstream groups, may be defined as typically socially excluded, frequently disadvantaged by discriminatory practices, and limited in their capacity to access or take advantage of development opportunities because of their social characteristics.

Since 2021, the "Diversity Policy" has been adopted at ORLEN by an internal organizational act. ORLEN participates in the Work Integration Programme, which employs dozens of people with disabilities in the ORLEN Capital Group.

Recruitment process based on internal regulations and policies which among others regulate priority of internal recruitment, or the active and joint participation of the manager and the recruiter in the process, guaranteeing credibility and transparency. To ensure transparency of the process, recruitment offers are available both on internal and external media.

ORLEN to have an open policy of considering persons with disabilities for suitable job requirements and facilities to support mobility and performance.

Groups that are vulnerable in the villages within the Project Area of Influence (Aoi) are generally the elderly, widows and the disabled. In addition, a large number of refugees from Ukraine came to Poland due to Russia's attack on Ukraine. According to the information obtained on 29 June 2022 at the Security and Crisis Management Department of the City Hall of Płock, 373 Ukrainian people are present at collective accommodation points, while the PESEL number has been assigned to 2521 Ukrainian citizens. In Poland, a large number of refugees are accommodated in private homes (some Polish citizens have made their homes and free rooms available to refugees). Almost 100 people from Ukraine stayed at the largest hotel, ORLEN, in Dębowa Góra near Płock. It was one of the many elements of the aid activities directed by the ORLEN group to the citizens of Ukraine.

According to information from 2 July 2022, around 2105 refugees from Ukraine found shelter in the District of Płock. The numbers of refugees who registered in the PESEL system in the District of Płock in individual municipalities are shown below:

- Stara Biała commune - 138 people;
- Słupno commune - 186 people;
- Radzanowo commune - 94 people;
- Nowy Duninów commune - 142 people;
- Mała Wieś commune - 105 people;
- Staroźreby commune - 47 people;
- Gąbin commune - 350 people;
- Drobin commune - 246 people;
- Bulkowo commune - 89 people;

- Wyszogród commune - 508 people;
- Słubice commune - 200 people;
- Bodzanów commune - no information available;
- Bielsk commune - no information available;
- Łąck commune - no information available.

The total number of people registered in the PESEL system in the District of Płock is 2105 people. The number of refugees accommodated in refugee centres in the District of Płock district is 270 people.

It may be anticipated that majority of refugees are women in the production age often accompanied by children. They seek employment in various branches of economy often discarded by Polish employees (cleaning services, gastronomy, retail, production etc.)

ORLEN Group has been actively involved in supporting refugees. Together with the ORLEN Foundation, day care centres at reception points for the youngest refugees from Ukraine were prepared. Children remain in them under the care of professional caregivers, while parents can take care of the necessary formalities during this time. Thanks to the company's support, the youngest can, among other things, also benefit from the help of therapists.

ORLEN, as part of the pilot project "ORLEN For Płock. Solidarity with Ukraine" will organize Polish language courses for both children and adults, as well as weekly art and language classes for the youngest refugees who have settled in Płock.

## 5.18 Social situation

Selected data based on the Statistical Vademecum Of Self-Government, 2020 (Statistical Office in Warsaw) is presented in the following tables.

Stara Biała commune covers an area of 111 km<sup>2</sup> and the city of Płock - 88 km<sup>2</sup>.

According to the statistical data of the Statistical Office in Warsaw, in 2019 the population density in Stara Biała commune 81 people per km<sup>2</sup>, and in the city of Płock 1,356 people per km<sup>2</sup>.

Table 9 Demographic data – Stara Biała commune (2021)

Selected demographic data in 2019	The District of Płock	Stara Biała Commune	% share of Stara Biała Commune in the District of Płock
Population	113 660	12 222	10,7
including women	60 221	6 116	10,1
Live births	7 359	706	9,5
Deaths	1 482	86	5,8
Birth rate	-747	-156	X
Total migration balance	-531	69	X
Pre-working age population	18 860	2 593	13,7
Production age	65 250	7 592	11,6
Post-production age	29 550	2 037	6,8

Table 10 Demographic data – city of Płock (2021)

Selected demographic data in 2019r	City of Płock
Population	113 660
including women	60 221
Live births	7 359
Deaths	1 482

Selected demographic data in 2019r	City of Płock
Birthdate	-747
Total migration balance	-531
Pre-working age population	18 860
Production age	65 250
Post-production age	29 550

Migration processes are noticeable in Płock. The loss of the city's inhabitants is compensated by the settlement of people in the areas previously used for agriculture.

The migration balance in the Stara Biała commune, in contrast to the city of Płock, has positive values. A positive net migration has a positive effect on the demographic structure in the commune - which results in a systematic increase in the number of people. The positive migration balance confirms favourable housing conditions in the commune, as well as the nationwide trend of people settling in areas located in the immediate vicinity of cities.

Stara Biała is a rural commune where agriculture plays an important role, which is related to the high-quality soil and geographical location. On the other hand, the labour market in the district is related to operation of one large plant, i.e. ORLEN S.A. On the one hand, such a situation is favourable in a boom period, but in the event of a collapse of the refining industry or, more specifically, of this plant, unemployment may increase indirectly even several times. There are also entities with foreign capital operating in the district. However, they do not constitute a large labour market.

The small share of knowledge-based industrial branches characterized by a high degree of product processing and the small role of the service sector in the economy of the District of Płock mean that the District has no alternative to industrial workers.

According to the data available on the website of the District Labour Office in Płock, Stara Biała commune is in the third position in terms of the number of unemployed people in the district. Such a state of unemployment in the area of the Stara Biała Commune may be caused by a large number of young, educated people whose education does not necessarily match the demand on the labour market. In order to reduce the level of unemployment, the commune tries to attract new investors, as well as create appropriate conditions for running a business in its area, e.g. by creating an appropriate system of incentives for new entrepreneurs or by designating appropriate investment areas. It should also be noted that the lack of work or its loss is the cause of many very disturbing social phenomena (such as pathology, crime or alcohol addiction), as well as a factor that effectively reduces internal demand. The long-term occurrence of these unemployment effects, as a consequence, will result in increased expenditures of Stara Biała commune on social assistance, as well as deterioration of the image and attractiveness of the settlement and investment of the Commune.

A modern investment related to the expansion of ORLEN S.A. may become an opportunity for the development of the district and the commune, increase their income, cause the expansion of the industrial zone around the Plant, and thus introduce alternative employment.

## 6 Key project stakeholders

To ensure a best practice approach, the Project will apply the following stakeholder engagement principles:

- Openness and a life-cycle approach: public consultations on the Project will be organized throughout the Project, conducted in an open manner, free from external manipulation, interference, coercion or intimidation.

- Informed participation and feedback: information will be provided and widely disseminated to all stakeholders in an appropriate format; communication opportunities will be provided, and stakeholder feedback will be collected in order to analyse and address their reservations and concerns.
- Integration and sensitivity: stakeholder identification will be undertaken to foster integration, communication and build effective relationships. Equal access to information will be provided to all stakeholders, with all affected stakeholders encouraged to participate in consultation processes at all times. Sensitivity to stakeholder needs will be a key principle underlying the selection of engagement methods, with a particular focus on vulnerable groups.

## 6.1 Stakeholder identification

The starting point for stakeholder identification and analysis is to outline a definition of stakeholder. A general and theoretical definition identifies a stakeholder as "an individual, group, company, or other organization that may have a positive or negative impact on an organization/project."

The set of stakeholders presented in this chapter includes social groups and individuals who are differentially associated with the development of an investment. Among them, three groups may be distinguished:

### Group I

Stakeholders who will be directly or indirectly affected by the Project (local communities in the direct zone of influence of the Project);

### Group II

Stakeholders who may influence the Project and decide on its course – government administration, local government, social organizations;

### Group III

Stakeholders who participate in Project implementation – employees, tenants, contractors, subcontractors.

Table 11 Identified Stakeholders for Olefins III Project

Identified Stakeholders for Project		
Group I	Group II	Group III
Stakeholders who will be directly or indirectly affected by the Project (local communities in the immediate Project impact zone)	Stakeholders who have the possibility to influence and decide on the Project implementation – government administration, local government administration, social organizations, Government administration	Stakeholders who participate in the Project implementation
<ul style="list-style-type: none"> <li>• Inhabitants of localities where the investment will be located – residents of Płock and Stara Biała commune;</li> <li>• Inhabitants of the investment impact zone residing in Płock and Stara Biała commune in the buffer of direct investment impact;</li> </ul>	<ul style="list-style-type: none"> <li>• State administration;</li> <li>• The Province of Mazovian Province;</li> <li>• The Province of Mazovian Province Office</li> <li>• Local government administration;               <ul style="list-style-type: none"> <li>○ Head of Stara Biała commune,</li> <li>○ Council of Stara Biała commune</li> <li>○ President of the city of Płock,</li> <li>○ City Council of Płock,</li> <li>○ Commune: city and commune of Płock</li> <li>○ District Office in Płock,</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• ORLEN and ORLEN Group employees (employee interests are represented by trade unions, details of which are presented in Table 13)</li> <li>• Lessees, contractors, subcontractors, suppliers               <ul style="list-style-type: none"> <li>○ General contractors: Fluor S.A., Hyundai</li> </ul> </li> </ul>

<ul style="list-style-type: none"> <li>• Owners of land plots, through which the line infrastructure will be run;</li> <li>• Farmers cultivating land in the area of investment;</li> <li>• Inhabitants of settlements along transport routes at the stage of the investment implementation and operation;</li> <li>• Local businesses with offices or properties within the Project area;</li> <li>• Local schools and universities;</li> <li>• People from the so-called vulnerable group (unemployed, elderly, people with disabilities, socially excluded people, refugees);</li> <li>• Emergency services (hospitals and clinics, fire departments) and police.</li> </ul>	<ul style="list-style-type: none"> <li>○ Council of the District of Płock ,</li> <li>○ Mazovian Province Parliament</li> <li>• Councillors in individual communes;</li> <li>• Agency for Restructuring and Modernization of Agriculture</li> <li>• Ministry of Climate and Environment</li> <li>• National Water Management Company Polish Waters</li> <li>• General Directorate for Environmental Protection in Warsaw</li> <li>• Regional Directorate for Environmental Protection in Warsaw</li> <li>• Provincial Inspectorate for Environmental Protection</li> <li>• National Fund for Environmental Protection and Water Management</li> <li>• Polish Geological Institute</li> <li>• Institute of Nature Conservation, Polish Academy of Sciences</li> <li>• District Sanitary Inspectorate</li> <li>• Provincial Headquarters of the State Fire Service in Warsaw</li> <li>• Municipal Headquarters of the State Fire Service in Płock</li> <li>• Media;</li> <li>• Non-governmental organizations (NGOs) and informal groups operating at local, regional, national and international levels, including environmental groups (Detailed data are presented in Table 12).</li> <li>• Local parliamentarians.</li> </ul>	<p>Engineering Co., Ltd. Técnicas Reunidas S.A. - EPCC Contractor</p> <ul style="list-style-type: none"> <li>○ Other contractors, subcontractors: Exploration drilling contractors: Polish Geological Institute,</li> <li>○ Contractors for conceptual and design work,</li> <li>○ Licensors</li> <li>○ Technical, legal, market and insurance consultants;</li> <li>○ Contractors of construction and installation work;</li> <li>○ Equipment suppliers;</li> <li>○ Transport companies;</li> <li>○ Security companies.</li> </ul> <ul style="list-style-type: none"> <li>• Other entrepreneurs related to the Project:</li> <li>• Owners of railroad infrastructure;</li> <li>• Owners of road infrastructure;</li> <li>• Owners of electric power lines;</li> <li>• Transmission infrastructure operators and owners.</li> </ul>
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The Project's scope of influence, which has direct and indirect impact on identified stakeholder groups of the Project, is presented below (see also Figure 10):

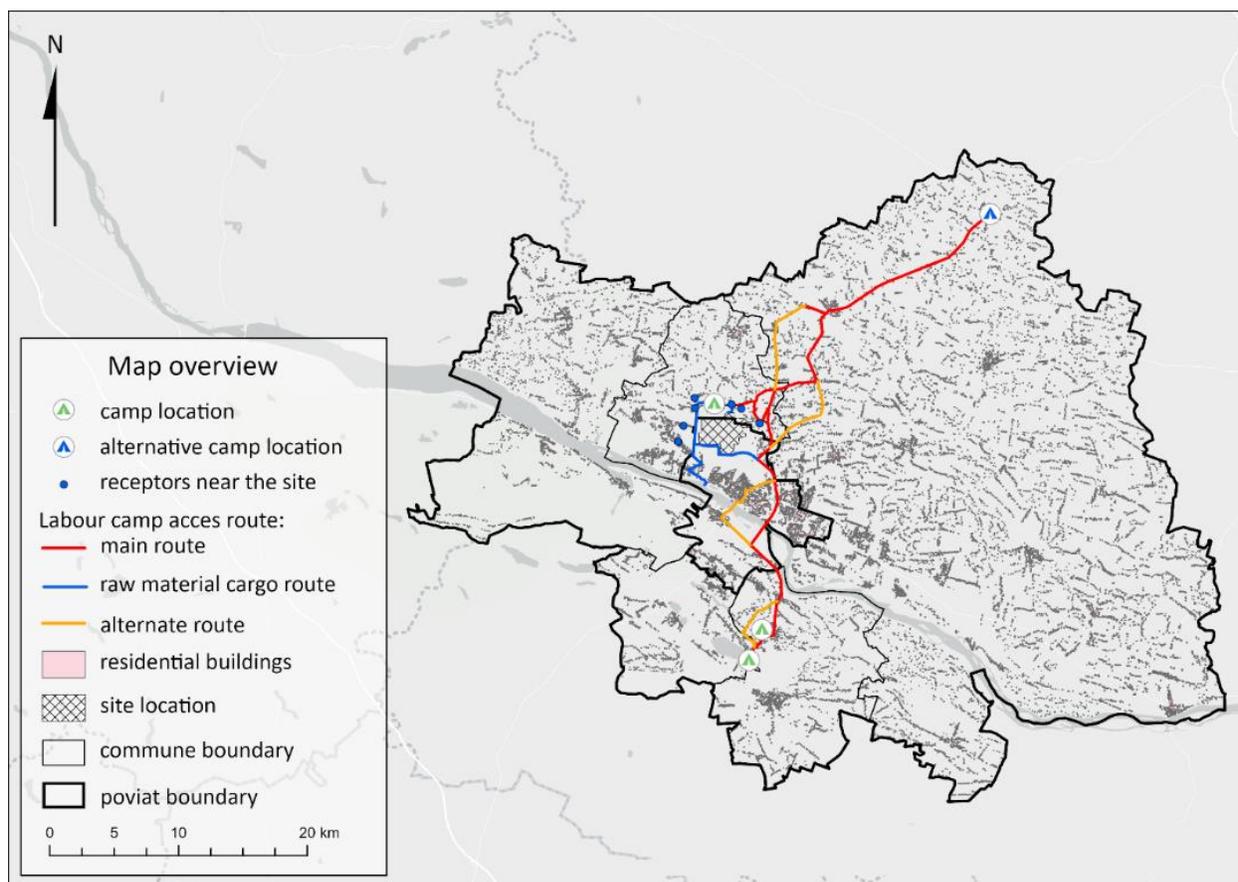


Figure 10 Map of the extent of the Project's range and direct impact (own study)

Due to their great social importance, the identified NGOs are presented below.

Table 12 Non-governmental organizations (NGOs) and informal groups operating at the local, regional, national and international levels

Non-governmental organizations (NGOs) and informal groups operating at the local, regional, national and international levels		
Area of operation	Organisation name	Contact
Local range	Bolesław Krzywousty Foundation for Renovation of Monuments of Płock	pl. G. Narutowicza 8; 09-402 Płock tel. 24 366 99 50, 24 366 99 72, 506 715 549
	League of Nature Protection - Regional Board	ul. Misjonarska 22, 09-400 Płock
	Mazovia Agricultural Advisory Centre (MODR) - PZDR in Płock	ul. Zglenickiego 42 D, 09-411 Biąta tel./fax: 24 269 77 00
	Płock for the trees	<a href="mailto:Plockdladrzew@wp.pl">Plockdladrzew@wp.pl</a> Grzegorz Piaskowski
	Aleksander Maciesza Photographic Society of Płock	Stary Rynek 8; 09-400 Płock tel. 723 332 632
	Regional Centre for Ecological Education	ul. Bielska 57A, room 212, 2nd floor (since 1 May 2022), 09-402 Płock tel. 514 263 249.
	Association for Social Initiatives "Let's Help Together".	ul. Jana Kazimierza 1; 09-411 Biąta

	Association of Bielsk Commune Enthusiasts "Our Habitat"	ul. Chabrowa 8/3 ; 09-230 Bielsk
	Association for Wild Animals SOKÓŁ	Sławomir Sielicki ul. Osiedlowa 1; 87-800 Włocławek
	Płock Scientific Society	pl. G. Narutowicza 8 09-402 Płock tel. 24 262 26 04, 24 366 99 50
Nationwide range	Frank Bold Foundation	ul. Skłodowskiej-Curie 4/3; 31-025 Kraków
	Greenpeace Poland Foundation	Altowa 4, 02-386 Warszawa
	WWF Poland Foundation	ul. Usypiskowa 11; 02-386 Warszawa
	Gaja Club	ul. Wyzwolenia 40 43-365 Wilkowice
	Polish Society for Nature Protection "Salamandra"	ul. Stolarska 7/3; 60-788 Poznań
	Workshop for All Beings	ul. Jasna 17; 43-360 Bystra tel. 501 285 417
	Society for the Earth	ul. Leszczyńskiej 7, 32-600 Oświęcim
	Union of Associations Polish Green Network	ul. Raszyńska 32/44, suite 140 02-026 Warszawa

Table 13 contains detailed information on trade union organizations operating in ORLEN.

Table 13 Trade union organizations operating in ORLEN

Trade union organizations operating in ORLEN	
Organisation name	Contact
Inter-company Trade Union of Continuous Process Employees in ORLEN Group	ul. Chemików 7, 09-411 Płock tel: (24) 256 67 49; fax: (24) 367 77 94
Inter-company NSZZ Solidarność Organisation at ORLEN S.A.	ul. Chemików 7, 09-411 Płock tel: (24) 256 68 16; fax: (24) 367 71 17
Inter-company Trade Union of Industry Workers in the ORLEN Group	ul. Chemików 7, 09-411 Płock tel: (24) 256 55 02; fax: (24) 367 76 72
Inter-company Trade Union of the ORLEN Group	ul. Chemików 7, 09-411 Płock tel: (24) 256 87 51; mob.: 605 194 891
Trade Union of the Managerial Staff in the ORLEN Group	ul. Chemików 7, 09-411 Płock tel: (24) 256 78 62; fax: (24) 365 51 96
"Solidarity 80" Inter-company Trade Union Organization of Polish Petroleum Concern and Corporate Group ORLEN S.A.	ul. Chemików 7, 09-411 Płock tel: (24) 256 89 21; mob.: 605 327 269
"Solidarity 80" Inter-company Committee ORLEN	ul. Chemików 7, 09-411 Płock tel: (24) 256 64 20; mob. 691 987 802
"Solidarity '80" Inter-company Committee of ORLEN	ul. Chemików 7, 09-411 Płock tel: (24) 256 63 97; fax: (24) 356 37 90
Inter-company Trade Union of ORLEN and the Group	ul. Rayskiego 29, 70-952 Szczecin tel: (24) 256 72 35; fax: (91) 485 21 88
Independent Self-Governing Trade Union of ORLEN and Group Employees with its registered office in Kielce	pl. Wolności 10, 25-367 Kielce tel: (24) 256 79 81; fax: (41) 349 03 26

## 6.2 Analysis of stakeholders' concerns and expectations

Each stakeholder group has different expectations and concerns towards the investor. Both expectations and concerns depend on the status of the stakeholder as well as the impact on their tangible and intangible assets.

The basic expectations concern:

- Economic development of the commune and the region;
- Improvement of living conditions of the society;
- Growth of economic significance of the region;
- Increase of Poland's economic significance on the international arena;
- Decrease of unemployment;
- Increase of budget revenues.

The main anticipated concerns are:

- Adverse impact of the investment on the environment and health and living conditions;
- Increased noise impact;
- Security risks.

Below is a matrix of anticipated expectations and concerns and communication methods for the stakeholder group. At this stage of the Project the matrix is completed, but it is important to note that this is an ongoing process and will be reviewed and updated annually.

Table 14 Key stakeholder expectations and concerns, ways of communication

Stakeholder group	Key expectations	Key concerns	Means of communication
<b>External stakeholders</b>			
<b>National and local authorities</b>	<ul style="list-style-type: none"> <li>• Increase of the domestic industry potential.</li> <li>• Increase of importance of Poland on the international market of chemistry.</li> <li>• Economic development of the region.</li> <li>• Development of local entrepreneurship.</li> <li>• Increase in income through a stable level of taxes;</li> <li>• Attracting foreign capital to the region.</li> <li>• New jobs.</li> <li>• Increase in the standard of living of the residents (associated with e.g. development of local trade and higher income to the budget)</li> </ul>	<ul style="list-style-type: none"> <li>• Deterioration of the environment and the resulting lower standard of living of the residents.</li> <li>• Non-compliance with national regulations.</li> </ul>	<ul style="list-style-type: none"> <li>• Continuation of consultations and dialogue.</li> <li>• Conducting the required administrative proceedings in accordance with national legislation, following established procedures.</li> </ul>
<b>Environmental and safety control and supervisory bodies</b>	<ul style="list-style-type: none"> <li>• Compliance with national legislation</li> </ul>	<ul style="list-style-type: none"> <li>• Increased level of risk associated with industrial accidents.</li> </ul>	<ul style="list-style-type: none"> <li>• Continuing/engaging in consultation and dialogue.</li> <li>• Development of appropriate safety procedures.</li> </ul>
<b>Residents in the vicinity of the Project site</b>	<ul style="list-style-type: none"> <li>• Creation of new jobs.</li> <li>• Meeting the requirements of environmental legislation.</li> <li>• Monitoring and mitigating any environmental issues that may arise in the future.</li> <li>• Benefits from social programmes.</li> <li>• Means to support local initiatives.</li> <li>• Financial commitment by the investor to support health care for the region's residents.</li> </ul>	<ul style="list-style-type: none"> <li>• Deterioration of living conditions as a result of environmental deterioration.</li> <li>• Threats to health and safety.</li> <li>• Loss of farmland due to changes in water relations.</li> <li>• Loss of real estate.</li> <li>• Decrease in the value of areas adjacent to the investment.</li> <li>• Difficulties at the stage of construction.</li> </ul>	<ul style="list-style-type: none"> <li>• Continuation of consultations. Clarification of plans for the Project.</li> <li>• Participation in meetings with community representatives and residents.</li> <li>• Informing the community of the progress of the Project.</li> <li>• Actions to compensate damages and the programme of financial support targeted at specific recipients (possible inclusion in ORLEN Foundation's programmes).</li> <li>• Supporting local initiatives.</li> <li>• Compliance with environmental protection standards.</li> <li>• Informing in advance of any potential difficulties arising at the construction stage.</li> <li>• Informing about implemented measures to limit negative impact on the environment.</li> </ul>

Stakeholder group	Key expectations	Key concerns	Means of communication
<i>Local companies</i>	<ul style="list-style-type: none"> <li>• Development of local economic potential related to the implementation of the Project or compensation of any arising damages.</li> <li>• Development of new services.</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of income.</li> <li>• No compensation for losses.</li> </ul>	<ul style="list-style-type: none"> <li>• Continuation of consultations. Clarification of potential gains/losses for local business.</li> </ul>
<i>Vulnerable social groups</i>	<ul style="list-style-type: none"> <li>• Improvement of living conditions.</li> </ul>	<ul style="list-style-type: none"> <li>• Changes in existing lifestyles.</li> </ul>	<ul style="list-style-type: none"> <li>• Continuation of consultations.</li> <li>• Financial support from ORLEN Foundation programmes.</li> </ul>
<i>Non-governmental organisations and others, e.g. region history lovers, tourist and environmental organisations</i>	<ul style="list-style-type: none"> <li>• Abiding by legal requirements.</li> <li>• Transparency of decision making and communication.</li> <li>• Supporting local initiatives.</li> <li>• Compensation of damages.</li> </ul>	<ul style="list-style-type: none"> <li>• Deterioration of the environment and living conditions of the region's inhabitants.</li> <li>• Making it difficult to participate in the environmental impact assessment procedure.</li> <li>• Providing false information about the influence on the environment and human health.</li> </ul>	<ul style="list-style-type: none"> <li>• Openness and transparency of administrative procedures.</li> <li>• Conducting information campaigns and dialogue.</li> <li>• Public consultations.</li> <li>• Maintaining an open attitude towards those who have concerns about the construction and operation phases of the investment.</li> </ul>
<b>Internal stakeholders</b>			
<i>Company shareholders</i>	<ul style="list-style-type: none"> <li>• Implementation of the Project in accordance with the plan.</li> </ul>	<ul style="list-style-type: none"> <li>• Difficulties at the stage of construction. Failure / closure of the Project.</li> </ul>	<ul style="list-style-type: none"> <li>• Continuation of consultations and dialogue.</li> </ul>
<i>Company employees / trade unions operating in ORLEN</i>	<ul style="list-style-type: none"> <li>• Organization of new workplaces.</li> </ul>	<ul style="list-style-type: none"> <li>• Observance of recruitment and remuneration standards/rules in force in ORLEN.</li> </ul>	<ul style="list-style-type: none"> <li>• Informing about employment and remuneration principles at an early stage of the recruitment process.</li> </ul>
<i>Subcontractors</i>	<ul style="list-style-type: none"> <li>• Possibility to sign a contract for work performance.</li> </ul>	<ul style="list-style-type: none"> <li>• Transparency of tendering and contract award policy.</li> </ul>	<ul style="list-style-type: none"> <li>• Communicating contract/tender policies early in the process.</li> </ul>

Source: SEP

## 6.3 Principles of stakeholder engagement

Principles of stakeholder engagement are presented below:

Table 15 Principles of stakeholder engagement

Principle	Description
<i>Identification of stakeholders and their attitudes towards the Project</i>	Identification of organisations and institutions that are within the scope of impact of the investment. Determining the impact of the investment on their lives and activity, as well as possible attitudes and behaviours that may appear at each stage of the investment.
<i>Transparent and reliable manner of providing full information about the Project</i>	Ensuring that all stakeholders have access to information about the Project. Information will be clear, simple to read and comprehensive, outlining both the benefits and risks of the Project, as well as opportunities to complain and intervene in contentious events. The method and tools of communication will be selected to reach all stakeholder groups. The goal of this process will be to educate stakeholders about the Project, reduce anxiety in the local community, minimize the potential for social conflict, and gain public acceptance of the Project.
<i>Building Partnerships and Managing Expectations</i>	The relationship building policy will be based on the principles of mutual trust, respect and partnership, and openness. Stakeholder expectations related to the Project will be analysed and rationalized, and the results of these processes and the opportunities to meet expectations will be communicated and explained to stakeholders. Such collaboration, coupled with a process of information and education, will aim to mitigate potential dissatisfaction that could generate conflicts.
<i>Complying with national and international regulations on public consultation</i>	Ensuring compliance of actions taken with national and international regulations will help avoid possible protests and delays in carrying out the investment. It will also be an element of building trust between the investor and the stakeholders.
<i>Documentation of the course of contacts and cooperation</i>	Documentation of all events occurring in the course of cooperation with stakeholders will allow avoid misunderstandings and will also be useful during future audits.

## 6.4 Stakeholder engagement

In its relations with stakeholders, the Company is committed to integrity, transparency, mutual respect and professionalism. Planned ways of cooperation with interested parties are defined in subsequent chapters.

### 6.4.1 Information and education

Providing information about the project enables interested parties to learn about and understand the environmental and social risks and impacts associated with the Project, as well as the opportunities offered by the project.

The purpose of sharing information and communicating is:

- Providing the local community with information about the schedule and scope of planned works and the possibility of expressing opinions about them;
- Publishing the company's commitment to apply the best practices in the field of environmental protection and human health as well as the occupational safety of employees and subcontractors;
- Publishing a mechanism for submitting comments and complaints, enabling the gathering of opinions and taking appropriate actions;

- Educating residents on issues related to the project.

In order to ensure transparency and availability of information on the implementation of the Project in all its phases, including the preparation, construction and operation of the installation, ORLEN S.A. undertakes the following activities on an ongoing basis:

- Organization of information points in the commune where the project will be implemented (information board and a mailbox for applications and comments);
- Updating and supplementing the website of the Company and the Project, where the necessary information related to the implementation of the Project will be available, as well as information on the possibility of contacting and submitting comments and suggestions. Information will be available in Polish. The company will provide data on the impact on the environment and human health caused by the implementation of the Project.

Selected information about the most important events related to the implementation of the project will also be made available:

- On the information board and website of commune offices;
- At local village administrators;
- In local media;
- Via the ORLEN Info system (SMS and e-mail information sent by the Company directly to registered users).

#### **6.4.2 Consultation and dialogue**

For the purposes of the project, mechanisms will be developed to ensure effective consultation of the project subject and dialogue with the public. The basic means of communication will be:

- BIP website and notice boards of commune offices and RDOŚ - as required by law;
- Investor's and Project's website - on a regular basis as the project develops;
- Letter correspondence - in accordance with the needs of stakeholders and the principles of internal communication;
- Mechanism for submitting complaints and comments - in accordance with the rules adopted by the Company;
- Consultation meetings - in accordance with legal requirements and principles adopted by the Company;
- Communication with contractors - in accordance with the provisions of the contract;
- Face-to-face meetings - at the request of an interested party;
- Press articles and interviews - in accordance with the media needs and in accordance with the rules adopted by the Company;
- Guides and brochures - occasionally.

In order to ensure the possibility of information exchange, it is assumed that:

- An application box in the investor's office building and a form on the project website;
- A special e-mail address.

Feedback will be provided via:

- Providing explanations in the form of letters, e-mail;
- Organization of meetings to conduct dialogue with social groups;
- Posting information on the website;
- Information through the media.

### 6.4.3 Public consultations for the planned project

Information about the planned project is provided to the representative of the authorities - the Head of Stara Biała commune, during meetings with representatives of ORLEN S.A., systematically from 11 September 2019.

During the meetings, information on the planned investment was presented in terms of benefits, but also potential nuisance for residents. Information was provided on the willingness to take effective measures to minimize possible negative effects of the impacts, which will be ensured both at the stage of implementation and operation of the investment. The benefits for the region and the local community were presented, related to the development of the plant, based on innovative technologies, including the technology of the Project. The commune head was also informed about the recognition by the Minister of Energy of the areas intended for the planned investment as closed areas, reserved for the defence and security of the state (Decision No. 1 of the Minister of Energy of 26 June 2019 on establishing areas closed for defence purposes and state security).

## 7 Social Impact Assessment

### 7.1 Employment

#### 7.1.1 Impact identification

##### 1. Direct Employment

###### Construction stage

The Project will create new working places regarding contractors and subcontractors of the construction works (increased demand for employees).

Labour requirements will fluctuate throughout the construction period. The number of contractors and subcontractors expected to be employed for the Project implementation is about 10,000 people.

ORLEN provided to EPC/-C Contractors "Human Rights and Work Rules Policy in the Supply Chain for the Olefins III Project" in which ORLEN expects the EPCC ISBL Contractor and the EPC OSBL Contractors to make every effort to ensure that the relevant contracts are performed in accordance with the guidelines and principles of this Policy.

Employees of the construction works' contractors and subcontractors (where it is possible) will be employed from the local communities in the immediate Project area. However, a number of roles will require specialist skills and/or further education and may require sourcing from other parts of Poland or abroad.

###### Operational stage

At the operational stage the new installations operational workforce will require a mix of senior managers, supervisors, operations staff, maintenance staff, and clerical support. It is anticipated that appropriately qualified individuals from the immediate local communities will be employed in some of these roles.

As the general requirements of the national and Polish law, all workers, never mind their origin, must have an appropriate medical examination, must be provided with personal protective equipment appropriate for the type of undertaken works, and must have appropriate H&S (Health and Safety) training. Other rules guaranteed by the Polish constitution and the Labour Code, such as ban on any form of discrimination or forced labour, employment of children, employment of pregnant women to conduct activities restricted during pregnancy and other rules will be also in force. The compliance of the contractor/subcontractors with the law can be checked at any time of the works by the national labour inspectorate. Hence the workers' rights shall be considered secured by the national law and practice.

ORLEN ensures that the hiring process is conducted as transparently as possible to help the community to understand strategic staffing decisions for the Project.

Recruitment process is based on internal regulations and policies which among others regulate priority of internal recruitment, or the active and joint participation of the manager and the recruiter in the process, guaranteeing credibility and transparency. To ensure transparency of the process, recruitment offers are available both on internal and external media.

The recruitment process at is conducted in accordance with the principles of non-discrimination.

In addition, ORLEN implemented:

- The Human Rights and Work Rules Policy in the Supply Chain for the Olefins III Project
- The Code of conduct for ORLEN S.A. Suppliers
- The Human Rights Protection Policy in the ORLEN Capital Group

### Potential Beneficial Impacts

Direct employment is anticipated to generate a number of jobs for the local community that will continue over a number of years both during construction and operation. This can be considered to be of **Moderate** magnitude. The District of Płock in relation to other areas of the Province of Mazovian has a relatively high unemployment (6.1%) and can be considered to be of **Medium** sensitivity. Direct employment opportunities are therefore anticipated to be of **Moderate** beneficial impact.

### Potential Negative Impacts

If the Project employs workers from outside the habitants located within the Project Aol (Area of Influence) it may lead to conflict, especially if the villagers and citizens of Płock feel that resources are not properly being dedicated to building the capacity of local villagers.

The EPCC Contractor for the ISBL Part is the Consortium of Hyundai Engineering and Técnicas Reunidas. Hyundai 's approach may not be sensitive to the local culture and religion. However, it should be noted that Hyundai does have prior and current experience working in Poland (Project Polimery Police) and will therefore be experienced in managing any local cultural differences. Also Técnicas Reunidas has recent experience in conducting projects in Poland as a partner role in the construction of a new power unit at Turów power plant, which was built by a consortium of Hitachi Power Europe GmbH and MHPS Europe GmbH (leader, 55.38%), Budimex SA (partner, 22.31%) as well as TR (partner, 22.31%).

Although employment of locals from villages within the Project Aol will occur, additional employment will occur from further afield. It is likely that many citizens of the City of Płock and the District of Płock may not qualify for some of the operational jobs as the criteria for these positions can include advanced education and specialist skills. However, there will be many positions where technical expertise is not required.

Any potential impacts arising from conflict associated with employment of individuals outside the Project Aol or from cultural differences of the EPC Contractor are considered to be of **Moderate** magnitude. With sensitivity considered to be **Medium**, overall impacts are determined to be **Moderate**.

### Operational stage

#### **Potential Beneficial Impacts**

After the Project is fully operational it will have a beneficial impact on employment. Total employment at the Project is estimated as 500 people. Similarly to the construction stage, a part of the staff may need to be outsourced due to required advanced education and specialist skills.

This can be considered to be of **Minor** magnitude. The District of Płock in relation to other areas of the Province of Mazovia has a relatively high unemployment (6.1%) and can be considered to be of **Medium** sensitivity. Direct employment opportunities are therefore anticipated to be of **Minor** beneficial impact.

#### **Potential Negative Impacts**

Analogically to the construction stage, any potential negative impacts arising from conflict associated with employment of individuals outside the Project AoI are considered to be of **Minor** magnitude. With sensitivity considered to be **Medium**, overall negative impacts are determined to be **Minor**.

## **2. Indirect Employment**

### Construction stage

In addition to direct employment, the Project will require goods and services throughout the construction period so that it may positively stimulate local businesses, by creation of working places and new business opportunities for local companies. For example, catering meals for workers, providing construction equipment, cleaning services, car rental services, security services and small maintenance jobs.

Any potential impacts arising from creating new business opportunities are assessed as beneficial and to be of **Minor** magnitude. With sensitivity considered to be **Medium**, overall impacts are determined to be **Minor**.

### Operational stage

During operation, local businesses could further expand to provide better quality services and support other projects in the city of Płock and Stara Biała commune. The Project may then provide a foundation for developing sustainable local businesses.

Increased indirect opportunities for local businesses is considered to be beneficial and of **Minor** magnitude. In consideration of existing employment sensitivity discussed in Section above and assessed as **Medium**, overall impacts to the Project from indirect employment is determined to be of **Minor** beneficial impact.

## **7.1.2 Mitigation and Enhancement Measures**

Following mitigation measures will be implemented:

- ORLEN has already implemented the Human Rights and Work Rules Policy in the Supply Chain for the Olefins III Project and Code of conduct for ORLEN S.A. Suppliers to protect workers against any discrimination regarding gender, religion, nationality, forced work etc. The EPC Contractors will be required to conform to the Code of Conduct;
- Based on Orlen Regulation “Zarządzenie operacyjne nr 5/2020/GC z dnia 2 czerwca 2020 roku w sprawie: wprowadzenia Instrukcji o ruchu osobowym w Polskim Koncernie Naftowym ORLEN S.A” employees of the Security Service in are authorized to conduct observation of persons entering the Protected Facilities for behaviour that may indicate a suspicion that they are after the use of alcohol, drugs intoxicants, psychoactive substances or psychotropic drugs;
- Hiring will be based on the qualification and experiences of the applicants and will be carried out in a fairly manner;

- Work contract terms will be simplified, enabling a maximum number of people to benefit, prioritizing gender balance;
- ORLEN and the contractors will provide opportunities for women and women groups to participate in the work force, and assist them in having good quality work standards so they can train others and are able to work with other companies in the future;
- Any grievances raised by tourism providers or other local businesses will be managed in an appropriate and timely manner. Where corrective actions are required; they will be implemented effectively and in a timely manner;
- Local citizens and businesses will be informed of job and contracting opportunities along with the required qualifications in a timely manner, ensuring the advertising process is culturally and administratively appropriate; it will be conducted via the corporate website, LinkedIn, and the dedicated digital procurement platform 'Connect';
- ORLEN will expect the Contractor to maximize the employment of locals and based on the requisites of qualifications and skills required.

It shall be noted that detail regarding human rights, anti-discrimination, gender, children labour, trafficking etc. are addressed in a separate document "Human Rights Impact Assessment".

### 7.1.3 Residual Impacts

#### Construction stage

After implementation of mitigation measures potential negative impacts arising from conflict associated with employment of individuals outside the Project Aol or from cultural differences of the Contractor are considered to be of **Minor** magnitude. With sensitivity considered to be **Medium**, overall negative impacts are determined to be **Minor**.

Moreover, after of implementation of enhancement measures, any potential beneficial direct or indirect impacts arising from creating new jobs and business opportunities are assessed to be **Moderate** magnitude. With sensitivity considered to be **Medium**, overall beneficial impacts are determined to be **Moderate**.

#### Operational stage

Any potential negative impacts are considered to be of **Negligible** magnitude. With sensitivity considered to be **Medium**, overall negative impacts are determined to be **Negligible**.

Moreover, after of implementation of enhancement measures, any potential beneficial direct or indirect impacts arising from creating new jobs and business opportunities are assessed to be **Moderate** magnitude. With sensitivity considered to be **Medium**, overall beneficial impacts are determined to be **Moderate**.

## 7.2 Land Acquisition

The area where the Project will be located is entirely owned by ORLEN S.A. For the purposes of the Project, no displacements will be carried out and no new land will be acquired. Therefore, **no social impact** related to land acquisition and displacement is expected.

## 7.3 Health

### 7.3.1 Impact identification

#### Construction stage

The inflow of 10,000 workers of the Contractor and the subcontractors to the Project location at its construction stage, i.e. the District of Płock and the adjacent districts may significantly impact local community regarding health and availability of medical services. Details have been provided in the table below:

Table 16 Health risks for workers and for local community related to the construction stage of the Project

Project staff	Community
<ul style="list-style-type: none"> <li>• Inflow of 10,000 workers may increase the rate of spread of contagious diseases, also new, in the Project area.</li> <li>• Lack of appropriate control and supervision over the welfare conditions and thus in an actual risk of disease outbreaks resulting from improper hygienic and living conditions if accommodation of the staff is in scattered private lodging;</li> <li>• There is a risk of infection in a group of people who commute to work together;</li> <li>• Viruses may be transmitted through contact with other passengers at stops and/or transfer points;</li> <li>• There is a risk that travellers may bring SARS-CoV-2 strains so far absent in the Project location and other contagious diseases which are not standard for that area.</li> </ul>	<ul style="list-style-type: none"> <li>• The largest risk for the local community involves lack of available beds at the Infectious Diseases departments in hospitals in connection with disease outbreaks and/or emergence of new Covid-19 strains.</li> <li>• Hospitalisation of the Project staff in the nearest hospitals without more beds being added may lead to temporary overcrowding and lack of free beds available for local citizens;</li> <li>• The emergence of contagious diseases in the District of Płock which have not been recorded in the area so far and which are characteristic of the countries from which the staff of the Contractor and the subcontractors have arrived;</li> <li>• Workers being scattered over private lodgings and apartments in small groups of several people will create the additional risks that the local communities will contract diseases from the people coming from various regions of the world, including new Covid-19 variants;</li> <li>• If the workers are scattered over a large area (the District of Płock and the neighbouring districts), this considerably expands the area at a risk of spreading of contagious diseases brought from abroad and contracted in the local environment.</li> <li>• During their free time, the staff can use all the available attractions and opportunities offered by the District of Płock and the neighbouring districts. Contacts with the local community during sightseeing, leisure, shopping etc will rise a possibility of infection.</li> </ul>
<ul style="list-style-type: none"> <li>• The understaffing of medical facilities, which is already visible in healthcare, may be an additional obstacle to providing medical care to both the Project staff and the local people in hospitals or in home isolation;</li> <li>• The diagnostic processes may take longer due to unknown or inconclusive disease symptoms ;</li> <li>• Limited access to specialist medications for contagious diseases so far absent in the Project location due to an increased demand for them.</li> </ul>	

ORLEN developed the Integrated HSE Management System compliant with the requirements of System ISO 14001:2015 standard, ISO 9001, AQAP 2110, ISO 45001, ISO / IEC 27001, ISO 50001, Codex Alimentarius, ISO / IEC 17025, ISCC, KZR INiG and the implemented ISO 22301 requirements. The System is based on a complete package of documentation that aims to target all aspects of the implementation of a full HSE Management System within the project life.

Two main documents reflect in full and are considered the key documents for the system which have been established by EPCC ISBL Contractor:

- A8RX-CHT-0000-HSE-PLN-100 BIOZ Plan;
- A8RX-CHT-0000-HSE-PLN-003 Site HSE Plan.

BIOZ Plan (Safety and Health Protection Plan) is fully made to specifically comply with Polish regulations regarding construction works and transpose all legal aspects in the way and form established by the national regulations and authorities.

Site HSE Plan integrates the local regulations together with international standards and best practices, establishments form ISO45001 and ISO 14001 standards, owner and contract requirements and IFC and PS standards. Site's HSE Plan make references a to a complete set of procedures that covers and describes the information for different aspects of the job.

For the purpose of the Project, appropriate authorities have been already informed of the number and nationalities of employees.

As the workforce to be introduced will constitute approximately 5% of the existing population of the city of Płock and the District of Płock, the magnitude of potential negative health impacts from the Project is considered to be **Moderate**. There are a number of existing healthcare facilities adjacent to the Project area. The city of Płock is only 4 km to the south. Therefore, there is good capacity to absorb any increased healthcare demands as a result of the Project. Consequently, sensitivity can be considered to be **Low**. Overall negative impacts to health in this regard are determined to be **Minor**.

Moreover, increased road traffic, in particular on the road No. 559, may occur due to a need for delivery of technological components, construction materials and workers. Citizens of Płock and Stara Biała will be exposed to nuisances affecting their wellbeing – this concerns residences located in the proximity of the site (a few hundred meters):

- Noise nuisance related to operation of building machines and assembly works;
- Primary and secondary air emissions;

These impacts will be reversible and limited in time to the construction period only in a limited extend due to the location of the site in the outskirts of the city and far of sensitive receptors. Therefore, the magnitude of potential health impacts is considered to be **Minor** and the sensitivity of receptors – to be **Low**. Overall negative impacts to health in this regard are determined to be **Negligible**.

#### Operational stage

At the operational stage the Project in light of the EIA report as well as BAT analysis is not likely to generate adverse social impacts, including health impacts due to air or noise emissions. Therefore, the magnitude of potential negative health impacts is considered to be **Minor** and the sensitivity of receptors – to be **Low**. Overall negative impacts to health at the operational stage are determined to be **Negligible**.

### **7.3.2 Mitigation and Enhancement Measures**

Following mitigation measures have been planned to minimise health risk to local community and to workers:

- Based on H&S Policy the Environmental and Social Management System was developed and will be implemented;
- Procedures and sanitary regimes as well as continuous control of the potential development and progression of disease on the Project site and in its direct vicinity will be performed;
- All the staff involved in the Project should be trained how to prevent from spreading of contagious diseases, including Covid-19 and on the related regulations currently in force in the Project location;

- The staff should be encouraged to follow the instructions how to comply with hygiene and sanitary requirements not only during work but also in their free time;
- Providing proper communication about the current restrictive measures, the applicable procedures and health recommendations and the current disease situation to the staff. Information should be provided in a language or languages understood by the groups of workers implementing the Project;
- Accommodation in organised facilities makes it much easier to observe and comply with the hygiene and sanitary requirements. Therefore organised accommodation bases will be established to limit the contacts of the staff of the Contractor and the subcontractors with the local community;
- If it is possible, collective transport should be organized for the staff to and from the Project site;
- The security staff will be properly equipped for random control of health and the temperature of the people entering the Project site;
- The Project site will also include welfare facilities where the staff can rest and have meals, as well as sanitary facilities;
- Working time organisation (shift work and, where necessary, night work) will make it possible to divide workers into groups to prevent contacts between people and rotations between groups in order to minimise the risk of contagious diseases, including Covid-19. Proper organisation of work breaks will help avoid crowds in the welfare facilities and will give the maintenance staff of such rooms the time for the necessary disinfection of common areas and for ventilation of the facilities;
- Onsite medical care will be provided through continuous medical supervision by the medical staff in the first aid facility set up on the Project site.

### 7.3.3 Residual Impacts

#### Construction stage

After implementation of mitigation measures, the magnitude of potential negative health impacts is considered to be **Minor** and the sensitivity of receptors – to be **Low**. Overall negative impacts to health at the construction stage are determined to be **Negligible**.

#### Operational stage

Overall negative impacts to health at the operational stage were determined to be **Negligible**. Nevertheless, the health condition of employees should be monitored, and in the event of alarming signs or an increase in the number of infectious diseases, including Covid-19 and its mutations, mitigation measures should be implemented in accordance with the guidelines in force in the Republic of Poland. No additional mitigation measures are required.

## 7.4 Safety and Security

### 7.4.1 Impact identification

#### Construction

Some H&S risks may occur during the construction phase of the project both due to the character of works at the construction site, e.g.:

- Deep excavations;
- Manoeuvring of heavy equipment;
- Work at height;
- Electric issues, etc.

Moreover, potential safety and security issues related to Project include:

- Interruptions in the car traffic and public transport at specific times of the day.

The main means of transport are cars and city transport. The Project is directly surrounded by private businesses employing local people who commute to and from work every day. The traffic disruptions in the form of blocked roads around the Project site pose an additional risk of access for rescue services, who may be unable to reach the place of accident, breakdown or any other incident;

- The increased number of collisions and road accidents due to increased traffic on the roads leading to the Project site in connection with the transport of people (also schoolchildren) and with the supply of materials and services;

During the construction the Contractor will be the party responsible for security in the areas handed over to the Contractor for the duration of the contractor's work. Following obligation of the contractor must be fulfilled:

- The contractor shall be obliged, prior to the commencement of works, to inform its employees, the employees of subcontractors and other persons working for them, that at the construction site and in the adjacent areas the regulations in force at the Plant must be observed;
- ORLEN will build a fence at the initial stage of project implementation, encircling the entire area, which after the completion of works is to be incorporated into the premises of the Production Plant in Płock (area protected by fencing as well as access gates will be covered by basic access control by ORLEN Ochrona company, employees of which may be armed);
- Access control and security of the existing Production Plant premises will be organised in accordance with solutions currently in force. The existing northern fence separating the Production Plant from the Project area will be dismantled no sooner than upon completion of the construction work and formal incorporation of the new areas and facilities into the Production Plant;
- The party responsible for security at the ISBL construction site will be the Contractor for this work - i.e. the HEC/TR consortium. As indicated above, in order to ensure security at the construction site handed over to the contractor and in the surrounding areas (e.g. storage yards), the consortium will use security services provided under the agreement entered into with ORLEN Ochrona company;
- As in case of the ISBL contractor, the scope of personal and property protection services contracted by OSBL contractors with ORLEN Ochrona will depend on the location (on the premises of the existing Production Plant or outside) and the nature of the work performed (line investments, cubature investments).

These impacts will be reversible and limited in time to the construction period. The magnitude of potential negative impacts on safety and security is considered to be **Moderate** and the sensitivity of receptors – to be **Low**. Overall negative impacts at the construction stage are determined to be **Minor**.

#### Operational stage

Upon completion of the construction work and takeover of the Olefins III complex facilities from the contractors, the constructed installations and infrastructure (ISBL and OSBL) will be fully incorporated into the Production Plant premises and will be covered by the security system currently in place (update of the Security Plan).

It is assumed that all operations regarding the provision of physical security and the supervision and control of these activities once production has started will be carried out through the Control and Security Office of ORLEN S.A.

In accordance with the applicable regulations, ORLEN Ochrona's activities outside the protected area will focus on actions of a preventive nature. They will mostly consist in the surveillance of adjacent areas by staff on duty at their posts in the protected area and identifying external threats in advance.

Due to the fact that security staff do not have the authority to enforce the law outside the protected facilities, in the event of any threats or symptoms of unlawful activities noticed outside the protected areas, each time information about such events or requests for intervention will be forwarded to competent state authorities, e.g. the Police.

The Police will also be called in the cases where a breach of the law in the protected area requires a response or intervention beyond the powers granted to the security personnel (preventive and protective).

Work of the security staff will be supported by electronic technical security systems. Electronic safeguards used for the Project will include:

- Burglary and Robbery Alarm System
- CCTV System
- Access Control System

During the operational phase of the Project the employees will be exposed to different H&S risks typical for the type of conducted operations, e.g.

- Risks related to electric hazards;
- Working at heights;
- Burns, wounds, etc.;
- Accidents at the site, such as e.g. fire events.

Other potential safety and security issues related to the Project include:

- Serious failures including fires and explosions (unlikely to occur as the installation will be new and appropriately maintained).

The magnitude of potential negative impacts on safety and security is considered to be **Minor** and the sensitivity of receptors – to be **Low**. Overall negative impacts at the construction stage are determined to be **Negligible**.

#### 7.4.2 Mitigation and Enhancement Measures

Following mitigation measures have been planned to minimise health risks at the construction stage:

- Following the Security Management Plan;
- Determining transportation routes to minimize number of heavy-duty vehicles in developed areas;
- Developed Human Rights and Work Rules Policy in the Supply Chain for the Olefins III Project will be applicable to own resources as well as contractors and subcontractors;
- Developing BIOZ (Plan Bezpieczeństwa i Ochrony Zdrowia) - The BIOZ plan is a document with a coordinating function, i.e. it establishes the rules of cooperation between individual employers, taking into account the procedures to be followed in the event of an occurrence threats to the health or life of employees, in accordance with Art. 208 of the Labor Code Act.
- Supervision of labour conditions during construction phase and start-up;

Operational stage shall involve:

- Following the Security Management Plan;
- Implementing emergency and evacuation procedures;

- Implementing the requirements of Seveso III including emergency planning.

### 7.4.3 Residual Impacts

#### Construction stage

After implementation of mitigation measures the magnitude of potential impacts on safety and security is considered to be **Minor** and the sensitivity of receptors – to be **Low**. Overall impacts at the construction stage are determined to be **Negligible**.

#### Operational stage

Overall impacts on safety and security at the operational stage were determined to be **Negligible**. Therefore, there was no need to implement additional mitigation measures.

## 7.5 Tourism

### 7.5.1 Impact identification

#### Construction stage

Impacts related with the construction works will be reversible, limited in time to the construction period only and not considered as nuisance to tourism due to the location of the site in the outskirts of the city.

Therefore, the magnitude of potential negative impacts on tourism is considered to be **Minor**. There are no valuable tourist areas in the immediate investment impact buffer therefore tourism can be considered to be of **Low sensitivity**. Overall negative impacts from the Project on tourism businesses are anticipated to be of **Negligible** impact.

On the other hand during their free time, the staff can use all the available attractions and opportunities offered by the District of Plock and the neighbouring districts which will generate additional income to local businesses.

Due to the large number of potential customers the magnitude of potential beneficial impacts on tourism is considered to be **Moderate**. Tourism is considered to be of **Low sensitivity**. Overall beneficial impacts from the Project on tourism businesses are anticipated to be **Minor**.

#### Operational stage

Impacts related to the investment will be generally limited to the area of the investment, next to the existing refinery.

Therefore, the magnitude of potential negative impacts on tourism is considered to be **Minor**. There are no valuable tourist areas in the immediate investment impact buffer therefore tourism can be considered to be of **Low sensitivity**. Overall negative impacts from the Project on tourism businesses are anticipated to be of **Negligible** impact.

### 7.5.2 Mitigation and Enhancement Measures

No additional mitigation measures are planned.

### 7.5.3 Residual Impacts

Overall negative impacts to health at the construction and operational stage were determined to be **Negligible**. Therefore, there was no need to implement additional mitigation measures.

## 7.6 Gender Impacts

### 7.6.1 Impact identification

#### Construction and operational stages

The discrimination concerning gender results in:

- Harmful stereotypes;
- Lower salary for women compared to men at the same position;
- Lower number of women at the managing positions in the company;
- Difficulties in finding employment in some jobs;
- Lack of promotion possibilities;
- Sexual harassment.

Direct employment will be regulated by anti-discrimination and diversity policies. As a part of the prevention of discrimination, a Human Rights Impact Assessment document was prepared - it ensures that the following objectives are met:

- Employment process will be carried out in a fairly manner;
- Hiring should be based on the qualification and experiences of the applicants;
- ORLEN and contractors and subcontractors will review its employment policy to include gender equality.

Negative impacts regarding gender bias is anticipated as **Minor** of magnitude and sensitivity – **as Medium**. Overall negative impacts regarding gender bias as a result of the Project is determined to be of **Minor** significance.

Indirect employment opportunities resulting from the construction and operation of the Project may contribute to lessening gender bias through increased support to local businesses that employ women. Beneficial impacts regarding gender bias is therefore anticipated as **Minor** of magnitude and sensitivity – **as Medium**. Overall beneficial impacts regarding gender bias as a result of the Project is determined to be of **Minor** significance.

### 7.6.2 Mitigation and Enhancement Measures

#### Construction and operational stages

During the Project realization and operation the recruitment process will still be formalized as it is formalized at present:

- Recruitment process will be based on internal regulations and policies which among others regulate priority of internal recruitment, or the active and joint participation of the manager and the recruiter in the process, guaranteeing credibility and transparency.
- To ensure transparency of the process, recruitment offers will be available both on internal and external media;
- The recruitment process at will be conducted in accordance with the principles of non-discrimination.

### 7.6.3 Residual Impacts

After implementation of mitigation measures the magnitude of potential negative impacts regarding gender issues is considered to be **Negligible** and the sensitivity of receptors – to be **Medium**. Overall negative impacts at the construction and operational stages are determined to be **Negligible**.

## 7.7 Vulnerable People

### 7.7.1 Impact identification

#### Construction and operational stages

##### 1. Direct impact on vulnerable groups

Impacts to those identified as vulnerable during the construction and operations stages are mainly in relation to employment during construction and operational stages, discussed in the section 7.1. As mentioned before, both ORLEN and its subcontractors have implemented anti-discrimination policies.

As mentioned in the previous chapter, as a part of the prevention of discrimination, a Human Rights Impact Assessment (HRIA) document was prepared for the Project. According to HRIA, it is planned to implement training and raise awareness to reduce discrimination risks at the company, such as discrimination on the basis of gender, age, ethnicity, language, national origin, and disability. These efforts should raise awareness of the discrimination risks specifically relevant in Poland and related to ethnic minorities, asylum seekers, LGBT, and the elderly. Anti-discrimination or unconscious bias training should be accompanied by clear internal communications and statements that ORLEN does not tolerate discrimination in any form. It will be important to ensure that all dimensions of potential discrimination are covered, including hiring, promotion, pay, customer service, product and service design, and procurement decisions. Finally, these non-discrimination messages can be accompanied by positive messages that emphasize the value of diversity in all its forms.

Therefore, the negative impact magnitude on vulnerable groups is anticipated as **Negligible**. The vulnerable people are considered to be of **Medium** sensitivity. Overall negative impacts to vulnerable including refugees are determined to be of **Negligible** significance.

##### 2. Indirect impact on vulnerable groups

Moreover, the Project will not negatively impact vulnerable groups (elderly, widows, disabled and refugees) in the villages within the Project Area of Influence (AoI) as it is located outside of residential areas. Both construction and operation will be conducted in line with all environmental standards (please see EIA report). The number of potential accommodation places for refugees will not be substantially decreased as only ILK subcontractor will use existing hotel infrastructure (Herman hotel). Hyundai Técnicas will develop its own camp in the northern part of the Project site.

Due to the fact that the majority of Ukrainian refugees are women in the production age seeking employment in various branches of economy (cleaning services, gastronomy, retail, production etc.), the implementation of the Project may create new job opportunities for them and support local businesses that employ refugees (and also other vulnerable groups).

Any potential impacts arising from creating new business opportunities for refugees and other vulnerable groups are assessed as beneficial and to be of **Minor** magnitude. With sensitivity considered to be **Medium**, overall impacts are determined to be **Minor**.

### 7.7.2 Mitigation and Enhancement Measures

#### Construction and operational stages

It is advised to regularly monitor contractors and subcontractors to ensure that rights of refugees and migrant workers that may be potentially employed at construction activities are not infringed, and that their employers do not benefit from their vulnerable position.

### 7.7.3 Residual Impacts

Overall negative cumulative impacts at the construction and operational stage were determined to be **Negligible**. Therefore, there was no need to implement additional mitigation measures except of recommendation on regular monitoring of contractors and subcontractors employing refugees and migrant workers.

## 7.8 Ecosystems Services

### 7.8.1 Impact identification

#### Construction stage

Potential issues related to ecosystem services were identified based on EIA report and include:

- The Vistula River;

The increased use of water that may impact the existing water capacity (during construction phase water will be required for domestic, technological and antifire purposes). The Vistula River, a source of water during the construction stage, is a large river with good capacity to supply required amount of water. Due to the vicinity of the dam in Włocławek, located downstream of Płock, the Project and ORLEN have a limited impact on the availability of water for other purposes. Even during periods of drought, high water levels are preserved due to the damming of the river.

As such the magnitude of negative impact to ecosystem services is considered to be **Minor**. The Vistula River is considered to be of **Low** sensitivity. Overall negative impacts are determined to be of **Negligible** impact significance.

- Biodiversity;

Construction works will require trees felling, and therefore may impact on entomofauna, ornithofauna etc. Moreover, current land use (arable) will be changed - accidental killings or disturbing of protected species potentially present within the project area may occur.

In addition to EIA report ORLEN developed the Biodiversity Impact Assessment (BIA) summarizing the requirements regarding the biodiversity deriving both from legal regulations and the environmental decision and proposing additional requirements were applicable.

Moreover, invasive species procedure has been developed and implemented.

The magnitude of negative impact to biodiversity is considered to be **Moderate**. Nevertheless, the area on which the investment will be developed is not of high natural value, as demonstrated by the EIA (and the environmental inventory performed for its needs) and BIA. The area is considered to be of **Low** sensitivity. Overall negative impacts are determined to be of **Minor** impact significance.

- Emissions of air and water polluting substances and greenhouse gases (GHG), emissions of noise;

These emissions will be generated mainly as a result of the use of mechanical construction equipment during construction works. All emissions will be temporary and will cease after the project construction stage is finished.

In addition to EIA report which includes analyses concerning air pollution, GHG report has been developed and is under revision. It estimates emissions of GHG at the construction stage and provides mitigation measures that will allow to minimize the impact;

The magnitude of negative impact on air, surface and groundwater and acoustic conditions is considered to be **Minor**. The area is considered to be of **Low** sensitivity as there are no dwellings

in the direct neighbourhood. Overall negative impacts are determined to be of **Negligible** impact significance.

- Groundwater drainage related to the construction;

The drainage will be temporary and local - only in locations where foundations must be constructed below the groundwater level. The impact will cease after the project construction stage is finished.

The magnitude of negative impact on groundwater is considered to be **Minor**. The area is considered to be of **Low** sensitivity as there are no drinking water wells or protected areas in the direct neighbourhood. Overall negative impacts are determined to be of **Negligible** impact significance.

- Crops

Until 2020 the area of the Project had been allowed for cultivation, however cultivation was assumed to be only temporary, until the commencement of the Project. Currently, the area is not cultivated.

Areas surrounding the Project from the north are also arable lands. The construction of the Project is not anticipated to have any significant impact on these areas. Construction activities will be conducted within the construction site and will not spread beyond its boundaries. Moreover, all impacts will be temporary. All precautions will be undertaken to prevent soil and groundwater contamination from waste storage or heavy equipment operating and parking. Moreover, transport of construction materials will be organized via existing public roads.

Therefore, the magnitude of impact on crops is considered to be **Minor**. The area is considered to be of **Low** sensitivity. Overall impacts are determined to be of **Negligible** impact significance

#### Operational stage

Potential issues related to ecosystem services include mainly impact on air, acoustic climate and on surface water:

- Impact on surface water related to water supply;

During the operation stage the Project will be supplied with water from the water supply networks of the existing Production Plant. Project production facilities will require a large number of new infrastructure, media and ancillary units, as well as modification and expansion of the existing infrastructure which will require the increased amount of water sourced from the surface water intake.

The Vistula River flow in the Płock area never decreased below 220 m<sup>3</sup>/second (of which approx. 170 m<sup>3</sup>/s is the inflow from the Warsaw Vistula and 50 m<sup>3</sup>/s is the inflow from Narew). The target consumption of the Project is estimated at nearly 10,000 m<sup>3</sup>/h, which is less than 3 m<sup>3</sup>/s only. The consumption constitutes less than 1.5% of the Vistula flow volume.

The magnitude of negative impact on surface water is considered to be **Minor**. The Vistula River is considered to be of **Low** sensitivity. Overall negative impacts are determined to be of **Negligible** impact significance.

- Emissions of air and water polluting substances and greenhouse gases (GHG), emissions of noise from newly constructed installations;

For the purpose of EIA air emission dispersion modelling and noise propagation modelling was conducted. Both analyses included the impacts of existing and all planned installations. Both analyses proved that the impact of the planned investment on air and acoustic climate will not exceed the limit values, also considering existing emissions impact.

As mentioned above, GHG report for the Project is currently under finalisation. It estimates emissions of GHG at the operational stage and provides mitigation measures that will allow to minimize the impact.

The magnitude of negative impact on air is considered to be **Minor**. The air shed is considered to be of **Medium** sensitivity. Overall negative impacts are determined to be of **Minor** impact significance.

- Impact on surface water related to waste water discharge;

ORLEN plans to redevelop (expand) The Central Wastewater Treatment Plant. It will allow to meet all standards regarding the quality of wastewater required by Polish law after the Project is implemented.

As such the magnitude of negative impact to ecosystem services associated with the Vistula River is considered to be **Low**. The Vistula River is a large river with good capacity to absorb proposed changes and therefore it is considered to be of **Low** sensitivity. Overall negative impacts are determined to be of **Negligible** impact significance.

- Crops

As mentioned before, areas surrounding the Project from the north are arable lands. The Project in its operational phase is not anticipated to have any significant impact on these areas. Air emission dispersion modelling proved that limit values will not be exceeded. Therefore, it is anticipated that also a potential deposition of pollutants (e.g. dust and acidic compounds) will not pose threat to arable lands in the vicinity.

Proposed mitigation measures will allow to minimize the impact of the Project on the environment, including soil and groundwater, waste water and waste management.

Therefore, the magnitude of impact on crops is considered to be **Minor**. The area is considered to be of **Low** sensitivity. Overall impacts are determined to be of **Negligible** impact significance

## 7.8.2 Mitigation and Enhancement Measures

### Construction stage

The mitigation measures will include mitigation measures defined in GHG report and BIA report.

### Operational stage

- ORLEN will obtain new integration permit which will define maximal allowed emissions of air pollutants, noise, waste water quality etc. This will ensure that all legal requirements concerning environmental protection will be fulfilled;
- Mitigation measures defined in GHG report will be implemented.

## 7.8.3 Residual Impacts

After implementation of mitigation measures the magnitude of potential negative impacts on environmental services at the construction stage are considered to be **Minor** and the sensitivity of receptors – to be **Low**. Overall negative impacts are determined to be **Negligible**.

At the operational stage the magnitude of potential negative impacts on environmental services are considered to be **Minor or Negligible** and the sensitivity of receptors – to be **Low or Medium**. Overall negative impacts are determined to be **Negligible**.

## 7.9 Cumulative Impacts

### 7.9.1 Impact identification

#### Installations within ORLEN premises (both existing and planned including the Project)

In addition to the planned Project ORLEN plans to simultaneously develop the expansion project of The Central Wastewater Treatment Plant. Moreover, some other investments are planned in the ORLEN premises.

At the construction phase cumulative impacts will be related to of the use of mechanical construction equipment during construction works and transportation of materials to the site.

Main onerousness will concern air pollution and noise generated by equipment and by transporting vehicles which will cumulate with air pollution and noise emitted by vehicles using public roads and by existing installations in the vicinity.

All emissions will be temporary and will cease after the project construction stage is finished. The EIA report contains the description of mitigation measures at the construction phase.

For the operational stage as mentioned in the chapter 7.8, for the purpose of EIA air emission dispersion modelling and noise propagation modelling was conducted. Both analyses included the impacts not only of existing and but also of all planned installations within ORLEN premises including the Project. Both analyses proved that the impact of the investment on air and acoustic climate will not exceed the limit values.

Moreover, the future demand for surface water of the Project was analysed against the current demand of the refinery and the capacity of the Vistula River. The target consumption of the Project less than 1.5% of the Vistula flow volume.

Furthermore, to meet all waste water standards after the completion of the Project, the redevelopment of the Central Waste Water Treatment Plant will be conducted. As a result the quantity of waste water after the Project implementation will decrease but the quality of waste water will remain unchanged comparing to current waste water quality.

The lack of adverse cumulative impacts is confirmed by the analyses provided in the Cumulative Impact Assessment report.

#### Investments outside of ORLEN premises (both existing and planned)

The City Hall of Płock, Stara Biała commune and the District of Płock have been consulted regarding any other investments, existing or planned, impact of which may cumulate with the impact of the Project. Taking into consideration the size and type of the Project and the impact of existing ORLEN installations, there are no such investments in the vicinity of the Project.

As such the magnitude of negative cumulative impact is considered to be **Minor**. The sensitivity of the environment is considered to be **Low**. Overall negative cumulative impacts are determined to be of **Negligible** impact significance.

### 7.9.2 Mitigation and Enhancement Measures

No additional mitigation measures are planned.

### 7.9.3 Residual Impacts

Overall negative cumulative impacts at the construction and operational stage were determined to be **Negligible**. Therefore, there was no need to implement additional mitigation measures.

## 7.10 Potential Social Conflicts

### 7.10.1 Impact identification

#### Construction stage

Investments related to the implementation of large industrial investments always arouse great public interest. Both the inhabitants of nearby towns and national and even international organizations assess the technology, location and impact of the installation on the environment and human and animal health. Contradictory information on the methods of impact study, fear of the unknown or even insufficient information may lead to protests and failure to implement investments. Moreover, society's resistance is often not due to the fear of being influenced but being reluctant to make any changes.

Moreover, the development of the project involves employment of approximately 10,000 workers, also from countries perceived in Poland as exotic. Appearance of new individuals representing different cultures and customs and using all the available attractions, service establishments and public places with the same rights as the natives may result in cross-cultural tensions.

Impact magnitude regarding potential social conflicts is anticipated as **Moderate**. Due to the fact that the investment is developed next to the existing refinery and there is no dense residential development in the vicinity, the sensitivity is considered to be **Low**. Overall negative impacts regarding potential social conflicts are determined to be of **Minor** significance.

#### Operational stage

At the operational stage potential conflicts may arouse in the situation when inhabitants of nearby towns are exposed at the negative impact of the investment, e.g:

- Air pollution and odour nuisance;
- Excessive noise;
- Surface water and ground water pollution or depletion of resources.

The Project will be developed accordingly with approved design and under conditions stipulated by authorities. Prior to operation commencement, all necessary decisions and approvals will be obtained. The Project will not exceed the limit values established for air pollution, noise levels and wastewater quality.

Impact magnitude regarding potential social conflicts is anticipated as **Minor**, while the sensitivity is considered to be **Low**. Overall negative impacts regarding potential social conflicts are determined to be of **Negligible** significance.

### 7.10.2 Mitigation and Enhancement Measures

#### Construction stage

The main goal of the investor is to reduce the risk of conflicts by properly informing the public and resolving conflict situations through dialogue. In the case of the planned investment, so far there have been no protests, objections and social unrest and no complaints have been reported via the Project's grievance mechanism so far. It should be emphasized that the investor cares about building good relations with stakeholders, which is why it cares about the transparency of the investment process and access to information about the project and takes steps to be in contact for the project issues.

The rights and obligations of entrepreneurs, public administration and citizens result from the Constitution of the Republic of Poland which states that "fundamental rights for the state are based on the respect for freedom and justice, cooperation of authorities, social dialogue and the principles of subsidiarity strengthening the rights of citizens and their communities". On the other hand, the social market economy,

which is the basis of the Polish system, is based on the freedom of economic activity, private property, and solidarity, dialogue and cooperation between partners.<sup>7</sup>

In the Polish legislation, apart from the general rules of the Constitution, there are no specific provisions regarding social consultations and the role of the investor as a dialogue between the community and the entrepreneur. Pursuant to the existing legal provisions, it is the public administration that is the entity that conducts dialogue with the society. The entrepreneur is obliged to provide the materials necessary for the public administration to conduct the consultation procedure. According to Polish law, disclosure of information and public consultation are part of the investment process. If the project may have a significant impact on the state of the environment, consultation is part of the environmental impact assessment process.

Moreover, IFC Performance Standard 1 applies to business activities with environmental and/or social risks and/or impacts so also applies to the Project. IFC PS1 establishes the importance of

- (i) integrated assessment to identify the environmental and social impacts, risks, and opportunities of projects;
- (ii) effective community engagement through disclosure of project-related information and consultation with local communities on matters that directly affect them; and
- (iii) the client's management of environmental and social performance throughout the life of the project.

The specific requirements resulting from IFC PS1 will be also followed throughout the Project life cycle.

In view of the above, in good practices regarding cooperation with stakeholders, it is recommended that the Investor conducts a dialogue process with the public, within the scope of his own competences, Informing the stakeholders is one of the possibilities of limiting future conflicts. Good practices in this respect indicate the need to inform the local community and employees about the planned investment at an early stage, because such conduct is the best way to reduce conflicts.

Launching a regular awareness campaign among the local community is also the most efficient solution to reduce cross-cultural tensions and to prevent any unnecessary social unrest or conflicts between people arising from the appearance of new individuals representing different cultures and customs.

The communication should take place using the local media, e.g. Tygodnik Płocki, Petro News, as well as social media, such as Twitter, Facebook. A website has been created for the Project containing information exclusively on the implemented Project, relevant from the point of view of its impact on the local society.

Awareness campaigns may be also carried out at local government agencies and for government officials who have a direct contact with the local community. If government officials provide information and dispel the doubts of the stakeholders regarding the Project in a reliable way, this will have a positive effect on the perception of the investment and will reduce the risk of speculation, rumour and misunderstandings.

The detailed rules of communicating with external stakeholders and the information channels are described in the Stakeholder Involvement Plan (SEP) and must be followed.

It shall be noted that informing the local community and communicating the positive aspects of the Project to the local community will help minimise any social disgruntlement related to the temporary inconveniences caused by the Project.

In addition, following mitigation measures are planned to be implemented so that potential social conflicts are eliminated:

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<sup>7</sup> *Handbook of public consultations on infrastructure investments, Warsaw, 15 December 2010*

- Only new equipment, that ensure compliance with environmental standards, will be installed, therefore the operation of the planned project will not have a negative impact on the health of people;
- The planned technical solutions ensure a sufficient limitation of the impact on the neighbouring areas of gaseous emissions and noise related to the operation of the project;
- Appropriate procedures in with regards to reducing the risk of a serious industrial accident and handling with occurred accidents will be updated and implemented to cover the Project;
- The nuisances during the construction phase related mainly to large-size transport will be communicated in advance in local newspapers;
- The transport will be planned in such a way as to eliminate nuisance as much as possible. If necessary, convenient detours for residents or temporary routes for large-size transport will be designated in order to avoid possible collisions;
- Detailed transportation routes for large size items will be elaborated including traffic volumes and taking into consideration the time of the day to minimize nuisance for citizens.

#### Operational stage

No additional mitigation measures are necessary at the operational phase.

### 7.10.3 Residual Impacts

#### Construction stage

After implementation of mitigation measures the magnitude of potential social conflicts is considered to be **Minor** and the sensitivity of receptors – to be **Low**. Overall negative impacts at the construction stage are determined to be **Negligible**.

#### Operational stage

Overall impacts regarding potential social conflicts at the operational stage were determined to be **Negligible**. Therefore, there was no need to implement additional mitigation measures.

## 8 Cultural Heritage

### 8.1 Introduction

Assessment of Project's impacts on cultural heritage identifies the following aspects for consideration:

- Aboveground sensitive features;
- Potential for survival of archeologically artefacts;
- National or international designated features of cultural significance; and
- Intangible cultural heritage resources.

The method of assessing impacts is as described above in the section 3. The spatial extent of the cultural heritage baseline described below follows the Project area of influence.

### 8.2 Baseline

The available historical maps from the 20s, 30s and 40s of the 20th century provide a picture of the land development before the establishment of the Plant. Until the 1960s, in the place of a fenced industrial area, there was the village of Kolonia Biała. To the north of it, in areas which are located outside of the current fencing of the Plant, there were several scattered individual farms.

The first traces of human settlement in the area of the Stara Biała commune are dated at the middle period of the Stone Age - Mesolithic (about 8000 - 5000 years BC), the next - from the Neolithic (about 4500-1800 BC). From the 7th century AD, the culture of the Slavic tribes spreads in the lands of Mazovia. In the period from the 9th to the 11th century, this area was the period of the greatest development of settlement. Then a stronghold was established in Stare Proboszczewice, which in the 11th century was one of the largest economic and military centres of northern Mazovia. From the 13th century, the area of today's Stara Biała commune was already densely populated. The first mention of Stara Biała appears in 1378. In 1495, the Duchy of Płock became part of the Crown, creating the Płock Province. After the second and third partition of Poland, the area of the commune was incorporated into the so-called New East Prussia. In the years 1807-1809, this area was included in the Płock department of the Duchy of Warsaw. In the years 1918-1975 the area of the commune was located in the District of Płock, belonging to the Warsaw Province. In the years 1975-1998 in the Płock Province, and after another administrative reform in the Province of Mazovia, the District of Płock. In the church administration, the area of the commune belongs to the Diocese of Płock since the end of the 11<sup>th</sup> century. Cultural and historical objects have been preserved to a different extent. The most important and interesting historic buildings are:

- A Slavic stronghold from the 10<sup>th</sup> century called 'Kosmata Góra' or 'Szwedzka Góra' in Nowe Proboszczewice;
- The palace and park complex in Srebrna - a restored 19<sup>th</sup>-century facility, currently a leisure and training centre of ORLEN S.A.;
- The wooden church of St. Andrew in Brwilno - mentioned in 1395, the present church was built in 1740, one of the most valuable monuments of wooden architecture in the District of Płock;
- National memorial site in the Brwilno forests commemorating the place of execution of over three hundred inhabitants of Płock and its vicinity, shot by the Nazis in January 1940 and on 16 and 17 January 1945;
- Church of St. Jadwiga Śląska in Stara Biała from 1879 - brick, built in the Neo-Gothic style, in the chapel of the church there is a marble altar from 1938 and nine figural stained glass windows from 1937;
- "Antoniówka" in Brwilno - an original two-story wooden building located on the Vistula embankment, in a rural park, in the vicinity of a large forest complex, founded by the Archbishop of Płock, Antoni Julian Nowowiejski, currently a Social Welfare Centre.

The Stara Biała commune is one of the well-recognized archaeological administrative units of Mazovia. 100% of the commune's area has been researched as part of the "Archaeological Photo of Poland" programme. As a result of this research, 189 archaeological sites were discovered and entered into the conservation records, 36 of them deserve special attention due to their scientific and research value.

Based on enquiries to the relevant conservation authorities undertaken for the Project, information was obtained that no historic or heritage sites were identified within the proposed site.

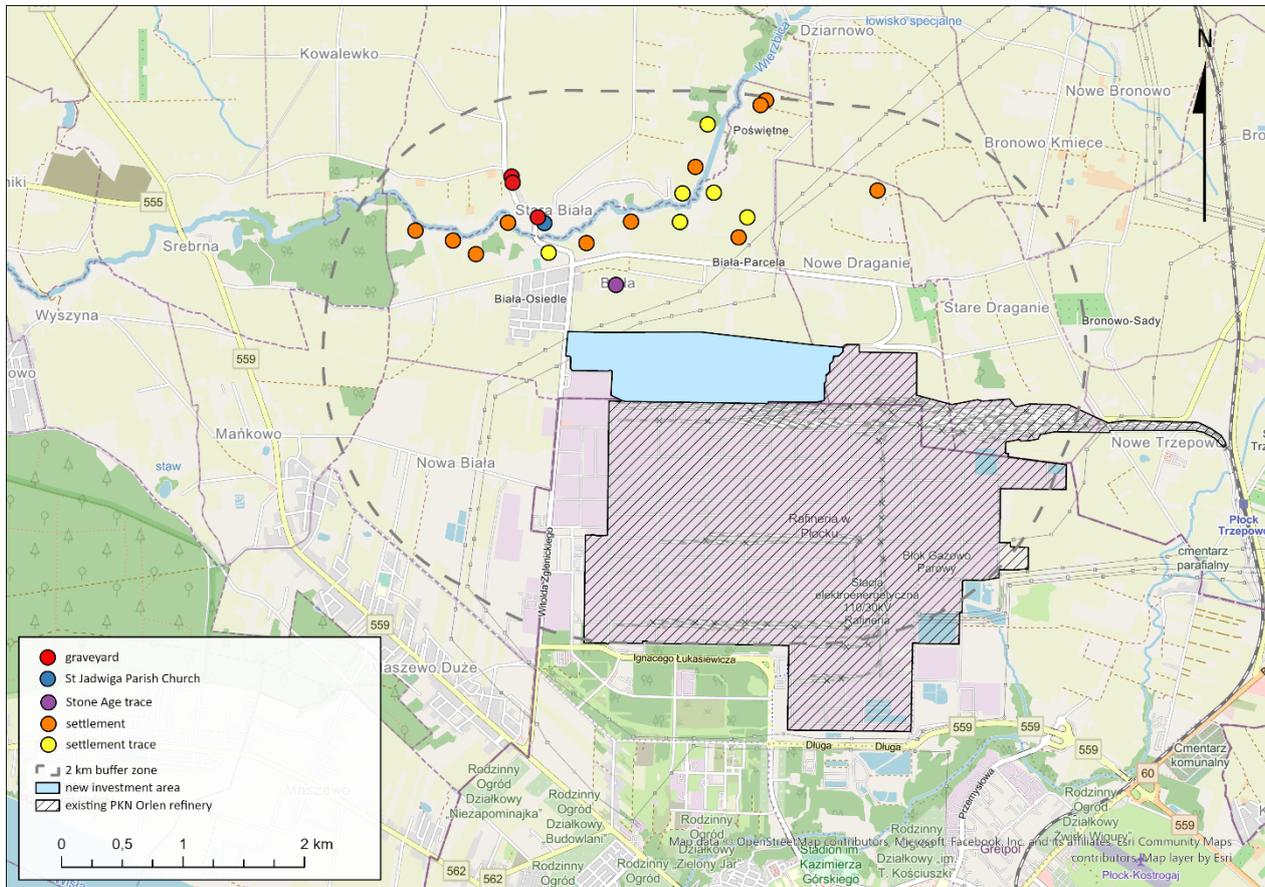


Figure 11 Location of the investment in relation to immovable monuments and archaeological sites in the radius of 2km (source: National Heritage Institute)

The nearest archaeological site is located about 400 m from the investment - it is an a stone age trace in the town of Biała.

In the vicinity of the Project there are no protected monuments defined in the Act of 23 July 2003 on the protection and care of monuments (i.e. Journal of Laws of 2022, item 840 , i.e.:

- Listed in the register of monuments;
- Listed in the List of Heritage Treasures;
- Recognized as a historical monument;
- Cultural parks;
- Protected based on provisions in the local spatial development plan;

Moreover, Mazovian Province Monuments Conservator was consulted regarding historical monuments or archaeological sites within the Project's site. Official response dated 5 June 2020 (ref: DP.5183,230,2020) indicates that no such object have been identified.

In the study of conditions and directions of spatial development for the Stara Biała commune and the city of Płock, there are no provisions limiting the investment with regard to protected monuments.

## 8.3 Impact Identification

### Construction stage

Physical cultural resources may be encountered unexpectedly during earthworks and destroyed in the course of works. The presence of such objects is unlikely but may not be excluded due to the fact that there are some archaeological objects to the north of the site.

Magnitude of negative impacts of the construction on potential cultural heritage that may be located within the Project site is assessed as **Moderate**. As discussed in the section above no culturally valuable monuments have been found in the project area, therefore sensitivity can be considered to be **Low**. Overall negative impacts to cultural heritage sites are determined to be of **Minor** impact.

### Operational stage

Potential negative impacts may be related to air pollution and its destructive impact on historical objects. Due to the fact that all emission limits will be complied with, the magnitude of negative impacts of the construction on potential cultural heritage that may be located within the Project site is assessed as **Minor**. As discussed in the section above no culturally valuable monuments have been found in the project area, therefore sensitivity can be considered to be **Low**. Overall negative impacts to cultural heritage sites are determined to be of **Negligible** impact.

## 8.4 Mitigation and Enhancement Measures

### Construction stage

'Chance finds' are defined as physical cultural resources encountered unexpectedly during project implementation. 'Physical cultural resources' (PCR) are defined as movable or immovable objects, sites, structures, groups of structures, and natural features and landscapes that have archaeological, paleontological, historical, architectural, religious, aesthetic, or other cultural significance. Their cultural interest may be at the local, municipal, province, national or international level.

The Project will be located on agricultural land which had been cultivated until 2020 and within the existing facility. The Mazovian Province Monuments Conservator was consulted regarding historical monuments or archaeological sites within the Project's site. Official response dated 5 June 2020 (ref: DP.5183.230.2020) indicates that no such object have been identified.

Therefore, the probability of finding "accidental finds" is very low. However, in the case of finding a "Chance archaeological find" the investor is obliged to conduct in accordance with the Act on monuments protection. According to the paragraph 32, whoever finds an object that may be an archaeological artefact, is obliged to stop construction works, to protect the artefact and to report to the Province Monuments Conservator (if the finding is within Stara Biała commune) or to the Municipal Monuments Conservator (if the finding is within Płock city).

Therefore, if cultural resources (e.g. archaeological sites, historical sites, remains, objects, graveyards or individual graves) are discovered when undertaking the Project, the "chance find" procedure developed by ORLEN will be executed. In order to minimize impact on cultural heritage ORLEN has developed and implemented a Chance Find Procedure for all Project components. This Procedure will be applied by the EPC Contractor's and all Subcontractors during all Project construction works. Responsibility and liability for the application of the provisions of Chance Find Procedure lies with anyone who in the territory of the Olefins Complex III will discover an object as to which there is an assumption that it is a Historical heritage object or Fossil remains of plants or animals. This procedure is applicable to all activities conducted by the personnel, including contractors, that have the potential to uncover a heritage item/site. The procedure details the actions to be taken when a previously unidentified and potential heritage item/site is found during

construction activities. Procedure outlines the roles and responsibilities and the response times required from both project staff, and any relevant heritage authority.

#### Operational stage

No additional mitigation measures are planned.

## 8.5 Residual Impacts

#### Construction stage

After implementation of mitigation measures the magnitude of negative potential impacts on cultural heritage is considered to be **Minor** and the sensitivity of receptors – to be **Low**. Overall negative impacts at the construction stage are determined to be **Negligible**.

#### Operational stage

Overall negative impacts to cultural heritage at the operational stage were determined to be **Negligible**. Therefore, there was no need to implement additional mitigation measures.

## 9 Monitoring

The following monitoring strategies shall be implemented:

- ORLEN will be responsible for updating and monitoring the implementation of the EIA, Traffic Management Plan, Traffic and Logistics Execution Plan, ESMP, HRIA and Grievance Mechanism defined in the SEP;
- The grievance mechanism resolution and grievance database shall be monitored with progress reported on a quarterly basis.

ORLEN shall monitor and measure the performance of the integrated HSE Management System and addendum documents on a regular basis.

Monitoring and measurement take into account measurements and shall include:

- Legal compliance with environmental, health and safety standards;
- Tracking environmental control measures such as operation of wastewater treatment plants, air quality and noise levels;
- Calibration of environmental data measuring equipment including for noise.

## 10 Summary

Residual impacts are those which remain once proposed mitigation measures have been put in place. In consideration of the mitigation measures described in the previous chapters overall residual impacts from the construction and operation of the Project are anticipated to be **Minor** or **Negligible** significance.

A summary of social impacts, mitigation and monitoring measures and residual impacts during construction and operation is summarised in Table below.

Table 17 Social Impact assessment for the Project

Activity	Stage	Potential Impact	Initial		Initial Impact Significance		Key Mitigation / Enhancement	Residual		Residual Impact Significance	
			Magnitude	Sensitivity	Negative	Beneficial		Magnitude	Sensitivity	Negative	Beneficial
Employment	Construction	Direct - Employment opportunities	Moderate	Medium		Moderate	N/A	Moderate	Medium		Moderate
		Direct - Conflict from not employing local resources	Moderate	Medium	Moderate		See Section 7.1.2	Minor	Medium	Minor	
		Indirect - Employment opportunities for local businesses	Minor	Medium		Minor	See Section 7.1.2	Moderate	Medium		Moderate
	Operational	Direct - Employment opportunities	Minor	Medium		Minor	See Section 7.1.2	Moderate	Medium		Moderate
		Direct - Conflict from not employing local resources	Minor	Medium	Minor		See Section 7.1.2	Negligible	Medium	Negligible	
		Indirect - Employment opportunities for local businesses	Minor	Medium		Minor	See Section 7.1.2	Moderate	Medium		Moderate
Land Acquisition	Construction	No impact	-----	-----	-----	-----	N/A	-----	-----	-----	-----
	Operational	No impact	-----	-----	-----	-----	N/A	-----	-----	-----	-----
Health	Construction	Local healthcare capacity	Moderate	Low	Minor		See Section 7.3.2	Minor	Low	Negligible	
		Emissions and noise due to increased road traffic	Minor	Low	Negligible		N/A	Minor	Low	Negligible	
	Operational	Adverse impacts on human health	Minor	Low	Negligible		N/A	Minor	Low	Negligible	
Safety and security	Construction	Risks to workers, fire events, serious failures and congestions and collisions due to increased road traffic <sup>1)</sup>	Moderate	Low	Minor		See Section 7.4.2	Minor	Low	Negligible	
	Operational	Risks to workers, fire events, serious failures <sup>1)</sup>	Minor	Low	Negligible		N/A	Minor	Low	Negligible	
Tourism	Construction	Influence on the development of tourism	Moderate	Low		Minor	N/A	Moderate	Low		Minor
		Disruption to areas of tourist interest and tourism businesses	Minor	Low	Negligible		N/A	Minor	Low	Negligible	
	Operational	Disruption to areas of tourist interest and tourism businesses	Minor	Low	Negligible		N/A	Minor	Low	Negligible	
Gender	Construction	Direct - Gender bias towards men	Minor	Medium	Minor		See section 7.6.2	Negligible	Medium	Negligible	
		Indirect – Supporting local businesses that employ women	Minor	Medium		Minor	N/A	Minor	Medium		Minor
	Operational	Direct - Gender bias towards men	Minor	Medium	Minor		See section 7.6.2	Negligible	Medium	Negligible	
		Indirect - Supporting local businesses that employ women	Minor	Medium		Minor	N/A	Minor	Medium		Minor

Activity	Stage	Potential Impact	Initial		Initial Impact Significance		Key Mitigation / Enhancement	Residual		Residual Impact Significance	
			Magnitude	Sensitivity	Negative	Beneficial		Magnitude	Sensitivity	Negative	Beneficial
Vulnerability	Construction	Direct - Discrimination of vulnerable groups	Negligible	Medium	Minor		N/A	Negligible	Medium	Negligible	
		Indirect - Employment opportunities for refugees and other vulnerable groups	Minor	Medium	Minor		N/A	Minor	Medium		Minor
	Operational	Direct - Discrimination of vulnerable groups	Negligible	Medium	Minor		N/A	Negligible	Medium	Negligible	
		Indirect - Employment opportunities for refugees and other vulnerable groups	Minor	Medium	Minor		N/A	Minor	Medium		Minor
Ecosystem Services	Construction	Depletion of surface water resources <sup>2)</sup>	Minor	Low	Negligible		See Section 7.8.2	Minor	Low	Negligible	
		Loss of biodiversity <sup>2)</sup>	Moderate	Low	Minor		See Section 7.8.2	Minor	Low	Negligible	
		Air pollution and excessive noise <sup>2)</sup>	Minor	Low	Negligible		See Section 7.8.2	Minor	Low	Negligible	
		Depletion of groundwater resources <sup>2)</sup>	Minor	Low	Negligible		See Section 7.8.2	Minor	Low	Negligible	
	Operational	Depletion of arable areas	Minor	Low	Negligible		N/A	Minor	Low	Negligible	
		Depletion of surface water resources <sup>2)</sup>	Minor	Low	Negligible		See Section 7.8.2	Minor	Low	Negligible	
		Air pollution and excessive noise <sup>2)</sup>	Minor	Medium	Minor		See Section 7.8.2	Minor	Medium	Minor	
		Deteriorating surface water quality due to waste water discharge <sup>2)</sup>	Minor	Low	Negligible		See Section 7.8.2	Minor	Low	Negligible	
Cumulative impacts	Construction	Cumulation of impacts with existing and planned investments	Minor	Low	Negligible		N/A	Minor	Low	Negligible	
	Operational	Cumulation of impacts with existing and planned investments	Minor	Low	Negligible		N/A	Minor	Low	Negligible	
Social conflicts	Construction	Conflicts due to implementation of the investment	Moderate	Low	Minor		See Section 7.10.2	Minor	Low	Negligible	
	Operational	Conflicts related to operational stage	Minor	Low	Negligible		N/A	Minor	Low	Negligible	
Cultural Heritage	Construction	Loss/damage to cultural heritage sites	Moderate	Low	Minor		See Section 8.4	Minor	Low	Negligible	
	Operational	Loss/damage to cultural heritage sites	Minor	Low	Negligible		N/A	Minor	Low	Negligible	

<sup>1)</sup> impacts already minimized by mitigation measures recommended in the Project Security Management Plan

<sup>2)</sup> impacts already minimized by mitigation measures recommended in EIA report

## 11 References

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<https://www.legislation.gov.uk/eudr/2001/42/adopted>
3. Council Directive 92/43/EEC of 21 May 1992 on the conservation of natural habitats and of wild fauna and flora  
<https://www.legislation.gov.uk/eudr/1992/43/contents>
4. Directive 2009/147/EC of the European Parliament and of the Council of 30 November 2009 on the conservation of wild birds  
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<https://dziennikustaw.gov.pl/DU/rok/2022/pozycja/503>
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<https://dziennikustaw.gov.pl/DU/rok/2020/pozycja/713>
13. Act of 1998 (consolidated text, OJ of 2022, item 1526) on District Local Government

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14. Act of 1998 (consolidated text, OJ of 2022, item 2094) on Province Local Government
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