



Olefins III Project In Płock

Stakeholder engagement
plan - SEP

July 2024



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Introduction

This Stakeholder Engagement Plan, hereinafter referred to as the SEP, was developed for the Olefin III Project (hereinafter referred to as the Project), an investment being implemented by ORLEN S.A. (hereinafter referred to as ORLEN S.A.).

The SEP outlines the planned stakeholder consultation process included in the Project and ways to engage stakeholders. It outlines a systemic approach to stakeholder engagement that will help ORLEN S.A. develop and maintain relationships with its stakeholders throughout the Project. The document also describes a grievance mechanism that allows stakeholders to raise concerns about the Project.

The SEP was developed in accordance with international standards required by the European Bank for Reconstruction and Development (EBRD) and the International Finance Corporation (IFC).

1. Goals and structure of the Stakeholder Engagement Plan (SEP)

1.1 Scope and goals SEP

This document describes and defines the Stakeholder Engagement Plan for the ongoing Olefin III Project.

SEP presents:

- principles for identifying stakeholders at all stages of the Project,
- principles for analyzing needs, concerns and risks for stakeholders at different stages of the Project,
- principles for planning appropriate actions to be taken towards specific stakeholder groups,
- internal communication principles to ensure that the needs/concerns of stakeholders can be taken into account in decision-making processes regarding the Project,
- principles of external communication, i.e., the transmission of relevant information to all stakeholders associated with the Project.

The mechanisms outlined in the SEP will be used throughout the Project.

SEP structure:

The report is divided into the following sections:

Section 1: Goals and structure of the Stakeholder Engagement Plan (SEP).

Section 2: Regulations and requirements.

Section 3: General information about the investment.

Section 4: Previous stakeholder engagement activities.

Section 5: Identification of stakeholders and analysis of their expectations.

Section 6: Schedule of stakeholder engagement activities.

Section 7: Stakeholder engagement tools and plan.

Section 8: Complaint mechanism.

Section 9: Monitoring and reporting to stakeholders.

1.2 Update of SEP

Taking into account that the information that will be provided by stakeholders may change the perspective on certain elements of the Project, or that certain elements of the Project may change, for this reason the SEP will be reviewed at least once a year and updated as needed to ensure consistency with the stages of the Project and with the needs of stakeholders.

2 Regulations and requirements

This section summarizes the legal, regulatory and organization-specific requirements relevant to stakeholder engagement for the Olefin III Project. Below is a brief discussion of local regulations, international guidelines and ORLEN S.A.'s corporate standards.

2.1 European Union regulations

- Directive 2011/92/EU of the European Parliament and of the Council of 13 December 2011 on the assessment of the effects of certain public and private projects on the environment (Official Journal of the EU. L.2012.26.1) - hereinafter: the EIA Directive;
- Directive 2001/42/EC of the European Parliament and of the Council of 27 June 2001 on the assessment of the effects of certain plans and programmes on the environment (Official Journal of the EU. L.2001.197.30) - hereinafter: the EIA Directive;
- Council Directive 92/43/EEC of 21 May 1992 on the conservation of natural habitats and wild fauna and flora (Official Journal of the EU. L.1992.206.7) - hereinafter: the Habitats Directive;
- Directive 2009/147/EC of the European Parliament and of the Council of 30 November 2009 on the conservation of wild birds (Official Journal of the EU. L.2010.20.7) - hereinafter: 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 (Official Journal of the EU L.2000.327.1 as amended) - hereinafter: the Water Framework Directive or WFD;
- White Paper - Adapting to climate change: a European framework for action, Communication EC/147/2009.

2.2 Provisions of Polish law on public consultations

According to Polish law, public consultations are an integral part of the investment process. If the planned investment has the potential to adversely affect the environment, such consultations are part of the conducted environmental impact assessment.

The main legal acts of the Polish legal system concerning public participation in the decision-making process are as follows:

- The 1997 Constitution of the Republic of Poland (Journal of Laws No. 78, item 483) stipulates that a citizen has the right to obtain information on actions taken by public authorities, and Article 74 indicates that "everyone has the right to information on the state and protection of the environment.";
- Act on Sharing of Environmental Information, Public Participation in Environmental Protection and Environmental Impact Assessments of 2008. (Journal of Laws of 2021, item 247, as amended) - outlining regulations and approaches to sharing information and public participation in environmental protection;
- The 2003 Act on Spatial Planning (Journal of Laws of 2016, item 778, as amended) - setting a standard for disclosure of information related to the creation of development plans;
- Act of 8 March 1990 on municipal self-government (Journal of Laws of 2021, item 1372, as amended) - defining the scope of consultations with the public in the municipal area;
- Act of 5 June 1998 on county government (Journal of Laws of 2021, item 1038, as amended) - defining the scope of consultations with the public in the county area;
- Act of 5 June 1998 on provincial self-government (Journal of Laws of 2021, item 1038, as amended) - defining the scope of consultations with the public in the provincial area;
- Act of 24 April 2003 on public benefit activities and volunteerism (Journal of Laws of 2019, item 688, 1570, 2020, as amended).

The above-mentioned Polish legal acts indicate the requirements for public authorities to inform the public and consult with the public by local and state authorities when issuing administrative decisions and when developing plans and projects at the level of local and state administration. The main requirements for investors are limited to compliance with the law and legal requirements set by the authorities - in particular, the preparation and submission of appropriate documentation. The investor's specific obligations to the public are not specified in national regulations, but are instead defined within the framework of good practices adopted internally by investors. The commitments made by ORLEN S.A. as an investor, and the activities planned in terms of cooperation with stakeholders, are presented later in this document.

2.3 Requirements of international financial institutions

The SEP for the Olefin III Project was 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').

Financial institutions' requirements for stakeholder engagement are included in the provisions of the International Finance Corporation's (IFC) guidelines titled "Performance standards for environmental and social sustainability"¹ and the document "IFC Performance Standards for Environmental and Social Sustainability"². These standards cover a broader scope than provided for in Polish regulations and obligate to:

- systematically identify stakeholders and anticipate their expectations and concerns on an ongoing basis; place particular emphasis on informing those social groups that will be directly affected by the Project or that are vulnerable;
- the introduction of a mechanism for handling complaints.

International financial institutions have adopted an extensive set of detailed disclosure and stakeholder engagement requirements. Those that address social and environmental issues are enshrined in the so-called Performance Standards 1 (PS1).

Outline of IFC requirements under PS1

Stakeholder analysis and engagement planning

The developer should identify the range of stakeholders who may be interested in its activities and consider how external communications can facilitate dialogue with all stakeholders. A "Stakeholder Engagement Plan" should be developed and implemented that is tailored to the risks and development stage of the project, as well as to the characteristics and interests of local communities. Stakeholder engagement is an ongoing process that may include, to varying degrees: analysis and planning, disclosure and dissemination of information, consultation and participation, a complaint mechanism, and ongoing reporting to affected communities.

Information disclosure

Disclosure of relevant project information helps affected communities understand the risks and impacts of the project and the opportunities it presents. The developer shall ensure that interested communities have access to relevant information on: the purpose, nature and scale of the project; the duration of the project; any risks and potential

¹ International Finance Corporation's Guidance Notes: Performance Standards on Environmental and Social Sustainability.
https://www.ifc.org/wps/wcm/connect/9fc3aaef-14c3-4489-acf1-a1c43d7f86ec/GN_English_2012_Full-Documents_updated_June-14-2021.pdf?MOD=AJPERES&CVID=nF3GZYM

² IFC Performance Standards on Environmental and Social Sustainability
https://www.ifc.org/wps/wcm/connect/c02c2e86-e6cd-4b55-95a2-b3395d204279/IFC_Performance_Standards.pdf?MOD=AJPERES&CVID=kTjHBzk

impacts on the community and mechanisms to mitigate them; the planned stakeholder engagement process; and the mechanism for handling complaints.

Method of conducting and scope of consultation

The developer shall conduct consultations in a manner that provides the affected communities with an opportunity to express their opinions on the project risks, impacts and mitigation measures, and allows the developer to respond to them. The extent and degree of involvement required in the consultation process should be commensurate with the risks and impacts of the project and the concerns raised by the affected communities. Effective consultation is a two-way process that should: begin early in the process to identify environmental and social risks and impacts and continue as risks and impacts emerge; be based on prior disclosure and dissemination of relevant, transparent, objective and readily available information; focus on those directly affected by the project; be free from external manipulation, interference, coercion or intimidation; allow for meaningful stakeholder participation where appropriate; and be documented.

Conscious consultation and participation

For projects with potentially significant impacts on communities, the developer will conduct a consultation and participation process, based on the steps described above, that will result in the informed participation of affected communities. This means an in-depth exchange of views and information and repeated consultations that will result in the inclusion of the views of affected communities in decision-making processes, particularly on issues such as proposed risk mitigation measures, benefit sharing and development opportunities. The process should be documented, especially on issues such as how to avoid or minimize risks and negative impacts on affected communities.

External communication

The developer will implement an external communication procedure to: receive and record communications from the public; investigate and evaluate reported problems and determine how to resolve them; provide, track and document responses, if any; and adjust the management program accordingly. In addition, the developer is encouraged to provide public, periodic reports on environmental and social sustainability.

Mechanism for filing and handling complaints

The developer will establish a mechanism for filing and handling complaints from affected communities regarding its environmental and social activities. The grievance mechanism should be tailored to the risks and negative impacts of the project, with impacted communities as the main users. The developer should seek to resolve concerns quickly, using an understandable and transparent consultation process. The developer will inform affected communities about the mechanism during the stakeholder engagement process.

Ongoing reporting to interested communities

The developer will provide communities with periodic reports describing the progress of the project's implementation with regard to matters that involve risks or impacts on communities, and those that have been identified in the consultation process or through the complaint mechanism as issues affecting the affected communities. The frequency of publication of the reports will be commensurate with the concerns of these communities, but must not be less than once a year.

2.4 Standards and requirements of the integrated management system ORLEN

SEP's assumptions are in line with ORLEN Capital Group's standards as confirmed by the applicable certificates.

Certificate of Integrated Management System (IMS) (No. PLO13914/ZSZ/P/1)

The certificate confirms that the Management System in ORLEN S.A. has been assessed and recognized as compliant with the requirements of the standards and the scope of services. The scope of certification of the PN-EN ISO 9001:2015 standard - production, storage and sale of refinery and petrochemical products. Production and sale of electricity and heat. Value-added functions. Retail sale and provision of services by own petrol stations. Scope of certification of the following standards: PN-EN-ISO 14001:2015, PN-EN/ISO/IEC 27001:2017-06 - production, storage and sale of refinery and petrochemical products. Production and sale of electricity and heat. Value-added functions. Declaration of Applicability - Issue 12 May 2022

Certificate PN-EN ISO 14001:2015 Environmental Management System (No. PLO13919/P/1)

The certificate confirms that the Integrated Management System at ORLEN S.A. has been assessed and found to be in compliance with the requirements of PN-EN ISO 14001:2015 and the scope of certification. Production, storage and sale of refinery products. Production and sale of electricity. Value-added functions.

Certificate PN-EN ISO 9001:2015 Quality Management System (No. PLO13920/P/1)

The certificate certifies that the Integrated Management System has been assessed and found to be in compliance with the requirement of PN-EN ISO 9001:2015 and scope of services. Scope of certification: Production, storage and sale of refinery and petrochemical products. Production and sale of electricity. Value-added function. Retail sales. Provision of services through own service stations.

Certificate ISO 45001:2018 Occupational Health and Safety Management System (No. PLO10344/U version 2)

The certificate certifies that the ORLEN S.A.. Management System has been assessed and found to be in compliance with the requirements of ISO 45001:2018 and the scope of services: Production, storage and sale of refinery and petrochemical products. Production and sale of electricity. Value-added functions.

Certificate PN-EN ISO/IEC 27001:2017-06 Information Security Management System (No. PLO13921/P)

The certificate confirms that the Integrated Management System has been assessed and found compliant with the requirement of PN-EN ISO/IEC 27001:2017-06 and scope of services. Scope of certification: Production, storage and sale of refinery and petrochemical products. Production and sale of electricity. Value-added functions. Declaration of Applicability - Issue 12 May 2022

Certificate PN-EN ISO 50001:2018-09 Energy Management System (No. CSE/1138/2021)

The certificate certifies that ORLEN S.A. together with the ORLEN S.A. location in Włocławek, has implemented and applies an Energy Management System in accordance with the PN-EN ISO 50001:2018-09 standard. Scope of certification: Generation and processing of refined petroleum products and generation and sale of electricity and heat.

Certificate AQAP 2110:2016 Quality Management System in accordance with the requirements of AQAP 2110 (No. 195/A/2022)

The certificate certifies that ORLEN S.A. has an implemented and continuously improved quality management system that meets the requirements of AQAP 2110:2016 and has the ability to ensure quality in the following operational processes: Production and sale of motor and aviation fuels. Processes carried out externally resulting from the scope of the management system: Fuel quality tests as part of quality control; Fuel transportation. The certificate holder meets the requirements of AQAP 2110, issue D, version 1 "NATO requirements for quality assurance in design, development and production", at the same time meets the requirements of AQAP 2131, issue C, version 1 "NATO requirements for quality assurance for final inspection and testing". Meeting the requirements of AQAP:2110 is tantamount to meeting the requirements of AQAP 2110 edition D, version 1 and confirmed by a valid ISO 9001:2015 certificate.

Certificate ISO 9001:2015 issued by CCJ WAT Quality Management System (No 195/S/2022)

The certificate confirms that the quality management system at ORLEN S.A. meets the requirements of ISO 9001:2015. The scope of certification covers the production and sale of engine and aviation fuels. Processes carried out externally resulting from the scope of the management system: Fuel quality tests as part of quality control: Transport of fuels. Compliance with ISO 9001:20215 has been confirmed on the basis of a positive assessment of compliance with the requirements of PN-EN ISO 9001:2015.

Biomass and Biofuel Production Chain Certification System Certificate. ISCC EU (No. ISCC-Cert-PL214-28010422)

The ISCC certificate confirms compliance with sustainability criteria and the credibility of the company in the international biofuels market. The certificate facilitates business contacts by promoting a pro-environmental and pro-social attitude and is objective proof that biomass and biofuel producers meet the legal requirements of the European Union, so that they can introduce them for sale in EU member states. The scope of certification has been extended to include locations from ex Grupa Lotos.

KZR INiG Sustainability Criteria Certification System. (No. BVC/KZR/084/22/1)

The certificate confirms compliance with the requirements of the KZR INiG system. The scope of the certification covers the production of a biocomponent: liquid biocarbons in the co-hydrogenation process.

Certificate of Conformity of Factory Production Control - polymer modified bitumen with the trade name ORBITON (No. 1434-CPR-0184)

The certificate confirms that all provisions for the assessment and verification of constancy of performance specified in Annex ZA of EN 14023:2010 (EN 14023:2011) under System 2+ are applied and that the factory production control meets the requirements.

Certificate of Conformity of Factory Production Control - Road bitumens (No. 1434-CPR-0183)

The certificate applies to the construction product: road asphalts for the construction and maintenance of roads, airfields and other surfaces carrying vehicular traffic. The certificate confirms that all provisions for the assessment and verification of constancy of performance specified in Annex ZA of EN 12591:2009 (EN 12591:2010) under System 2+ are applied and that the factory production control meets the requirements.

Product Conformity Certificate No. 17/Cw/OiB/2022 - Jet A-1 aviation turbine engine fuel (No. 17/Cw/OiB/2022)

The certificate confirms that the product meets the requirements of NO-91-A258-4:2006, NO-91-A258-4:2006/A1:2012 Propellants and lubricants. Fuel for aircraft turbine engines. Fuel NATO code F-35. Certificate issued by the Air Force Institute of Technology based on the results of tests performed by the Propellants and Lubricants Laboratory contained in document WK-6684-85-157-22/2 of 7 September 2022.

Product Certificate of Conformity No. 133/Cw/MPS/2022 - Fuel for aircraft turbine engines NATO code F-34 (No. 133/Cw/MPS/2022)

The certificate confirms that the product meets the requirements of NO-91-A258-2:2018; NO-91-A258-2:2018/A1:2021 Propellants and lubricants. Fuel for aircraft turbine engines. Fuel NATO code F-34. Certificate issued by the Air Force Institute of Technology based on the results of tests performed by the Propellants and Lubricants Laboratory contained in report WK-6684-85-156-22/1.

Product Certificate of Conformity No. 134/Cw/MPS/2022 - Jet A-1 Turbine Fuel (No. 134/Cw/MPS/2022)

The certificate confirms that the product meets the requirements of w NO-91-A258-4:2006; NO-91-A258-4:2006/A1:2012 Propellants and lubricants. Fuel for aircraft turbine engines. Fuel NATO code F-35. Certificate issued by the Air Force Institute of Technology based on the results of tests performed by the Propellants and Lubricants Laboratory contained in test report WK-6684-85-157-22/1.

Product Certificate of Conformity No. 16/Cw/OiB/2022 - Fuel for aircraft turbine engines NATO code F-34 (No. 16/Cw/OiB/2022)

The certificate confirms that the product meets the requirements of NO-91-A258-2:2018; NO-91-A258-2:2018/A1:2021 Propellants and lubricants. Fuel for aircraft turbine engines. Fuel NATO code F-34. Certificate issued by the Air Force Institute of Technology based on the results of tests performed by the Propellants and Lubricants Laboratory contained in document WK-6684-85-156-22/2 of 7 September 2022.

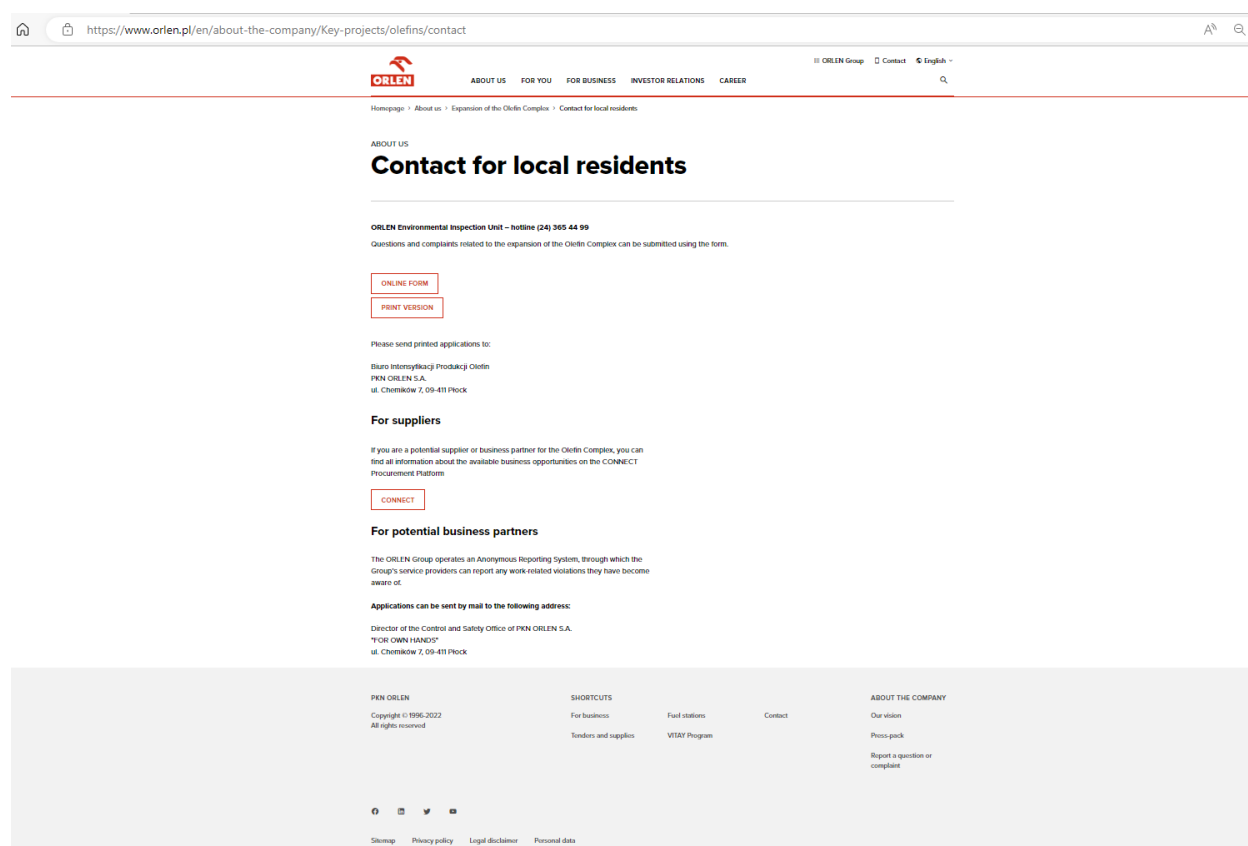
Certificate - Framework Management System Responsible Care

The Responsible Care certificate confirms compliance with the guidelines of the European Chemical Industry Council and the principles and criteria approved by the Polish Chamber of Chemical Industry Responsible Care. The global chemical industry initiative obliges chemical plants to work together to systematically improve safety, health and environmental protection (the so-called HSE triad - Health, Safety, Environment) and to communicate openly about their activities. ORLEN S.A. has participated in the Programme since 1997.

2.5. Complaints mechanism

To comply with standards and international best practices, a complaint mechanism has been established for the Olefin III Project. It is described in Chapter 8 of this document.

The mechanism has been made available to interested parties on [ORLEN S.A. official website](https://www.orklen.pl/en/about-the-company/Key-projects/olefins/contact).



The screenshot shows the ORLEN website's 'Contact for local residents' page. The page is in English and provides information on how to submit questions and complaints related to the expansion of the Olefin Complex. It includes links to an 'ONLINE FORM' and a 'PRINT VERSION'. Below these, it lists the contact details for the 'Biuro Intensyfikacji Produkcji Olefin' (ORLEN S.A., ul. Chemiczowa 7, 09-411 Płock). There are also sections for 'For suppliers' (CONNECT) and 'For potential business partners' (Anonymous Reporting System). The footer contains copyright information (© 1996-2022), social media icons, and links to 'Sitemap', 'Privacy policy', 'Legal disclaimer', and 'Personal data'.

3 General information about the investment

3.1 Introduction

ORLEN Spółka Akcyjna (also referred to as: "ORLEN S.A." or the "Company") is a multienergy concern with a majority stake held by the State Treasury. The Company is listed on the Warsaw Stock Exchange.

ORLEN S.A., together with the companies that make up the ORLEN Group, is one of the largest and most modern multienergy companies in Central Europe, operating on the Polish, Lithuanian, Czech, Slovak, German and Canadian markets. In addition, the Group has units located in Malta, Sweden, the Netherlands, Hungary, Estonia and Latvia, and the USA. As of 31 December 31, 2021, the ORLEN Group consisted of 106 companies: the parent company and 105 companies consolidated by the full method, over which ORLEN S.A. has control. ORLEN S.A. owns seven refineries: four in Poland (in Płock, Trzebinia, Jedlicze and Gdańsk), two in the Czech Republic (in Litvinov and Kralupy) and one in Lithuania (in Mažeikiai). In addition, it owns several thermal power plants.

ORLEN S.A. is planning, on land adjacent to the northern boundary of the Production Plant in Płock, to build a new Olefin III Complex (also referred to as the "Project"). The main objective of the Project is to increase the scale of production of olefins and other important petrochemical products. For the people of Płock and Płock County, as well as the people of Stara Biała Municipality, the construction of Olefin III Complex is an important investment, both in terms of the development of the region and the future of future generations of residents. The land designated for the investment is located in the Stara Biała municipality, and is owned by ORLEN S.A..

3.2 Investment description

Olefin III Complex includes:

- main venture (ISBL or Inside Battery Limits), which is a plant that produces olefins using the steam cracking process,
- energy, auxiliary and infrastructure installations and systems (OSBL or Outside Battery Limit).

Main venture (ISBL or Inside Battery Limits) includes:

1. Construction of a new main olefin plant using the steam cracking process:
 - Olefin III plant (Steam Cracker/SC).
2. Construction of installations cooperating with the main plant (so-called peripheral plants):
 - Pyrolysis Gasoline Hydrogenation Plant (PGH III);
 - Installation of Ether ETBE (ETBE);
 - Styrene Extraction Plant (SE);

- Ethylene Oxide and Glycol III Plant (EO/EG);
- Hydrogenation of C4 fraction from Olefins SHU / FHU.

3. Construction of ISBL infrastructure facilities:

- substation, control room and administration buildings;
- roads, sidewalks, parking lots;
- Condensate Treatment Plant (CTU);
- auxiliary media;
- inter-object connections;
- Water block (CWU);
- Steam Generation Unit (SGU);
- power distribution system;
- control and data transmission system;
- underground networks.

The new main plant and associated facilities will be located on parcels of land at the northern boundary of the plant, with the exception of the ETBE Ether Plant located in the southern vicinity of the existing plant.

The installations under construction are technologically similar to those already in place at the Plock Production Plant, though obviously more modern. They will be characterized by lower emissions per scale of production, and will have more modern emission reduction and accident prevention systems. The production technologies used in these installations are typical and widely used in industry.

Power, auxiliary and infrastructure (OSBL or Outside Battery Limit) facilities and systems include:

1. Water installations:

- raw water intake and transportation installation;
- installation of production of decarbonized water;
- sludge separation installation;
- installation for production of process water;
- chilled water production plant;
- drinking water production system;
- domestic water production plant;
- fire water production system.

2. Steam, condensate, water treatment:

- water demineralization station;
- condensate treatment station;

- mixing and degassing node for demineralized water.
- 3. Technical gases, including gas network connections.
- 4. Flare system.
- 5. OSBL infrastructure:
 - electrical substations;
 - power distribution systems;
 - control and data transmission systems;
 - administration building;
 - power distribution, electrical equipment;
 - underground trunk pipelines, including the new EC Header manifold;
 - high-voltage cabling.
- 6. Raw material tank park and unloading stands.
- 7. Product tank park and loading bays
- 8. Inter-object connections:
 - pipelines and overpasses between facilities;
 - roads, sidewalks and parking lots, as well as fences.

In terms of OSBL, it is assumed to maximize the use of existing reserves in the auxiliary and power utility systems of the Plock Production Plant, but it is nevertheless necessary to build new plants and equipment as well.

3.3 Characteristics of the investment environment

The immediate vicinity of the investment is the area of the city of Plock and the municipality of Stara Biala, whose areas are adjacent to the area planned for the investment.

Below is basic information on Stara Biala commune (the site of the investment), the city of Plock and Plock county (the higher unit of territorial division, which includes Stara Biala commune); the location of Stara Biala commune in relation to other communes of Plock county and the city of Plock itself is marked below.

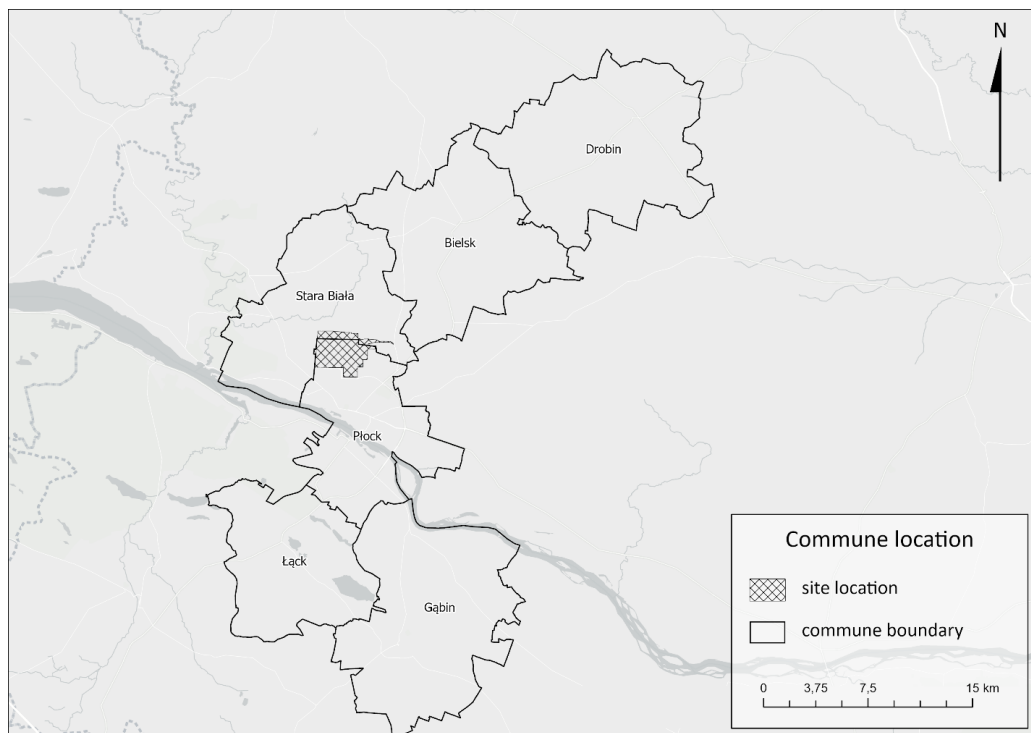


Figure 1 Location where the Olefin III Project will be implemented, as well as the municipalities where the accommodation of Project workers and the main transport routes will be located*



Figure 2 Location of the municipality of Stara Biała and the city of Płock

*Source: Own study.

Table 1 Economic information about the region

	Municipality of Stara Biała	Płock powiat (excluding the city of Płock, which is not formally part of the powiat)	City of Płock
Population	2017 – 11 600	2017 – 111 226	2017 – 120 787
	2018 – 11 621	2018 – 111 088	2018 – 120 000
	2019 – 11 705	2019 – 110 952	2019 – 119 425
	2020 – 11 712	2020 – 110 742	2020 – 118 269
	2021 – 11 711	2021 – 110 504	2021 – 117 573
Area	111.12 square kilometers, accounting for 6.18% of the area of Płock county, agricultural land accounts for 80.0%, forests 10.7%, other land 7.8%, and wasteland 1.5% of the municipal area.	1799.18 km ² including: forests and forest lands - 30731 ha, wasteland - 2006 ha, agricultural lands- 133373 ha, built-up and urbanized land- 6825 ha, land under water - 6571 ha, ecological land- 92 ha, miscellaneous: 320 ha	88.04 km ² , including: forests and forest land - 427ha, agricultural lands- 3948ha, built-up and urbanized land- 3701 ha, land under water - 626 ha, miscellaneous: 103 ha
Roads, transport	Length of roads: - municipal category L - 69 km, - internal roads managed by the municipality - 174 km - district roads - 45 km	Length of district roads: 722.741 km, including 646.599 hard roads, 74.142 unpaved roads	The length of roads in Płock is 260 km, and their surface area is 1,881 thousand m ² , including: national roads 25 km provincial roads 15 km district roads 44 km municipal roads 175 km
Basic economic data	Planned revenues in 2022: PLN 78.71 million. Planned expenses in 2022: PLN 79.69 million, including property expenditures of PLN 11.43 million.	Planned income in 2022: PLN 131,237,218.57. Planned expenses in 2022: PLN 136,185,377.66, including property expenditures of PLN 17,744,461.79.	Planned income in 2022: PLN 1,089,856,360.61 Planned expenses in 2022: 1,178,672,903.96, including property expenditures 262 249 723,56.

The existence of the Production Plant in Płock is important for the finances of the local government, both the city of Płock itself and the municipality of Stara Biała.

Table 2 Taxes paid to the budget of the city of Płock *

	2019 (mln zł)	2020 (mln zł)	2021 (mln zł)	2022 (mln zł)
Property tax	164,8	167,2	149,2	183,8
Corporate income tax	59,0	34,9	28,6	46,6
Personal income tax	23,6	26,6	28,5	35,2
Other charges	2,3	2,4	2,3	2,2

*Source: ORLEN S.A.

Table 3 Property taxes for the municipality of Stara Biała*

	2019 (mln zł)	2020 (mln zł)	2021 (mln zł)
Property tax	4,957	5,012	4,371

*Source: ORLEN S.A.

According to ORLEN S.A.'s estimates, after the construction of Olefin III Complex there will be a significant boost to the budget of the municipality of Stara Biała and the city of Płock. The budget of the municipality of Stara Biała will increase by an additional amount of about PLN 7 - 12 million per year. The very fact of a significant increase in the budget of the municipality and the city of Płock shows both the public and the authorities of the municipality of Stara Biała and the city of Płock a clear connection between the investment and the future development opportunities of the municipality and the City that will result from this situation.

3.4 Information on indigenous peoples.

In Poland, indigenous peoples do not exist. In the European Union, the only indigenous people who have survived to the present day are the Saami living on the Scandinavian Peninsula. The Olefin III Project has no impact on indigenous peoples.

3.5 Impacts related to land acquisition and forced resettlement

The land on which the Project will be located is entirely owned by ORLEN S.A.. No evictions will be carried out for the Project and no new land will be acquired. Therefore, this topic has not been included in the SEP.

History of land ownership

The land to the north of the Production Plant, where the Project will be implemented, covers approximately 81 hectares and lies within the former sanitary protection zone of the Production Plant. The land was acquired by ORLEN S.A. on the basis of historical land transfer decisions. These include:

- Order 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 the refinery and petrochemical plant owned by the State Treasury was transferred for use and development to MZRIp in return for a fee.
- Regulations introduced in September 1990 (the Law of 29 September 1990 amending the Law on Real Estate Management and Expropriation of Real Estate) stipulated that land owned by the State Treasury and managed by state legal entities other than the State Treasury on 5 December 1990 became subject to perpetual usufruct on that date by operation of law. Buildings and other facilities located on the aforementioned land and managed by the entities on 5 December 1990 became the property of these entities as of that date. Ownership of buildings and equipment was acquired free of charge if the facilities were built or acquired with the enterprise's own funds.

The takeover was confirmed by administrative decisions.

Accordingly, MZRIp became the perpetual usufructuary of the land and the owner of the buildings and facilities located thereon as of 5 December 1990.

In 2014, on behalf of ORLEN most of the land of the Production Plant in Płock, together with adjacent areas (about 1,031 hectares), which was previously subject to perpetual usufruct - based on the Act of 29 July 2005 on transformation of the right of perpetual usufruct into property ownership (Journal of Laws 2012.83) - was transformed into ownership.

An area of 56 hectares was the subject of lease agreements with farmers with farms in the Stara Biała municipality (10 farmers; size of the leased area: from 0.4 to 15 hectares). The contracts were concluded for an indefinite period with a 10-month notice period. The average annual rent was at the level of PLN 600 per hectare. The agreements were terminated in 2020, and the land was returned to ORLEN S.A.

The tenants did not raise claims against ORLEN S.A. regarding the execution or termination of the lease agreements, which would result in any liabilities for ORLEN S.A. or could affect the financial position of the tenants.

4 Previous stakeholder engagement activities

4.1 Formal consultation

Participation of interested parties in the proceedings and local communities in the process of formal consultations on the investment entitled: "Construction of Olefin III Complex on the premises of ORLEN S.A. in Płock", was ensured in accordance with the regulations in force in Poland. As part of the Environmental Impact Assessment (EIA) procedure, the Head of Stara Biała Municipality ensured disclosure of information about the Project and public participation in the proceedings.

In accordance with the Act on Disclosure of Information on the Environment and its Protection, Public Participation in Environmental Protection and Environmental Impact Assessments, all notices required by the Act were posted on the bulletin board of the Stara Biała Commune Office, on the bulletin boards of the villages where the investment will be carried out, as well as at the Płock City Office, as the planned investment will also be carried out on the territory of that city. Necessary information, including the possibility of familiarizing oneself with the full documentation about the Project at the Municipal Office, also appeared in the Public Information Bulletin (BIP) of the Stara Biała Municipal Office. Links to materials on public participation in the procedure for issuing a decision on environmental conditions for Olefin III Complex are provided below:

- <https://bip.starabiala.pl/artykul/21/6906/obwieszczenie-o-postepowaniu-administracyjnym-prowadzonym-z-udzialem-spoleczenstwa>
- <https://bip.starabiala.pl/artykul/21/7000/zawiadomienie-o-wydaniu-decyzji-o-srodowiskowych-uwarunkowaniach>
- [Obwieszczenie o wydaniu decyzji o środowiskowych uwarunkowaniach - Obwieszczenia, zawiadomienia, ogłoszenia - Biuletyn Informacji Publicznej Gmina Stara Biała \(starabiala.pl\)](#)

In addition to information for the public, notices to the parties in the proceedings on issuing a decision on environmental conditions for Olefin III Complex were also posted each time in the manner described above. In addition, the Office of the Municipality of Stara Biała published in the Public Information Bulletin and on the office board notices sent by the Mazovian Governor issued in the course of the proceedings conducted by this body concerning the investment in question. In the link below you will find all the notices and announcements that have been posted on the Public Information Bulletin of the Old White Municipality Office regarding the construction of Olefin III Complex:

<https://bip.starabiala.pl/artykuly/szukaj?where=content&keyword=Olefin+III&type=nameandcontent&sort=addDate-desc&page=1&perPage=15>
<https://bip.starabiala.pl/artykuly/szukaj?keyword=etylenowej&where=none&type=nameandcontent&dateFrom=&dateTo=&sort=addDate-desc>

During the course of the Environmental Impact Assessment procedure, the local authorities did not receive any requests or complaints from residents, stakeholders and environmental organizations.

4.2 Informing the public about the investment

In addition to the formal public consultations required by law, ORLEN S.A. provided information about the Olefin III Complex construction Project through other communication channels. Extensive publications appeared in local media. At the same time, specifically for the Project, the Company created a website <https://www.orklen.pl/en/about-the-company/Key-project/olefins>, where information important to interested parties is posted on an ongoing basis.

Table 4 Links to a selection of press articles featured in local media

No	Release channel	Date	Publication title	Summary
Tygodnik Płocki				
1	https://tp.com.pl/artykuł/konferencja-pkn-orlen/1176721	24/05/2021	Conference of ORLEN S.A. on details of the most important investments of ORLEN Group	The article presents the course of the press conference at the construction site, participated by the State Authorities, ORLEN S.A. Management, representatives of the Stara Biała Commune and representatives of contractors: Hyundai Engineering and Tecnicas Reunidas. The conference discussed the details of the Project
2	https://tp.com.pl/artykuł/najwieksza-inwestycja/1190754	01/07/2021	The biggest petrochemical investment for 20 years. Olefins Complex III	The article presents information related to the signing by ORLEN S.A. of the final contract with the contractor for the largest petrochemical investment in Europe in the past 20 years. Hyundai Engineering and Técnicas Reunidas will be responsible for the construction of the Olefin III Complex in terms of basic installations. It presents the value of the investment, the scope of the project as well as the importance of the investment as regards the development of the economy.
3	https://tp.com.pl/artykuł/z-Płockiego-nabrzeża/1395910	20/01/2023	From the Vistula embankment in Płock. Transports of oversized components to the Olefin III construction site, 20 January 2023	The article presents a transport plan for oversized installation components from the Vistula embankment in Płock to the construction site of the ORLEN S.A. Olefins Complex in Płock. It contains information on dates, delivery schedule and changes made in the city, accommodating the planned transportation along with mitigation measures.
4	https://tp.com.pl/artykuł/powiat-Płocki-przygotowuje/1399962	01/02/2023	The County of Płock is preparing for the arrival of thousands of workers. They will work at the construction of the Olefin III Complex	The article describes the course of the meeting of the crisis staff organised by the Płock County Office on topics related, among others, to the arrival and accommodation of foreign workers, organisation of a workers camp, and security aspects coordinated by the Province Police Headquarters.

5	https://tp.com.pl/artykul/spotkania-z-mlodziem/1402014	08/02/2023	Meetings with youth, billboards, and guidebooks for foreigners. The information campaign of ORLEN and the Police has been launched	The article outlines what the Police and ORLEN S.A. are doing together to educate and inform the local society. The article also includes statements from ORLEN S.A. representatives.
6	Oversized transport. From the Płock embankment to the Olefins III [PHOTOS, DRONE VIDEO]	22/02/2023	Oversized transport. From the Płock embankment to the Olefins III	Press release on the planned transport of oversized installation components from the Vistula embankment in Płock to the Olefins Complex construction site.
7	Largest column has been installed. The construction of the Olefins III Complex has entered the next phase (tp.com.pl)	29/05/2023	Largest column has been installed. The construction of the Olefins III Complex has entered the next phase	Report from the installation of the wash tower, namely the largest and heaviest component of the Olefins III Complex in Płock, which is being built at ORLEN S.A. It describes the planned subsequent transport of large-sized components.
8	Representative of the Contractor of the Olefins III Complex: "Foreign investment workers are not illegal immigrants" (tp.com.pl)	19/06/2023	Representative of the Contractor of the Olefins III Complex: "Foreign investment workers are not illegal immigrants"	A representative of Hyundai Engineering Tecnicas Reunidas explains that all foreign workers at the construction site of the Olefins III Complex are employed on the basis of a work visa and work permit.
9	Boat cruises on the Vistula - ORLEN - a good neighbor program, tickets and directions, Płock, tourism, cruises on the Vistula. (tp.com.pl)	06/09/2023	ORLEN invites for family cruises on the Vistula River	As a part of the "ORLEN a good neighbor" programme addressed to Płock residents and tourists, ORLEN once again invited people to participate in a cruise on the Vistula river.
10	Benefits of Olefins III (tp.com.pl)	18/09/2023	Benefits of Olefins III. Conversation in the "Tygodnik Płocki" lounge.	Director, Damian Olewnik, talked to a journalist about the construction of Olefins III. He talked about the progress of work. He explained in detail why this investment is so important not only for Płock but also for the entire country. He revealed the background of the decision to expand the refinery with another production block.

11	Meeting with Turkish culture. Mediateka "eMka" of Plock library invites together with ORLEN (tp.com.pl)	29/11/2023	Merhaba Turkiye! Turkey and Poland have more in common than we think.	Invitation to the first meeting on Turkish culture from the series "Meetings with culture" in the Plock library. The meetings organized in cooperation with ORLEN, aimed at introducing the inhabitants of Plock to the culture of the countries from which the employees employed in the construction of the Olefins III Complex come from.
12	"Meetings with culture" in Plock library. Spain in Mediateka eMka (tp.com.pl)	11/12/2023	Spain – not only siesta and fiesta	Invitation for the second meeting in the "Meetings with culture" series. This time the main theme is Spain. At the meeting, a special guest will present a lecture on Spanish culture, and contact employees employed in the construction of the Olefin III Complex will read fragments of Iberian literature in the original.
13	A line of police cars in front of the ORLEN office building. This support was needed! (tp.com.pl)	20/12/2023	A line of police cars in front of the ORLEN office building. This support was needed!	ORLEN donated the first pool of 20 vehicles, which will be sent to five Police Headquarters in the Masovian Voivodeship. Additionally, next year the ORLEN Foundation will also donate another six vehicles to the police.
14	The builders of the Olefins III Complex will pay for the renovation of Plock roads. There is an agreement.	20/12/2023	The builders of the Olefins III Complex will pay for the renovation of Plock roads. There is an agreement.	A total of 15 million PLN will be transferred to the city of Plock budget. This money comes from the companies building the Olefins III. They are intended to compensate for road damage caused by heavy transport.
15	Why do we need Olefins III? ORLEN invites to information meetings. (tp.com.pl)	16/02/2024	Olefins III without secrets. ORLEN invites to information meetings. Where and when will you find out more?	ORLEN invites the residents of Plock and the Stara Biala commune to a series of information meetings on the progress in the construction of the Olefins III Complex. Experts from ORLEN, Hyundai Engineering and Técnicas Reunidas will share their knowledge about the ongoing project and answer questions from meeting participants.
16	PLN 1 200 000 for the Plock county and Radzanowo commune. From Olefins III contractors. (tp.com.pl)	04/04/2024	PLN 1 200 000 for the Plock county and Radzanowo commune. From Olefins III contractors.	Representatives of Hyundai Engineering Poland Sp. z o. o. and Tecnicas Reunidas, which are implementing the construction of the Olefins III complex at ORLEN, handed over symbolic cheques to local government officials. The donation check in the amount of PLN 800,000. PLN went to the Plock county and the second check for PLN 400,000. PLN went to the Radzanowo commune.

16	http://petronews.pl/najwieksza-w-europie-inwestycja-petrochemiczna-powstanie-pod-Plockiem-film-zdjecia/	24/05/2021	Europe's largest petrochemical investment will be set up near Plock	The article presents the course of the press conference held on 24 May 2021 at the investment site.
17	http://petronews.pl/finalna-umowa-na-budowe-kompleksu-olefin-iii-podpisana-ogromna-inwestycja-powstaje-pod-Plockiem/	22/06/2021	The final contract for the construction of the Olefins III Complex has been signed. The huge investment will be set up near Plock	The article presents information related to the signing by ORLEN S.A. of the final contract with the contractor for the largest petrochemical investment in Europe in the past 20 years. Hyundai Engineering and Técnicas Reunidas will be responsible for the construction of the Olefins III Complex in terms of basic installations. It presents the value of the investment, the scope of the project as well as the importance of the investment as regards the development of the economy.
18	A new ORLEN investment is underway. A workers camp is also being created [VIDEO, PHOTOS] – PetroNews	24/01/2023	A new ORLEN investment is underway. A workers camp is also being created	The article presents the assumptions and cooperation with Modular System in the construction of the workers camp. The article contains statements from representatives of ORLEN S.A., Hyundai Engineering and Técnicas Reunidas, Zurad Sp. z o.o., the Head of the Stara Biała Commune, and the Police.
19	Huge components of the new investment have arrived in Plock. Check out what they look like [VIDEO, PHOTOS] – PetroNews	29/01/2023	Huge components of the new investment have arrived in Plock	The article reports on the transportation of the first large-sized components that went to the Olefins III Complex construction site.
20	http://petronews.pl/uczymy-sie-tolerancji-rozpoczela-sie-nietypowa-kampania-informacyjna/	08/02/2023	We learn how to be tolerant – an unusual information campaign has begun	The article outlines what ORLEN S.A., together with the Police and the contractor Hyundai Engineering, are doing to inform and educate the local society. The article contains statements from ORLEN S.A. representatives.
21	Plock services have been equipped with translators. They will help in dealing with foreigners [FILM, PHOTOS] – PetroNews	23/03/2023	Plock services have been equipped with translators. They will help in dealing with foreigners	The article outlines public actions taken by ORLEN S.A. in cooperation with the Police, city guard, ambulance service, and fire department – ORLEN S.A. handed over handheld voice translators to the Plock services on Thursday, which will make it easier for the services to deal with foreigners. The article contains statements

				from representatives of ORLEN S.A., Hyundai Engineering, and Técnicas Reunidas. Furthermore, the article describes the security systems of people living in the container camp.
22	ORLEN's investment contractor has paid PLN 10 million for Płock.	07/04/2023	ORLEN's investment contractor has paid PLN 10 million for Płock. The money will be allocated to green investments	The article describes the compensation made by Hyundai Engineering and Técnicas Reunidas for felling trees that was necessary to transport components being transported from the Vistula embankment to the construction site. The amount that went into the city budget is PLN 10 million.
23	The largest component of Olefins III has already been erected! The crane for installation was imported from Sweden [PHOTOS] – PetroNews	29/05/2023	The largest component of Olefins III has already been erected! The crane for installation was imported from Sweden	Report from the installation of the wash tower, namely the largest and heaviest component of the Olefins III Complex in Płock, which is being built at ORLEN S.A. It describes the planned subsequent transport of large-sized components.
24	Police: 11 cases involving foreigners were reported, mainly drunk driving and poorly secured loads [VIDEO, PHOTOS] – PetroNews	30/05/2023	Police: 11 cases involving foreigners were reported, mainly drunk driving and poorly secured loads [VIDEO, PHOTOS]	On the 30 th May, 2023, Minister Maciej Wąsik together with representatives of the Police from Płock and the region dispelled doubts regarding security that may have arisen in connection with the sudden influx of foreigners.
25	What does the camp of Olefins III workers look like? It is now ready to move in [FILM, PHOTOS] – PetroNews	02/06/2023	What does the camp of Olefins III workers look like? It is now ready to move in	Article with photo report describing the assumptions of the construction of the container camp, the planned accommodation of workers, indicates the camp's administrators. The article contains statements from representatives of Hyundai Engineering, Técnicas Reunidas, and MODULAR SYSTEM. The consortium of Modular System and Zurad (a company belonging to the Polish Armaments Group) is responsible for the construction of the camps.
26	About Poland, France and the international cast. Interview with the construction director of the Olefins III complex [PODCAST] – PetroNews	25/07/2023	About Poland, France and the international cast. Interview with the construction director of the Olefins III	Interview with Fabrice Pax, construction director of the Olefins III complex.

			complex [PODCAST]	
27	The future of ORLEN is petrochemistry [INTERVIEW] - PetroNews	10/08/2023	The future of ORLEN is petrochemistry [INTERVIEW]	Interview with Jakub Zgorzelski, Operations Director of Hyundai Engineering and Tecnicas Reunidas, which is implementing the Olefin III Complex investment for ORLEN.
28	There will be cruises on the Vistula again at a lower price! - PetroNews	06/09/2023	There will be cruises on the Vistula river again at a lower price!	ORLEN invited local residents for family boat cruises on the Vistula River on Sunday.
29	Cultural encounters: Türkiye like you won't experience on an all-inclusive holiday - PetroNews	22/11/2023	Cultural encounters: Türkiye like you won't experience on an all-inclusive holiday	ORLEN invited local residents to a meeting at the Płock library, during which they would learn about Turkish culture and literature.
30	ORLEN will donate money for road modernization. What is the amount? - PetroNews	08/02/2024	ORLEN will donate money for road modernization. What is the amount?	An article on the amount of funding for the renovation of roads burdened by the construction of the Olefins III Complex. Interview with Damian Olewnik, director of the Olefins Production Intensification Office.
31	What progress has been made on the Olefins III construction site? Come and ask - PetroNews	17/02/2024	What progress has been made on the Olefins III construction site? Come and ask	Information about meetings organized by ORLEN S.A. for local residents about the construction of Olefins III Complex.
32	What is known about the structure of Olefins III Complex? The first meeting is behind us [VIDEO, PHOTOS] - PetroNews	20/02/2024	What is known about the structure of Olefins III Complex? The first meeting is behind us [VIDEO, PHOTOS]	An article describing the first meeting with residents regarding the construction of Olefins III, which took place on February 19 in the Education Center in Płock.
33	Labour inspectors after conversation with Olefins III employees. None of them reported a complaint. - PetroNews	15/05/2024	Labour inspectors after conversation with Olefins III employees. None of them reported a complaint.	Representatives of the National Labour Inspectorate visited employees working on the construction of the Olefins III complex. They handed out leaflets and asked about employment conditions, none of the foreigners complained about the living conditions.

InfoPłockTV

33	https://infoPlocktv.pl/?s=olefiny+III	22/06/2021	The contract has been signed, soon in Płock works on the construction of Olefins III will start, 22 June 2021	The article presents information related to the signing by ORLEN S.A. of the final contract with the contractor for the largest petrochemical investment in Europe in the past 20 years. Hyundai Engineering and Técnicas Reunidas will be responsible for the construction of the Olefins III Complex in terms of basic installations. It presents the value of the investment, the scope of the project as well as the importance of the investment as regards the development of the economy.
34	https://infoPlocktv.pl/2022/05/26/transport-wielkogabarytowych-componentow-na-instalacje-olefiny-iii-orlenu-znad-wisly-do-koncernu/	26/05/2022	Transport of large-sized components for the ORLEN Olefins III installation from the Vistula River to the Company, 26 May 2022	The article presents the course of transportation of large-sized components for the construction of the latest Olefins III installation at the ORLEN Production Plant in Płock.
35	https://infoPlocktv.pl/2022/05/26/budowa-kompleksu-olefin-iii-decyzja-wojewody-mazowieckiego/	26/05/2022	Construction of the Olefins III Complex – decision of the Masovian Province, 26 May 2022	Press release on the issuance of a decision approving the construction design and granting a building permit for ORLEN S.A. The permit covers the construction of the Olefins III Complex on the premises of ORLEN in Płock, together with the necessary ISBL infrastructure. The decision is immediately enforceable.
36	https://infoPlocktv.pl/2021/05/pkn-orlen-rozpoczyna-najwieksza-inwestycje-petrochemiczna-w-europie/	24/01/2023	ORLEN has commenced the biggest petrochemical investment in Europe, 24 May 2021	The article reports on the process of signing a letter of intent with the following companies: Hyundai Engineering and Técnicas Reunidas, for the completion of the project. It presents the value of the investment, the scope of the project as well as the importance of the investment as regards the development of the economy.
37	How is the largest petrochemical investment in Europe created? – infoPlockTV (infoPlocktv.pl)	19/01/2023	How is the largest petrochemical investment in Europe created?	A video reporting on the construction of the Olefins III Complex, including interviews with representatives of ORLEN S.A., Hyundai Engineering, and Técnicas Reunidas.
38	https://infoPlocktv.pl/2023/01/20/wielkie-gabaryty-przejada-przez-Plock/	20/01/2023	Large-sized trucks will pass through Płock	Press release on the transport of oversized installation components from the Vistula embankment in Płock to the construction site of the ORLEN Olefins Complex in Płock.

39	https://infoPlocktv.pl/2023/01/30/ogromne-dzwigi-kilkuset-tonowe-componenty-rozpoczyna-sie-transport-gabarytow-na-olefiny-iii/	30/01/2023	Huge cranes, several hundred tonnes of components – the transport of large-sized components to Olefins III has started	The article outlines the planned schedule for the transport of large-sized components for the construction of the Olefins III Installation. The article contains statements from representatives of ORLEN S.A., Hyundai Engineering, and Técnicas Reunidas.
40	Tolerance above all – infoPlockTV(infoPlocktv.pl)	08/02/2023	Tolerance above all	The article describes the social campaign taken by the Police related to building awareness of local communities about foreign cultures, such as meetings in schools, development of a handbook, among other things. It indicates the planned information campaign with the use of billboards as well as local radio and television stations, which will be run with support from ORLEN S.A. and Hyundai Engineering. Its task will be to raise cultural and moral awareness among the residents of Plock and the surrounding area
41	https://infoPlocktv.pl/2023/02/13/trwa-przebudowa-kilku-rond-w-Plocku/	13/02/2023	Reconstruction of several roundabouts in Plock is underway, 13 February 2023	Press release on changes in traffic organisation in connection with the planned transport of large-sized components for the Olefins III Installation under construction at ORLEN S.A.
42	Large trucks will pass through Plock – infoPlockTV (infoPlocktv.pl)	13/02/2023	Large-size trucks will pass through Plock	Press release on the planned transport of oversized installation components from the Vistula embankment in Plock to the construction site of the ORLEN Olefins Complex in Plock. The article contains statements from ORLEN S.A. representatives
43	They will communicate in any language – infoPlockTV (infoPlocktv.pl)	23/03/2023	They will communicate in any language	The article outlines public actions taken by ORLEN S.A. in cooperation with the Police, city guard, ambulance service, and fire department –ORLEN S.A. handed over handheld voice translators to the the services responsible for security and assistance in Plock and the surrounding area, which will make it easier for the services to deal with foreigners. Furthermore, the article describes the security systems of people living in the container camp.
44	Fear makes things look twice as bad as they are – infoPlockTV (infoPlocktv.pl)	27/03/2023	Fear makes things look twice as bad as they are	The article describes the actions taken to ensure safety in the container camp. The article contains statements from the Police.

45	Wash tower on its way to Płock – infoPłockTV (infoPłocktv.pl)	02/04/2023	Wash tower on its way to Płock	Press release on the transport of the wash tower to Płock, namely the largest and heaviest component of the Olefins III Complex in Płock, which is being built at ORLEN S.A. The article contains statements from ORLEN S.A. representatives
46	Wash tower has arrived in Płock [PHOTO] – infoPłockTV (infoPłocktv.pl)	05/04/2023	Wash tower has arrived in Płock	Press release on the arrival of the wash tower in Płock. The article contains statements from representatives of ORLEN S.A., Hyundai Engineering, and Técnicas Reunidas.
47	Wash tower on its way to installation – infoPłockTV (infoPłocktv.pl)	09/05/2023	Wash tower on its way to installation	The article, together with a photo report, describes the first stage of the two-day road transport of the wash tower. It summarises statistics and directions of transport of equipment for the Olefins III Complex construction site.
48	This has never been seen on Polish roads before – infoPłockTV (infoPłocktv.pl)	10/05/2023	This has never been seen on Polish roads before	The article, together with a photo report, describes the next stage of the two-day road transport of the wash tower. It summarises statistics and directions of transport of equipment for the Olefins III Complex construction site.
49	The wash tower awaits next stage – infoPłockTV (infoPłocktv.pl)	11/05/2023	The Wash tower awaits next stage	The article, together with a photo report, describes the successful transportation to the construction site of the wash tower.
50	Olefins III and foreigners working there are the main topic of a meeting at the County Office – infoPłockTV (infoPłocktv.pl)	12/05/2023	Olefins III and foreigners working there are the main topic of a meeting at the County Office	The article, together with a photo report, outlines the course of the meeting of the County Crisis Management Team held on Friday, 12 May, at the headquarters of the County Office in Płock with the participation of representatives of ORLEN S.A., Hyundai Engineering and Técnicas Reunidas, Płock District Office, and the Police.
51	Daily transports of large-sized loads – infoPłockTV (infoPłocktv.pl)	15/05/2023	Daily transports of large-sized loads	Press release on the transport of large-sizes loads that will take place during the weekdays (15–19 May) from the Vistula embankment to the Olefins Complex III construction site.
52	Olefins III – a special crane and the largest component on site – infoPłockTV (infoPłocktv.pl)	29/05/2023	Olefins III – a special crane and the largest component on site	Report from the installation of the wash tower, namely the largest and heaviest component of the Olefins III Complex in Płock, which is being built at ORLEN S.A. It describes the planned subsequent transport of large-size components.
53	The Tower of Babel - there is no reason to fear (infoPłocktv.pl)	30/05/2023	The Tower of Babel - there is no reason to fear	The Ministry of Interior and Administration and the local Police informed that residents can feel safe because foreign workers who came to work on the construction of Olefin III do not pose a threat to the local community.

54	Camp near the Olefins – infoPłockTV (infoPlocktv.pl)	06/06/2023	Camp near the Olefins	Video featuring interviews with representatives of Hyundai Engineering, Técnicas Reunidas, and Modular System about the workers camp. The workers camp is ready to move in. This is a place for workers employed at the construction of the Olefins III Complex in Płock. Ultimately, the place was created to accommodate approx. 6 thou. people.
55	Olefins III: safety in the workers camp – infoPłockTV (infoPlocktv.pl)	21/06/2023	Olefins III: safety in the workers camp	Press briefing on security at the Olefins III Complex. Representatives of the Police, Polish Armaments Group, Hyundai Engineering, Técnicas Reunidas, and ORLEN S.A. talked about the security preparations at the Complex.
56	ORLEN invites for family cruises on the Vistula River – infoPłockTV (infoPlocktv.pl)	07/08/2023	ORLEN invites for family cruises on the Vistula River	As a part of the "ORLEN a good neighbor" programme addressed to Płock residents and tourists, ORLEN once again invited people to participate in a cruise on the Vistula river.
57	ORLEN invites for family Sunday cruises on the Vistula River – infoPłockTV (infoPlocktv.pl)	06/09/2023	ORLEN invites for family Sunday cruises on the Vistula River	As a part of the "ORLEN a good neighbor" programme addressed to Płock residents and tourists, ORLEN invited to the next edition of cruises on the Vistula River.
58	Financial support for the Plock country - infoPłockTV (infoPlocktv.pl)	03/04/2024	Financial support for the Plock country	Over PLN 1,000,000 will go to the Plock district for the purchase of equipment needed for road maintenance.
59	Cooperation of ORLEN with the Plock county - infoPłockTV (infoPlocktv.pl)	04/04/2024	Cooperation of ORLEN with the Plock county	The consortium implementing the Olefins III complex has donated PLN 1,200,000 for the district's road activities.

The Company also informed about the Olefin III Project through its own social media. Information appeared both on the profiles of ORLEN S.A. and on the profiles of Daniel Obajtek, ORLEN S.A. CEO. Below are links to these materials:

Table 5 Links to information about the Olefin III Project through social media

No	Release channel	Date	Summary
Twitter of ORLEN S.A. CEO Daniel Obajtek			
1	https://twitter.com/DanielObajtek/status/1199648543012769792	27 November 2019	Signing of a contract for technical consulting and project management of the expansion of the Olefins Complex in Płock
2	https://twitter.com/DanielObajtek/status/1396768665178148867	24 May 2021	Consent of the Supervisory Board of ORLEN S.A. for the extension of the Olefins Complex in Płock

3	https://twitter.com/DanielObajtek/status/1396898450097197062	24 May 2021	Information footage from the ceremony of commencement of the construction of the Olefins III Complex
4	https://twitter.com/DanielObajtek/status/1407314572550316034	22 June 2021	Signing of the final contract with Hyundai and Técnicas Reunidas for the construction of the Olefins III Complex. The new Olefins Complex in Plock will increase ORLEN S.A.'s EBITDA by approx. PLN 1 billion per annum and reduce CO ₂ emissions by 30% per tonne of product
5	https://twitter.com/DanielObajtek/status/1420655583657529346	29 July 2021	In the second quarter, the petrochemical segment delivered PLN 1 billion in EBITDA LIFO. Strengthening this segment with the R&D Centre in Plock already in operation and the Olefins III Complex under construction.
6	https://twitter.com/DanielObajtek/status/1486594616749084684	27 January 2022	Information on investments completed in 2021 at a record-breaking level of nearly PLN 10 billion. In 2022, we will allocate PLN 15.2 billion to ORLEN S.A.'s investments
7	https://twitter.com/DanielObajtek/status/1544989964479381504	7 July 2022	Signing of a contract for acquiring part of the LDPE polyethylene production and sales business from Basell Orlen Polyolefins. LDPE polyethylene is used to produce packaging, among other things. Covering approx. 1/3 of domestic demand for this product

ORLEN S.A. Twitter

8	https://twitter.com/PKN_ORLEN/status/1396786585186746369	24 May 2021	Commencement of the construction of the Olefins III Complex
9	https://twitter.com/PKN_ORLEN/status/1420657448076066828	29 July 2021	In 2Q 21, the petrochemical segment of ORLEN S.A. generated PLN 1 billion in EBITDA LIFO.
10	https://twitter.com/PKN_ORLEN/status/1486639142247276545	27 January 2022	Information about the result for 2021. Capital expenditures amounted to PLN 9.9 billion. The amount of the Company's planned investments will exceed PLN 15 billion in 2022
11	https://twitter.com/PKN_ORLEN/status/1544993486381907969	7 July 2022	Low-density polyethylene is a recyclable polymer used, among other things, in the production of packaging and electronic components. Thanks to investments in the petrochemical development, ORLEN S.A. will be able to meet 1/3 of domestic demand for the product

Facebook ORLEN S.A. CEO Daniel Obajtek

12	https://www.facebook.com/permalink.php?story_fbid=993315504374356&id=188133608225887	27 November 2019	Signing by ORLEN S.A. of a contract for technical consulting and project management of the expansion of the Olefins Complex in Plock This marks the transition to the next stage of the ORLEN S.A. Petrochemical Development Programme, which will turn Poland from an importer of petrochemical products into an exporter.
13	https://www.facebook.com/permalink.php?story_fbid=1419692291736673&id=188133608225887	24 May 2021	The Supervisory Board of ORLEN S.A. has approved the extension of the Olefins Complex in Plock. In practical terms, this means building a new, competitive and environmentally friendly petrochemical industry. This is the largest petrochemical investment in Europe in the last 20 years.

14	https://www.facebook.com/permalink.php?story_fbid=1419810648391504&id=188133608225887	24 May 2021	Commencement of the construction of the Olefins III Complex. ORLEN S.A.'s strategic investment will boost competitiveness and resistance to changes in the fuel market, and is also part of the merger with LOTOS Group
15	https://www.facebook.com/watch/?v=817290985548325	24 May 2021	Footage from the ceremony of commencement of construction of the Olefins III Complex in Płock
16	https://www.facebook.com/obajtekdaniei/posts/350162853134186	22 June 2021	Signing by ORLEN S.A. of the final contract with Hyundai Engineering and Técnicas Reunidas11. The new Olefins Complex in Płock will increase ORLEN S.A.'s EBITDA by approx. PLN 1 billion per annum and reduce CO ₂ emissions by 30% per tonne of product
17	https://www.facebook.com/obajtekdaniei/posts/373747947442343	29 July 2021	In the second quarter 2021, the petrochemical segment delivered PLN 1 billion in EBITDA LIFO. Strengthening this segment with the R&D Centre in Płock already in operation and the Olefins Complex under construction.
18	https://www.facebook.com/obajtekdaniei/posts/pfbid0o6LCJMzJPdPh1SuGaFeCSfGHHRz42obQJTefwWqMFhKqufFgJwBD7AZQRqyF1TZsl	26 January 2022	In 2021, ORLEN S.A. completed investments at a record-breaking level of nearly PLN 10 billion. In 2022, PLN 15.2 billion has been allocated for investments
19	https://www.facebook.com/obajtekdaniei/videos/873748267363432/	7 July 2022	Footage and information about the signing of the contract for acquiring part of the LDPE polyethylene production and sales business from Basell Orlen Polyolefins. LDPE polyethylene is used to produce packaging, among other things. It will cover approx. 1/3 of domestic demand for this product

ORLEN S.A. Facebook

20	https://www.facebook.com/ORLENOfficial/posts/1985638878257007	24 May 2021	Information about the commencement of construction of the Olefins III Complex in Płock. The new Olefin III Complex will increase production and reduce CO ₂ emissions by 30% per tonne of product.
21	https://www.facebook.com/ORLENOfficial/posts/2040925889394972	29 July 2021	In 2Q 21, the petrochemical segment of ORLEN S.A. generated PLN 1 billion in EBITDA LIFO.
22	https://www.facebook.com/ORLENOfficial/posts/pfbid0SPtpWdwbkYEUxvroRG7bfW3moz4wsvC3EcvGYyszu27gzung36ogRrM5a1tXUGMWl	27 January 2022	Information on ORLEN S.A.'s results for Q4 21. 2021 was a record-breaking year in terms of capital expenditures of ORLEN Group – PLN 9.9 billion, including primarily in the promising petrochemical and energy segments. The number of planned expenditures in 2022 will exceed PLN 15 billion
23	https://www.facebook.com/watch/?v=562552042251157&ref=sharing	7 July 2022	Information footage on Low-Density Polyethylene. It is a recyclable polymer used, among other things, in the production of packaging and electronic components. Thanks to investments in the petrochemical development, ORLEN S.A. will be able to meet 1/3 of domestic demand for this product

4.3 Information provided to ORLEN Capital Group employees

In addition to external communication, the Company conducted intensive communication among ORLEN Capital Group employees through its own internal media, which include: ORLEN Capital Group Studio (TV broadcasts), internal magazine "GO!" and Intranet. Information about the Olefins III Complex construction project appeared in the following internal media:

1. Studio Grupy ORLEN 21 from 27 May 2021 - Inwestycja Olefiny III [EN: Olefins III Investment]
 - In new INTRA:
 - 2021, Olefins III Investment
 - February 2023, Transport of high size items for the Project
 - March 2023, Translators for authorities
 - May 2023, Wash Tower Transport
 - May 2023, Transport of the biggest construction element for the Project
 - July 2023, Plumbing of the largest absorption column
 - Magazyn GO!
 - December 2019, Coraz bliżej rozbudowy kompleksu Olefin [EN: *The expansion of the Olefin complex is getting closer*]
 - May 2020, Kontynuujemy inwestycje w obszarze petrochemii [EN: *We continue to invest in the petrochemical sector*]
 - July/August 2020, ORLEN inwestuje w rozwój produkcji rafineryjnej i petrochemicznej [EN: *ORLEN invests in the development of refining and petrochemical production*]
 - June 2021, Budujemy Olefiny III [EN: *We build Olefins III*]
 - February 2023, Wielkie gabaryty dla Olefin III [EN: *Large loads for Olefins III*]
 - June 2023, Kolos dotarł do Płocka [EN: *The colossus reached Płock*]
 - Intranet (Appendix 2)
 - Website

A web subpage on ORLEN's corporate website has been created for the Project, available at <https://www.orlen.pl/en/about-the-company/Key-projects/olefins>. It contains the most important information about the Project and the products that will be produced at Olefins III Complex. It also includes a description of the technologies to be used and a brief description of the installations comprising the entire complex. The site also includes a form for stakeholders who would like to file a complaint or request related to the ongoing investment. All the information on the site has been prepared in two language versions: Polish and English. They will be updated and supplemented on an ongoing basis.

5 Identification of stakeholders and analysis of their expectations

5.1 Applicable principles

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

- Openness and an approach that takes into account the entire life cycle of the Project: public consultations on the Project will be organized throughout its life, 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; opportunities for communication will be provided and feedback from stakeholders will be collected to analyze and address their comments and concerns
- Integration and sensitivity: stakeholder identification will be undertaken to promote 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 underpinning the selection of engagement methods, with a particular focus on vulnerable groups.

5.2 Stakeholder identification

In its relations with stakeholders, the Company is committed to integrity, transparency, mutual respect and professionalism.

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

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

- Group I

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

- Group II

Stakeholders who can influence and decide on the Project - government, local administration, social organizations;

- Group III

Stakeholders who participate in the implementation of the Project - employees, tenants, contractors, subcontractors.

Table 6 Identified Stakeholders for the Olefin III Project

Identified Stakeholders for the Olefin III Project		
<i>Group I</i>	<i>Group II</i>	<i>Group III</i>
Stakeholders who will be directly or indirectly affected by the implementation of the Project	Stakeholders who have the ability to influence and decide on the implementation of the Project	Stakeholders who participate in the implementation of the Project
<p>Residents of the villages where the investment will be located.</p> <p>Residents of the investment impact zone.</p> <p>Owners of land plots through which the linear infrastructure will be carried out.</p> <p>Farmers cultivating land in the area of the investment.</p> <p>Residents of localities along transport routes at the stage of implementation and operation of the investment.</p> <p>Local businesses.</p> <p>Local schools and universities.</p> <p>People from the so-called vulnerable group (unemployed, elderly, people with disabilities, socially excluded people).</p> <p>Emergency services and the police.</p>	<p>State administration.</p> <p>Local government administration.</p> <p>Councilors in each municipality.</p> <p>Media.</p> <p>Non-Governmental Organizations (NGOs) and informal groups operating at the local, regional, national and international levels, including environmental groups. (Detailed data are presented in Table 5.)</p> <p>Local parliamentarians.</p>	<p>Employees of ORLEN S.A. and ORLEN Capital Group (the interests of employees are represented by trade unions, the details of which are presented in Table 6)</p> <p>Tenants, contractors, subcontractors, suppliers.</p>

The following shows the extent of the Project's impact that directly and indirectly affects the identified Olefin III Project stakeholder groups (see also Figure 1):

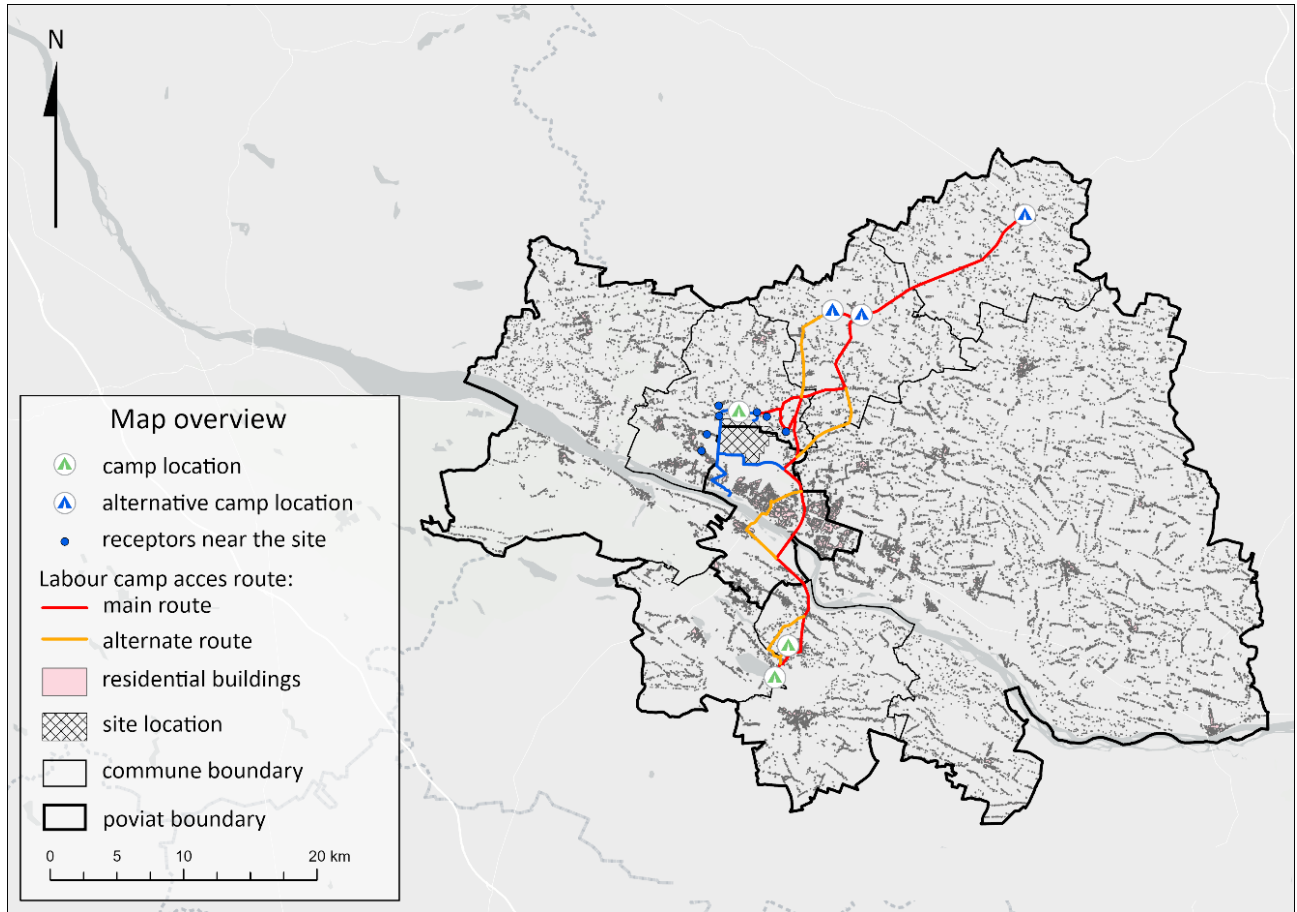


Figure 3 Map of the extent of the Project's impact I
Source: Own study

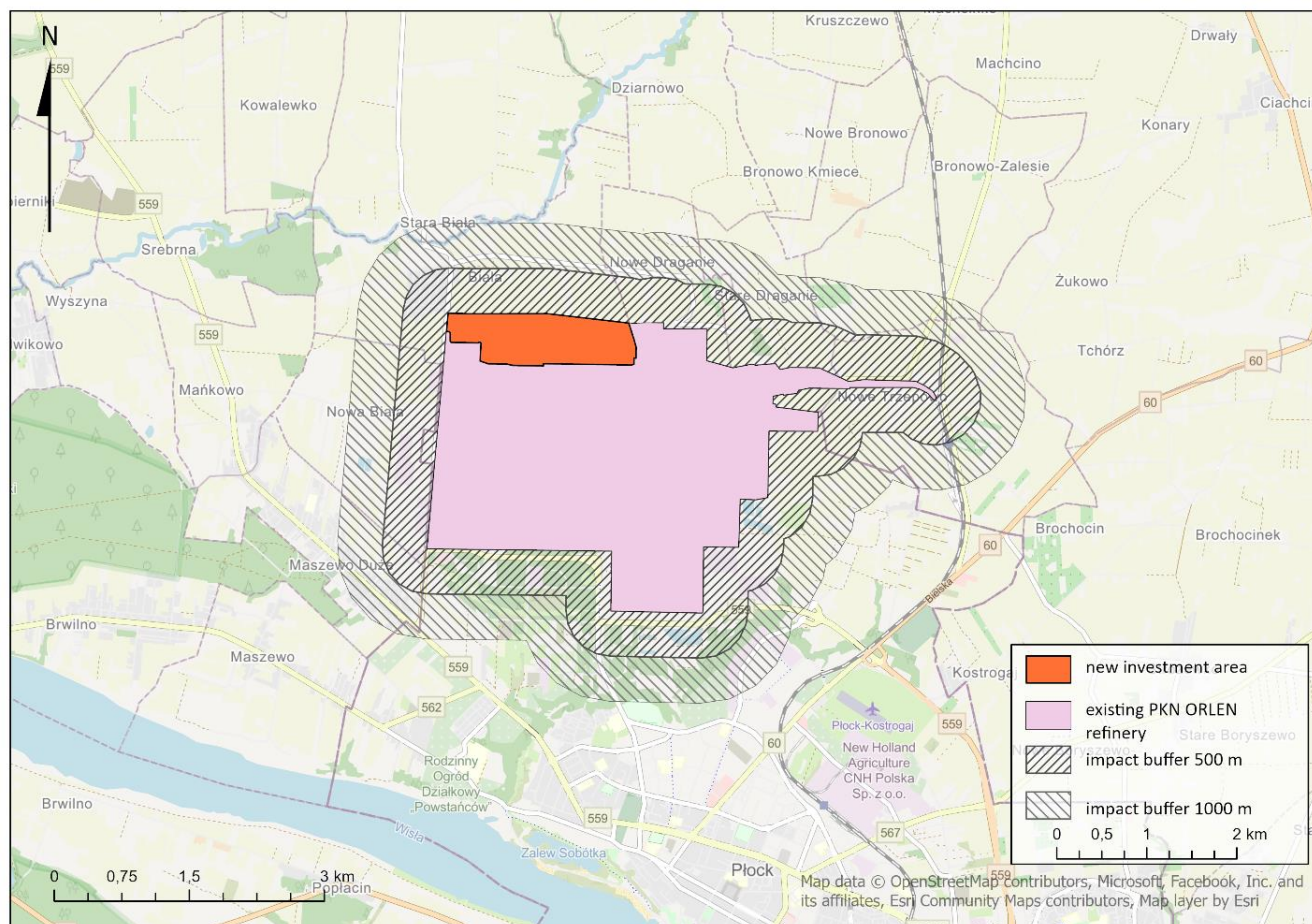


Figure 4 Map of the extent of the Project's impact II

Source: Own study

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

- Residents of the villages where the investment will be located:
 - Residents of Plock;
 - Residents of the municipality of Stara Biała.
- Residents of the municipalities of Plock county, on the territory of which container towns will be located, camps for the employees of contractors and subcontractors implementing the investment, and through which the transport routes of workers and raw materials and machinery run:
 - Residents of the municipality of Stara Biała;
 - Residents of the municipality of Łąck;
 - Residents of the municipality of Gąbin.

- Residents of the direct zone of impact of the investment, residing in Płock and the municipality of Stara Biała in the buffer of the direct impact of the investment;
- Owners of land plots through which the linear infrastructure will be carried out;
- Farmers who cultivate land in the Project area;
- Residents of villages along transportation routes during the implementation and operation stages of the Project:
Stara Biała, Biała, Stare Draganie, Bronowo Zalesie, Ciachcin, Niszczycze-Pieńki, Gilino, Bielsk, Zakrzewo, Ułtowo, Psary, Brzechowo, Kozłowo, Drobin, Łąck, Jordanów, Dobrzyków, Nowe Grabie, Gąbin;
Residents of Płock neighborhoods/districts along transportation routes at the stage of implementation and operation of investments:
Góry, Radziwie, Kolegialna Str., Wyszogrodzka Str., Międzytorze, Dworcowa Str., Kochanowskiego Str., Trzepowo, Winiary, Łukasiewicza Str., Skarpa;
- Local businesses with headquarters or properties within the Project's area of influence;
- Local schools and universities;
- People in the so-called "vulnerable group":
 - Unemployed;
 - Elderly;
 - persons with disabilities;
 - socially excluded persons;
 - refugees.
- Hospitals and clinics, emergency rooms:
 - Provincial Combined Hospital In Płock;
 - Holy Trinity Hospital in Płock.
- Provincial Ambulance and Sanitary Transport Station;
- Emergency services:
 - Municipal Command of the State Fire Service in Płock;
 - Voluntary Fire Brigade Stara Biała;
 - Drobin Volunteer Fire Brigade;
 - Volunteer Fire Brigade Łąck;
 - Volunteer Fire Brigade Gąbin.
- Overseas police units:
 - Municipal Police Station in Płock;
 - Police station in Stara Biała;
 - Police station in Gąbin;
 - Police station in Drobin;
 - Police station in Łąck.

Group II - Stakeholders who can influence and decide on the Project - government administration, local government, social organizations

- State administration
 - The Head of the Province of Mazovia;
 - The Province of Mazovia Office in Warsaw.
- Local government administration:
 - Village leader of communes: Stara Biała, Łąck, Gąbin;
 - Commune Councils: Stara Biała, Łąck, Gąbin;
 - Mayor of the City of Płock;
 - Płock City Council;
 - Municipality of the City of Płock;
 - Płock County Office;
 - Płock County Council;
 - Mazovian Regional Assembly;
 - Councillors of the Province of Mazovia.
- Agency for Restructuring and Modernization of Agriculture,
- Ministry of Climate and Environment,
- National Water Management Company Polish Waters ,
- General Directorate for Environmental Protection in Warsaw,
- Regional Directorate for Environmental Protection in Warsaw,
- Provincial Inspectorate for Environmental Protection,
- National Fund for Environmental Protection and Water Management,
- National Geological Institute,
- Institute of Nature Protection, Polish Academy of Sciences,
- District Sanitary Inspectorate,
- Provincial Headquarters of the State Fire Service in Warsaw,
- Municipal Headquarters of the State Fire Service in Płock,
- Media,
- Non-governmental organizations (NGOs) and informal groups operating at the local, regional, national and international levels, including environmental organizations (summarized in Table 5).
- Local parliamentarians.

Due to the high social importance, the following are the identified NGOs.

Table 7 Non-governmental organizations (NGOs) and informal groups operating at local, regional, national and international levels

Non-governmental organizations (NGOs) and informal groups operating at local, regional, national and international levels		
Action area	Organization name	Contact
Local scope	Bolesław Krzywousty Foundation for Renovation of Monuments of Płock (Fundacja Odnowy Zabytków Płocka im. Bolesława Krzywoustego)	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 (Liga Ochrony Przyrody – Zarząd Okręgowy)	ul. Misjonarska 22, 09-400 Płock
	Mazovia Agricultural Advisory Centre (MODR) - PZDR in Płock (Mazowiecki Ośrodek Doradztwa Rolniczego (MODR) - PZDR w Płocku)	ul. Zglenickiego 42 D; 09-411 Biała tel./fax: 24 269 77 00
	Płock for the trees (Płock dla drzew)	plockdladrzew@wp.pl Grzegorz Piaskowski
	Aleksander Maciesza Photographic Society of Płock (Płockie Towarzystwo Fotograficzne im. Aleksandra Macieszy)	Stary Rynek 8 09-400 Płock tel. 723 332 632
	Regional Centre for Ecological Education (Regionalne Centrum Edukacji Ekologicznej)	ul. Bielska 57A, pok 212, II piętro (od 1 maja 2022) 09-402 Płock Numer telefonu do kontaktu: 514 263 249.
	Association for Social Initiatives "Let's Help Together" (Stowarzyszenie na rzecz Inicjatyw Społecznych „Pomóżmy sobie wspólnie”)	ul. Jana Kazimierza 1 09-411 Biała
	Association of Bielsk Commune Enthusiasts "Our Habitat" (Stowarzyszenie	ul. Chabrowa 8/3 09-230 Bielsk

Nationwide scope	Miłośników Gminy Bielsk "Nasza Ostoja")	
	Association for Wild Animals SOKÓŁ (Stowarzyszeniem na Rzecz Dzikich Zwierząt SOKÓŁ)	Sławomir Sielicki ul. Osiedlowa 1 87-800 Włocławek
	Płock Scientific Society (Towarzystwo Naukowe Płockie)	pl. G. Narutowicza 8 09-402 Płock tel. 24 262 26 04, 24 366 99 50
	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 (Klub Gaja)	ul. Wyzwolenia 40 43-365 Wilkowice
	Polish Society for Nature Protection "Salamandra" (Polskie Towarzystwo Ochrony Przyrody „Salamandra”)	ul. Stolarska 7/3 60-788 Poznań
	Workshop for All Beings (Pracownia na rzecz Wszystkich Istot)	ul. Jasna 17 43-360 Bystra tel. 501 285 417
	Society for the Earth (Towarzystwo na rzecz ziemi)	ul. Leszczyńskiej 7, 32-600 Oświęcim
	Union of Associations Polish Green Network (Związek Stowarzyszeń Polska Zielona Sieć)	ul. Raszyńska 32/44, lok. 140, 02-026 Warszawa

Group III - Stakeholders who participate in the implementation of the Project - employees, tenants, contractors, subcontractors.

ORLEN S.A. and ORLEN Capital Group employees. Trade union organizations and their members have a special power of influence in ORLEN S.A. and their opinion is very important. Table 6 provides detailed information on trade union organizations operating at ORLEN S.A.

Table 8 Trade union organizations operating in ORLEN S.A.

Trade union organizations operating in ORLEN S.A.	
<i>Name of the organization</i>	<i>Contact</i>
Intercompany Trade Union of Employees Continuous Motion in the ORLEN S.A. Capital Group	ul. Chemików 7, 09-411 Płock tel: (24) 256 67 49 fax: (24) 367 77 94
Inter-company organization of NSZZ Solidarność ORLEN S.A.	ul. Chemików 7, 09-411 Płock tel: (24) 256 68 16 fax: (24) 367 71 17
Inter-company Sectoral Trade Union in ORLEN S.A. Capital Group	ul. Chemików 7, 09-411 Płock tel: (24) 256 55 02 fax: (24) 367 76 72
Inter-company Trade Union of ORLEN S.A. Capital Group	ul. Chemików 7, 09-411 Płock tel: (24) 256 87 51 tel. kom.: 605 194 891
Management Trade Union in ORLEN S.A. Capital Group	ul. Chemików 7, 09-411 Płock tel: (24) 256 78 62 fax: (24) 365 51 96
Inter-company trade union organization "Solidarity 80" Grupa Kapitałowa ORLEN S.A.	ul. Chemików 7, 09-411 Płock tel: (24) 256 89 21 tel. kom.: 605 327 269
Inter-company committee of "Solidarity 80" ORLEN S.A.	ul. Chemików 7, 09-411 Płock tel: (24) 256 64 20 tel. kom. 691 987 802
Inter-Union Committee of the Trade Union Solidarity '80 ORLEN S.A.	ul. Chemików 7, 09-411 Płock tel: (24) 256 63 97 fax: (24) 356 37 90
Inter-company Trade Union of Employees ORLEN S.A. and the Capital Group	ul. Rayskiego 29, 70-952 Szczecin tel: (24) 256 72 35 fax: (91) 485 21 88
Independent Self-Governing Trade Union Employees of ORLEN S.A. and Capital Group with the seat in Kielce	pl. Wolności 10, 25-367 Kielce tel: (24) 256 79 81 fax: (41) 349 03 26

Stakeholders economically linked to the Project - tenants, contractors, subcontractors

- Main contractors:

- Fluor S.A.;
- Hyundai Engineering Co., Ltd. Técnicas Reunidas S.A. – EPCC contractor.
- Other contractors, subcontractors involved in the implementation of the Project at each stage of its development,
- Contractors of conceptual and design work,
- Licensors,
- Technical, legal, market and insurance consultants,
- Contractors of construction and installation work,
- Equipment suppliers,
- Transport companies,
- Security companies,
- Other entrepreneurs associated with the Project:
 - Owners of rail infrastructure;
 - Owners of road infrastructure;
 - Owners of electric power lines;
 - Transmission infrastructure operators and owners.

5.3 Analysis of stakeholder concerns and expectations

Each stakeholder group has different expectations and concerns for 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 are:

- economic development of the municipality and the region,
- improvement of living conditions of the society,
- growth of economic importance of the region,
- growth of Poland's economic importance in the international arena,
- reduction of unemployment,
- increase budget revenues.

The main anticipated concerns are:

- adverse impacts of the investment on the environment and health and living conditions,
- increased noise impacts,
- security risks.

The following 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 please note that this is an ongoing process and will be reviewed and updated annually.

Table 9 Key stakeholder expectations and concerns, ways to communicate

Stakeholder group	Key expectations	Key concerns	Ways of communication
External stakeholders			
National and local authorities	<p>Increase in the potential of domestic industry.</p> <p>Increase in the importance of Poland in the international chemical market.</p> <p>Economic development of the region.</p> <p>Development of local entrepreneurship.</p> <p>Increase in income through a stable level of taxes;</p> <p>Attracting foreign capital to the region.</p> <p>New jobs.</p> <p>Increase in the standard of living of residents (related, for example, to the development of local trade and higher budget revenues).</p>	<p>Deterioration of the environment and associated reduction in the standard of living of residents.</p> <p>Non-compliance with national regulations.</p>	<p>Continuing consultations and dialogue.</p> <p>Conducting required administrative proceedings in accordance with national regulations, following established procedures.</p>
Environmental and security control and supervision authorities	<p>Compliance with national legislation</p>	<p>Increased level of risk associated with industrial accidents.</p>	<p>Continue/engage in consultation and dialogue.</p> <p>Develop proper security procedures.</p>
Residents of areas near the Project site	<p>Creation of new jobs.</p> <p>Meeting environmental regulatory requirements.</p> <p>Monitoring and mitigating any environmental problems that may arise in the future.</p> <p>Benefits from social programmes.</p>	<p>Deterioration of living conditions due to deterioration of environmental quality.</p> <p>Threat to health and safety.</p> <p>Loss of farmland due to changes in water relations.</p> <p>Loss of real estate.</p>	<p>Continuing consultations. Clarifying plans for the Project.</p> <p>Participating in meetings with community representatives and residents.</p> <p>Informing the community about the progress of the Project.</p>

	<p>Funds to support local initiatives.</p> <p>Financial commitment by the investor to support health care for the region's residents.</p>	<p>Decrease in the value of land adjacent to the Project.</p> <p>Difficulties during the construction phase.</p>	<p>Activities for damage compensation and a targeted financial support programme (possible inclusion in ORLEN Foundation programmes).</p> <p>Supporting local initiatives.</p> <p>Compliance with environmental standards.</p> <p>Informing in advance of possible difficulties arising at the construction stage.</p> <p>Informing about implemented measures to reduce negative environmental impacts.</p>
<i>Local companies</i>	<p>Development of local economic potential related to the implementation of the Project or compensation for any damage caused.</p> <p>Development of new services.</p>	<p>Loss of income.</p> <p>No compensation for losses.</p>	<p>Continuing consultations. Explaining potential gains/losses for local entrepreneurship.</p>
<i>Vulnerable social groups</i>	<p>Improving living conditions.</p>	<p>Changes in existing lifestyles.</p>	<p>Continued consultation.</p> <p>Financial support from ORLEN Foundation programmes.</p>
<i>Non-governmental and other organizations, such as lovers of the region's history, tourist and environmental organizations</i>	<p>Meeting legal requirements.</p> <p>Transparency of decision-making and communication.</p> <p>Support for local initiatives.</p> <p>Compensation of damages.</p>	<p>Deterioration of the environment and the living conditions of the region's residents.</p> <p>Obstructing participation in the environmental impact assessment procedure.</p>	<p>Openness and transparency of administrative procedures.</p> <p>Conducting information campaigns and dialogue.</p> <p>Public consultation.</p> <p>Maintaining an open attitude toward those who have concerns about the</p>

		Providing false information about the impact on the environment and human health.	construction and operation phases of investments.
Internal stakeholders			
<i>Company shareholders</i>	Compliant implementation of the Project as planned.	Impediments during the construction phase. Failure / closure of the Project.	Continued consultation and dialogue.
<i>Company employees/trade unions operating in ORLEN S.A.</i>	Organization of new workplaces.	Comply with ORLEN S.A.'s recruitment and remuneration standards/rules.	Communicate employment and compensation policies early in the recruitment process.
<i>Subcontractors</i>	Possibility of signing a contract to carry out the work.	Transparency of bidding and procurement policies.	Communicate contracting/tender policies early in the process.

5.4 Principles of cooperation with stakeholders

Table 10 Principles of cooperation with stakeholders

Principle	Description
<i>Identification of stakeholders and their attitudes towards the Project</i>	Identify organizations and institutions that are within the investment's range of influence. Determine the impact of the investment on their lives and activities, as well as possible attitudes and behaviours that may arise at each stage of the investment.
<i>Transparent and reliable way of providing full information about the Project</i>	Ensure that all stakeholders have access to information about the Project. Information will be clear, easy to read and comprehensive, outlining both the benefits and risks of the Project, as well as opportunities for complaints and intervention in contentious events. The method and tools of providing information will be selected to reach all stakeholder groups. The goal of this process will be to educate stakeholders about the Project, reduce unrest 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, as well as openness. Stakeholder expectations related to the Project will be analyzed and rationalized, and the effects of these processes and the possibilities of satisfying expectations will be communicated and explained to stakeholders. Cooperation conducted in this way, coupled with the process of information and education, will be aimed at mitigating possible dissatisfaction that could generate conflicts.
<i>Comply with national and international regulations on public consultation</i>	Ensuring that the actions taken comply with national and international regulations will avoid possible protests and delays in the conduct of the investment. It will also be part of building trust between the investor and stakeholders.
<i>Documentation of the course of contacts and cooperation</i>	Documenting all events occurring in the course of cooperation with stakeholders will avoid misunderstandings, and will also be useful during future audits.

6 Schedule of stakeholder engagement activities

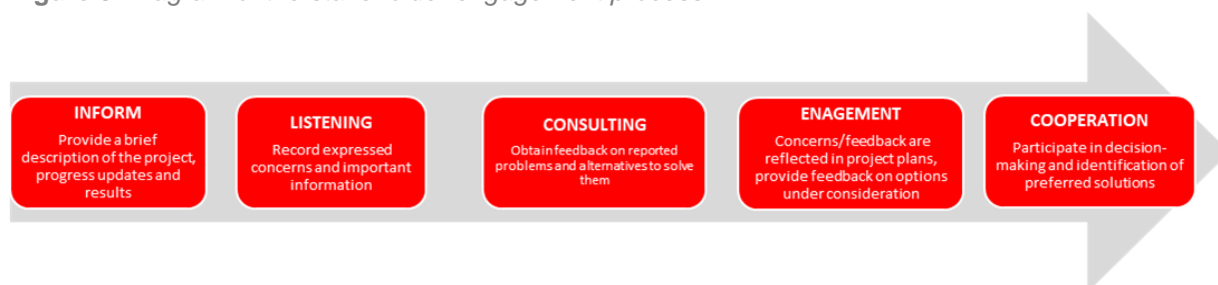
The main objective of the engagement roadmap is to proactively manage the flow of accurate and consistent information to and from stakeholders and to streamline an efficient and transparent stakeholder engagement process. For stakeholders, the following will be defined:

- The purpose of the engagement (e.g., informing, listening, consulting, engaging, collaborating);
- Engagement technique (e.g., face to face meeting, focus group, workshop);
- Frequency of engagement (e.g., once, weekly, monthly, quarterly, annually);

- A schedule with dates and locations where stakeholder engagement activities will take place.

The goal of stakeholder management is to ensure proper communication and meet stakeholder expectations to the extent possible, and to solve problems that arise. A diagram showing the techniques of the process is shown in Figure 5.

Figure 5. *Diagram of the stakeholder engagement process.*



For an example of a template by which stakeholder engagement activities will be tracked, see Table 9.

Table 11 Stakeholder engagement tracking template

Stakeholders	Purpose of engagement	Method of engagement	Frequency of engagement	Date and place	Coordinator	The effect of involvement

- It should be noted that in the future, unforeseen events, such as successive waves of pandemics, may affect stakeholder engagement planning.

7 Stakeholder engagement tools and plan

7.1 Stakeholder engagement tools

ORLEN S.A. intends to communicate all relevant information about the Project to interested parties. The Company has implemented a system of internal and external communication on environmental and social issues, the implementation of which is ensured by the communication units (External Communication Department, Image and Internal Communication Department) and the Environmental Relations Office.

For the purposes of this Project, the selected means of communication available to the Company will be as follows:

- ORLEN S.A. corporate website - a subpage will be created on it dedicated to the investment in Olefins Complex III; full HSE documentation of the Project (ROŚ - Environmental Impact Report, SIA - Social Impact Assessment, HIRA - Human Right Impact Assessment, Non-Technical Summary, SEP - Stakeholder Engagement Plan, and other documentation requiring communication) will be made available on this site,

- Project Information Point (ORLEN S.A., Zespół ds. Project Finance, ul. Chemików 7, 09-411 Płock) - where the HSE documentation of the Project (ROŚ - Environmental Impact Report, SIA - Social Impact Assessment, HRIA - Human Right Impact Assessment, Non-Technical Summary, SEP - Stakeholder Engagement Plan, and other documentation requiring communication)) will be physically available for the digitally excluded and all willing to view;
- Free Information System for Residents of the Płock Region ORLEN Info (an online platform through which the Company sends sms and e-mail messages to registered users about issues important to the local community);
- ORLEN S.A. social media,
- meetings with the local community;
- articles in the local press;
- flyers and brochures (occasionally).

ORLEN S.A. will also use, in accordance with Polish legal requirements, the administrative channels for disseminating information under the responsibility of the Office of the Municipality of Stara Biała. These are:

- Public Information Bulletin;
- information boards in the municipality.

The use of the aforementioned communication channels in the stakeholder engagement process is shown in the next section.

Communication in the local media

SEP assumes communication in the local media. The Press Office will be responsible for the planning and implementation of communications in the local media. Communication will include the following activities: Cyclical publications in the largest local newspaper "Tygodnik Płocki" and in its online version <http://www.tp.com.pl> about the construction of Olefins III - all publications will be in a special dedicated section.

- Periodic publications on the most popular portal www.petroneews.pl and in its paper version - the free biweekly PetroNews - about the construction of Olefins III - all publications will be in a special section of the portal and biweekly.
- Rule 1: any news or other publication about Olefins III goes to the "front page" of the editorial board and to the section dedicated to this Project.
- Rule 2: any material about Olefins III goes simultaneously to the Company's three news channels and to the media.
- In addition to the series in two of Płock's largest editorial boards, news and materials will also be published by other Płock media.

Internal communication

The SEP's plan is to carry out communication in the internal media. The Internal Communications Team will be responsible for the planning and implementation of internal communications. Information for internal stakeholders will be provided through communication channels available at ORLEN S.A.:

- Intranet (electronic communication platform and knowledge base of employees in ORLEN Capital Group);
- Internal magazine "GO!" (monthly Company publication, publishing information related to ORLEN Capital Group activities);
- news programme Studio GO! (a weekly TV studio, reporting on the current activities and most important events of the ORLEN Capital Group);
- screen system (a network of monitors located at the Production Plant in Płock, on which corporate content is published).

7.2 Stakeholder engagement plan - SEP

Stakeholder engagement plan - SEP, taking into account those described above:

- Principles for identifying stakeholders at all stages of the Project (described in Chapter 5);
- principles for analyzing stakeholder needs, concerns and risks at all stages of the Project (described in Chapter 5.3);
- principles of cooperation with different stakeholder groups (described in Section 5.4) and discussed in more detail in the following section;
- communication tools (described in section 7.1.);

is presented in Table 10.

Table 12 Stakeholder engagement plan SEP

Stakeholder engagement plan					
<i>Stakeholders</i>	<i>Engagement method</i>	<i>Communication tools</i>	<i>Frequency of activities</i>	<i>Entity responsible</i>	<i>Timeframe</i>
External stakeholders					
<i>Authorities at various levels</i>	Informing about the status of the Project, collecting comments	Formal letters, exchange of documentation and correspondence, meetings as needed	Depending on the progress of the Project	Substantive areas within the scope of its competence	Construction and operation stage In accordance with legal requirements
<i>Environmental authorities</i>	Informing about the status of the Project, collecting comments, determining the conditions for the implementation of investments	Exchange of documentation and correspondence, submission of reports, consultation meetings	Depending on the progress of the Project	Office of Olefins Production Intensification together with the Office of Investor Supervision and Support for the Implementation of Asset Investments. Project Finance Team	Construction and operation stage In accordance with legal requirements

<i>Police, fire department</i>	Informing about the Project	Consultation meetings, exchange of documentation and correspondence	Depending on the progress of the Project	Substantive areas within the scope of its competence	Construction and operation stage In accordance with legal requirements
<i>Community and local entrepreneurs</i>	Communicating about the Project	ORLEN S.A. website, direct contacts with residents, information and consultation meetings, leaflets and brochures (occasionally), information in local media	Depending on the progress of the Project, in response to current needs	Office of Environmental Relations, Office of Olefins Production Intensification Project Finance Team	Systematically throughout the life cycle of the Project
<i>Local and national NGOs</i>	Communicating about the Project	ORLEN S.A. website, answers to direct questions, meetings	In response to current needs	Office of Environmental Relations, Office of Olefins Production Intensification, Office of Environmental Protection Project Finance Team	Construction and operation stage Ad hoc meetings / communication, as needed

Media	Informing about the Project	Articles provided by the Company	Depending on the Project's progress	Corporate Communications Office, Environmental Relations Office	Systematically throughout the life cycle of the Project
Internal stakeholders					
Shareholders of the Company	Making strategic decisions on the Project, ongoing reporting on Project progress	According to the Company's procedures	According to the Company's procedures	ORLEN S.A. Management Board	Systematically throughout the life cycle of the Project
Employees/trade unions operating at ORLEN S.A.	Communicate about the Project, work progress and plans with respect to labour, health, safety and environmental issues	Materials published in the Company's internal media, direct meetings with trade unions	Once a quarter or as needed	Corporate Communications Office, Public Relations Management Office	Systematically throughout the life cycle of the Project
Contractors and their employees, experts, consultants	Keeping informed about the Project	ORLEN S.A. website	Ongoing	Corporate Communications Office, Olefins Production Intensification Office, Project Finance Team	During construction, in accordance with provisions in the contracts and customs prevailing at the construction site

All interested Stakeholders

All interested Stakeholders	Public consultation of documentation and reports (SIA, ROŚ, HRIA, NTS, CIA, BIA,)	ORLEN S.A. website, Project Information Point, Websites of authorities issuing administrative decisions	Depending on the progress of the Project	Corporate Communications Office, Environmental Relations Office, Olefins Production Intensification Office, Environmental Protection Office, Project Finance Team	Systematically throughout the life cycle of the Project
<i>All interested Stakeholders</i>	Semi-annual report (details described in section 9.3)	ORLEN S.A. website	semi-annual reporting	Investor Relations Office	During construction
<i>All interested Stakeholders</i>	Annual report (details described in section 9.3)	ORLEN S.A. website	Annual reporting	Development Office	During construction
Stakeholders to be affected by Worker Camps	Public consultations related to the location of campuses for workers	ORLEN S.A. website, Project Information Point, answers to direct questions, meetings	Depending on the Project's progress and needs	Subcontractors, Olefins Production Intensification Office (process supervision)	During construction, in accordance with provisions in the contracts and customs prevailing at the construction site
All interested Stakeholders	Public Consultation of the Integrated Permit	Websites of bodies issuing administrative	Depending on the needs	Environmental Protection Office	Before commissioning the

		decisions, seats of these institutions			plant, systematically during the operation of the plant
<i>All interested Stakeholders</i>	Public Consultation Related to the Issuance of a Decision on Environmental Conditions for the Modernization of the Central Wastewater Treatment Plant	Websites of bodies issuing administrative decisions, seats of these institutions	Depending on the needs	Environmental Protection Office	Prior to the issuance of the environmental decision, systematically throughout the life cycle of the Project

8 Complaint mechanism

8.1 Submission of complaints using the online form and how they are handled

The purpose of creating an online form (<https://www.orklen.pl/en/about-the-company/Key-projects/olefins/contact>) for reporting complaints is primarily to provide employees, the local community and all those affected by the Olefin III Project with the opportunity to report any incidents related to the implementation of the project. Effective handling of reports will allow appropriate mitigation measures or changes to the Project implementation plan to be introduced. The complaint mechanism is an element of open relations between the Company and local communities, and a way to seek mutually satisfactory solutions to reported problems. Regardless of the complaint mechanism introduced by the Company, any stakeholder may file a complaint with the relevant authorities based on the applicable provisions of Polish law.

Contractors, subcontractors and sub-suppliers involved in the construction process will be informed by ORLEN S.A. about their role in the complaint/complaint mechanism and the need to implement it for their employees.

The online form is available in Polish and English. A notifier who does not want to use electronic means of communication for various reasons can generate a paper document through the form, which he or she will send to the Company by traditional mail. The online form also provides an opportunity to report complaints anonymously. ORLEN S.A. will inform the complainant that the complaint will be reviewed within 30 working days.

A sample form for filing complaints can be found below.



Contact form

Applicant's data

☐ Anonymous report

First name and surname *

How would you like to receive a response to your report?

☐ via e-mail ☐ by phone ☐ by post, postal address

What would you like to report? What happened, where, when? Who was involved in the incident? What are the consequences of the incident?

Category *

Content of the notification *

max 2,000 characters

Frequency

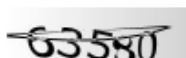
☐ single incident/complaint ☐ multiple incidents ☐ the problem persists

How do you think we can solve the problem?

Description

max 2,000 characters

☐ Please be advised that your personal data is processed pursuant to Regulation (EU) 2016/679 of the European Parliament and of the Council of April 27th 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation, GDPR) and Polish legislation on the processing of personal data. The controller of your personal data is Public Konzern Nieruchomości ORLEN S.A., with its registered office at ul. Chemiczna 2, 00-481 Płock, Poland (PKN ORLEN S.A.). Your personal data will be processed for the purpose of handling the correspondence as well as enforcement and defence of mutual claims, if any. The legal basis for the processing of your personal data by PKN ORLEN S.A. is the legitimate interest of PKN ORLEN S.A. PKN ORLEN S.A. may disclose your personal data to entities cooperating with PKN ORLEN S.A. (data recipients), in particular to entities providing services consisting in the delivery of letters and packages. For detailed rules of processing your personal data, go to [Personal data | ORLEN](#) *

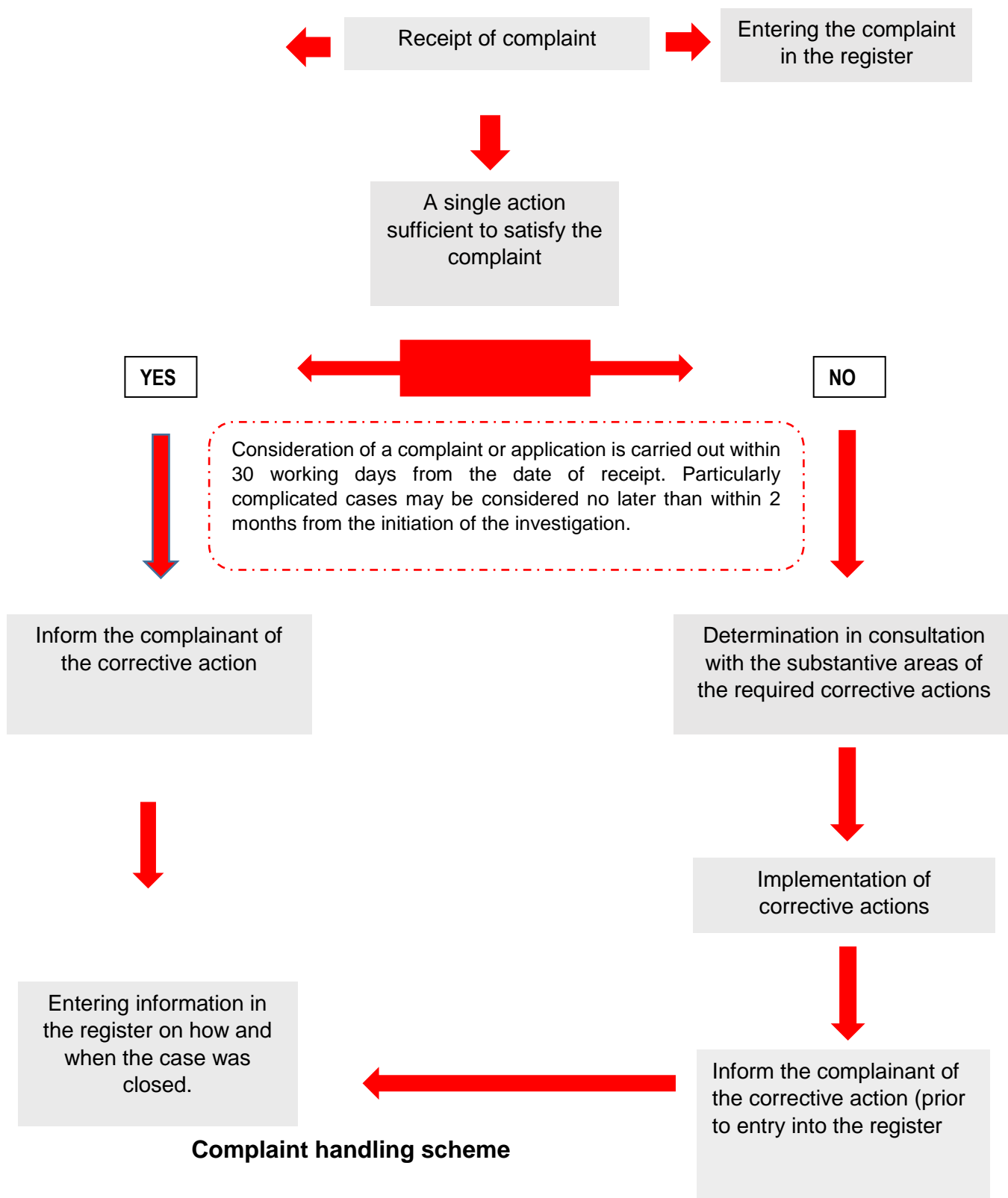


Refresh

Form verification:

Send

Each submission of a complaint through the form will be handled in accordance with the accepted scheme, which is shown below:



8.2 Procedure for reporting environmental nuisances

The Company also has an internal document of a corporate nature entitled "Procedure PR/059 for communication and information flow during the occurrence of deviations in the operating parameters of production and logistics installations, including emergency events", issued on 1 April 2019.

The procedure describes both how to report planned events that cause deviations in the operating parameters of the plant (e.g., repairs) and random events (e.g., breakdowns) and how to report interventions (e.g., complaints from residents).

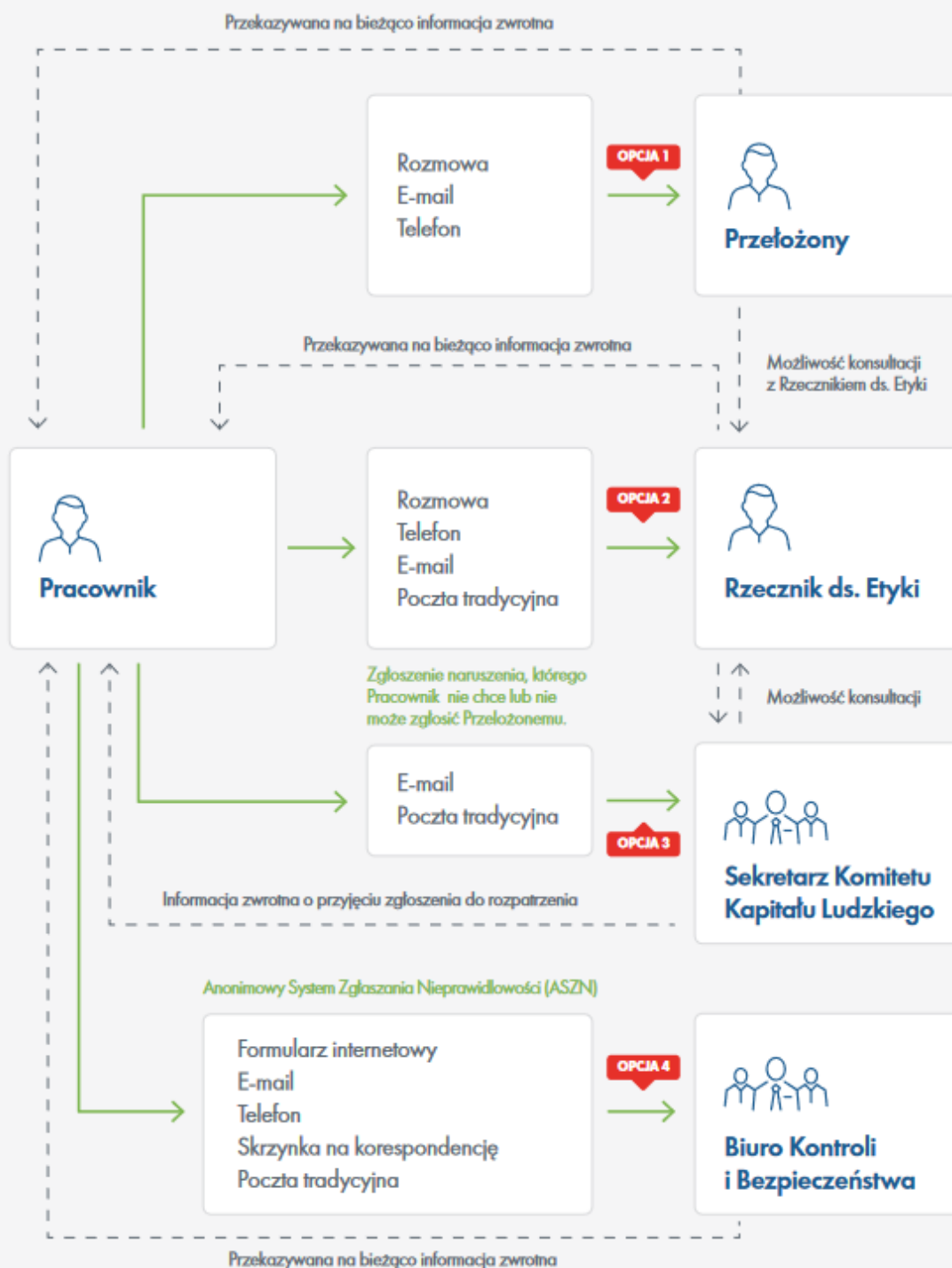
The latter are handled 24/7 at the hotline number: +24 365 44 99, which is available at www.orlen.pl. Each case is immediately processed by the dispatch centre and registered in the database. The relevant services then take measurements of substance concentrations using portable analyzers in the area of the reported intervention. They can do this in the presence of the person reporting the problem. The results of the measurements are reported to, among others, the dispatch centre, the Environmental Protection Office and the Environmental Relations Office. On the basis of the report and an assessment of the traffic situation at the plant, a detailed assessment of the report is prepared and received by the concerned areas in ORLEN S.A..

8.3 Complaint mechanism for internal stakeholders

Report and address questions, concerns, violations of ORLEN Capital Group values and principles of conduct

ORLEN S.A. has also implemented other effective mechanisms for reporting and handling complaints and violations, which are implemented within the organization. The Company is bound by the standards, values and rules of conduct set forth in the ORLEN Capital Group Code of Ethics. In accordance with this document, the scheme for at https://www.orlen.pl/content/dam/internet/orlen/pl/pl/o-firmie/o-spolce/nasze-standardy/dokumenty/Schemat_zglaszania.pdf and looks as follows:

Model zgłaszania i rozpatrywania w PKN ORLEN S.A. pytań, wątpliwości, naruszeń wartości i zasad postępowania Grupy ORLEN



Zgłoś pytanie, wątpliwość, naruszenie wartości i zasad postępowania Grupy ORLEN

OPCJA 1

Jeżeli chcesz zgłosić pytanie, wątpliwość, naruszenie wartości i zasad postępowania obowiązujących w Grupie ORLEN, w pierwszej kolejności zgłoś je do swojego bezpośredniego przełożonego.

OPCJA 2

Jeżeli istnieją ważne powody, dla których nie możesz zgłosić się do swojego przełożonego, skontaktuj się z Rzecznikiem ds. Etyki.

@ **E-MAIL:**
rzecznik_etyki@orlen.pl

☎ **TELEFON:**
24 256 90 99

✉ **POCZTA TRADYCYJNA:**
PKN ORLEN S.A.
Rzecznik ds. Etyki
ul. Chemików 7
09-411 Płock

OPCJA 3

Jeżeli istnieją ważne powody, dla których nie możesz zgłosić się do przełożonego lub Rzecznika ds. Etyki, skontaktuj się z Sekretarzem Komitetu Kapitału Ludzkiego.

@ **E-MAIL:**
KKL@orlen.pl

✉ **POCZTA TRADYCYJNA:**
PKN ORLEN S.A.
Sekretarz Komitetu Kapitału Ludzkiego
ul. Chemików 7
09-411 Płock

OPCJA 4

Możliwe jest dokonanie zgłoszenia do Biura Kontroli i Bezpieczeństwa poprzez Anonimowy System Zgłaszania Nieprawidłowości.

The Ethics Ombudsman guarantees all stakeholders of the Company, especially employees, the possibility of anonymous and free reporting of violations of the provisions of the Code of Ethics, within the framework of the Company's procedures and communication channels. Information on violations has a specified, variant path for reporting and handling reports, the course of which depends on the scale of the problem, the complexity of the case and the confidence of the parties involved. The Company also has "Regulations for counteracting mobbing, discrimination and all forms of harassment", which sets out the rules of conduct in the situation of reporting mobbing behavior and the rights and obligations of employees in the situation.

8.4 Anonymous Whistleblower System (ASZN)

An Anonymous Whistleblower System is in place at ORLEN S.A., based on Order No. 22/2020/DG of 7 April 2020. The above regulation fulfills the requirements of generally applicable law and ethical standards adopted in the ORLEN S.A. Capital Group.

ASZN enables anonymous and voluntary reporting of irregularities and abuses through anonymous and confidential segregated communication channels:

- a) traditional correspondence - sending letters,
- b) electronic correspondence - sending e-mails or filling out the application form published on the intranet,
- c) telephone conversation - talking to an employee of the Control and Security Office at ORLEN S.A.,
- d) telephone conversation with the person in charge of the Economic Security Department of the Control and Security Office at ORLEN S.A.,
- e) mailboxes - drop boxes marked "ASZN BKiB".

The ASZN may be used by whistleblowers working at ORLEN S.A. or ORLEN Capital Group companies, or providing services to these companies, who have obtained information about violations in a work-related context, i.e.:

- a) employed on the basis of an employment contract or providing services on the basis of a civil law contract or performing functions in the bodies of ORLEN S.A., ORLEN Capital Group companies, including in the management boards of ORLEN S.A. and ORLEN Capital Group companies, including non-executive members;
- b) shareholders or stockholders;
- c) volunteers;
- d) apprentices and trainees, whether or not they receive compensation;
- e) any persons cooperating with the persons listed above, to the extent of activities performed by such persons for ORLEN S.A. or ORLEN Capital Group companies;
- f) subcontractors and contractors.

ORLEN S.A. and the ORLEN Capital Group companies that have adopted an organizational standard on the principles of anonymous whistleblowing are required to accept reports of the following irregularities, illegal activities or abuse of the law:

- a) violations of anti-money laundering and counter-terrorist financing laws or obligations,

- b) violations of competition and consumer protection laws, as well as those concerning the prohibition of abuse of contractual advantage,
- c) violations of the provisions of Regulation (EU) No. 596/2014 of the European Parliament and of the Council of 16 April 2014 on market abuse (Market Abuse Regulation) and repealing Directive 2003/6/EC of the European Parliament and of the Council and Commission Directives 2003/124/EC, 2003/125/EC and 2004/72/EC (the "MAR Regulation"),
- d) violation or reasonable suspicion of violation of laws or disclosure obligations by ORLEN S.A.,
- e) violation of health and safety or environmental protection regulations,
- f) violation of ethical standards in force in ORLEN S.A. or an ORLEN Capital Group company,
- g) violation of the Anti-Corruption Policy of ORLEN Capital Group,
- h) employee fraud,
- i) mobbing,
- j) harassment,
- k) sexual harassment,
- l) stalking,
- m) discrimination,
- n) other reports than those specified above, concerning an act or omission to apply the generally applicable law and internal regulations of ORLEN S.A. or ORLEN Capital Group companies, including unethical behaviour in the workplace and in connection with the performance of a function for ORLEN S.A. or ORLEN Capital Group companies, as well as reports concerning an act or omission that may expose ORLEN S.A. or an ORLEN Capital Group company to damage or violation of their personal rights.

The ORLEN S.A. Control and Security Office qualifies notifications according to their content and directs them for follow-up in the form of internal control or audit. In cases that do not require it - to the relevant organizational units affected by the report.

However, the ASZN is not a system of reporting complaints and requests, as it concerns separate subject and object violations of the law and separate reporting channels.

8.5 Summary of all ways to report complaints

Table 13 Breakdown of the grievance system distinguishing between internal and external stakeholders

Stakeholder group	Type of complaint	Reporting channel
<i>All groups (Group I, Group II, Group III)*</i>	All complaints and comments related to the Project	Online form for filing complaints: https://www.orklen.pl/en/about-the-company/Key-projects/olefins Skrzynka podawcza w punkcie informacyjnym: Postal address: Biuro Intensyfikacji Produkcji Olefin ORKLEN S.A. ul. Chemików 7, 09-411 Płock
<i>All groups (Group I, Group II, Group III)*</i>	Complaints related to above-normal emissions into the environment, e.g.: odour nuisance, noise, dust, failure, release of hazardous substances into the environment, etc. Reports of planned events that cause deviations in the operating parameters of the installation (e.g., repairs), as well as random events (e.g., damages).	Procedure for reporting environmental nuisances Emergency phone: +24 365 44 99
<i>Group III</i>	<ul style="list-style-type: none"> violation of anti-money laundering and counter-terrorist financing regulations or failure to comply with obligations, violations of competition and consumer protection laws, as well as those concerning the prohibition of abuse of contractual advantages, violations of Regulation (EU) No. 596/2014 of the European Parliament and of the Council of 16 April 2014 on market abuse (Market Abuse Regulation) and repealing Directive 2003/6/EC of the European Parliament and of the Council and Commission Directives 2003/124/EC, 2003/125/EC and 2004/72/EC (the "MAR Regulation"), violation or reasonable suspicion of violation of laws or information obligations by ORLEN S.A., violation of health and safety or environmental regulations, 	Option 1 - report to immediate supervisor Option 2 - report to the Ethics Officer Option 3 - report to the Secretary of the Human Capital Committee Option 4 - Anonymous Whistleblower System (ASZN) a) traditional correspondence - sending letters, b) electronic correspondence - sending e-mails or filling in the application form published on the intranet, c) telephone conversation - talking to an employee of the Control and Security Office at ORLEN S.A.,

- | | |
|---|---|
| <ul style="list-style-type: none"> • violation of ethical standards in force in ORLEN S.A. or ORLEN Capital Group company, • violation of the Anti-Corruption Policy of ORLEN Capital Group, • employee fraud, • mobbing, • harassment, • sexual harassment, • stalking, • discrimination, • other reports than those specified above, concerning the act or omission of the use of. | <p>d) telephone conversation with the person in charge of the Economic Security Department of the Control and Security Office at ORLEN S.A.,</p> <p>e) mailboxes - drop boxes marked "ASZN BKiB".</p> |
|---|---|

Explanations:

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 can influence and decide on the Project - government administration, local administration, social organizations;

Group III - Stakeholders who participate in the implementation of the Project - employees, tenants, contractors, subcontractors.

8.6 Mechanism for handling complaints

The manner in which complaints are handled is outlined in the instructions, attached as Appendix 1 to the SEP.

It specifies, among other things, that a complaint or application shall be considered within 30 working days from the date of receipt. Particularly complicated cases may be considered no later than within 2 months from the initiation of the investigation.

The notifier shall be notified of the outcome of the complaint or application immediately, but no later than within three days from the date of its consideration. A response is given in the same mode in which the complaint or application was submitted or in accordance with the option to receive a response marked on the form.

The Recognizer is required to enter each complaint or request into a specially created register; similarly, information on how and when the case was closed must be entered into the same register (See Chapter 9).

9 Monitoring and reporting to stakeholders

9.1 General information

To assess the effectiveness of the SEP's provisions for cooperation with the community, ORLEN S.A. manages and monitors data as described below. In addition, in order to build relationships based on trust and dialogue, the Company is committed to reporting to external stakeholders.

9.2 Data management and monitoring

The SEP will be implemented comprehensively by the relevant substantive areas of ORLEN S.A.. Cooperation with stakeholders will be documented and archived, which will provide a source of information on commitments made to stakeholders. All documents related to these processes will be collected in the Olefins Production Intensification Office.

During the entire period of the investment and its subsequent operation, ORLEN S.A. will maintain the following documentation:

- a stakeholder database (updated on an ongoing basis, including contact information);
- a project-related public consultation plan, updated on an ongoing basis;
- records of dialogue with stakeholders (will include details of information presented to the local community, questions from their representatives, responses given by the Company and actions taken);
- record of commitments to individual stakeholders;
- minutes of meetings and gatherings with stakeholders (records of minutes will allow updating the stakeholder base and actions taken within the SEP);
- records of complaints (will be a record of all received complaints reported in connection with the Olefin III Project under the mechanisms described in the above chapters and the actions taken in response to them);
- media monitoring of materials relating to the investment.

Documents will be created on a continuous basis and reviewed once every six months.

9.3 External and internal reporting activities

In order to fulfill the expectations of stakeholders, the Company undertakes to regularly communicate its commitments to them, such as in meetings with community representatives, on the investment website or through other communication tools. At the same time, in the same way, stakeholders will receive regular information on the status of the investment and the implementation of the SEP (taking into account available information and to the extent reasonable commercial endeavour permits and confidentiality), accordingly:

- Semi-annual reports (including brief description of the Project construction progress, progress %, any schedule delays (if any), workforce headcount, any major E&S accidents and the manner in which they were resolved, number of local companies involved, local employment percentage, summary of activities undertaken for local communities with regards to the Project)

Reports will be available on ORLEN website [LINK](#)

- Annual reporting, including:
 - general Project construction progress and progress %
 - any schedule delays (if any),
 - Any changes to project's E&S impacts, risks and mitigation measures, and new E&S risks identified.
 - summary of activities undertaken for local communities with regards to the Project, project monitoring activities which involve representatives of local communities
 - Summary of environmental actions including, including implementation of national environmental requirements e.g. related to environmental decision

Report will be available on ORLEN website [LINK](#)

Information on the investment will also be reported internally. Depending on the type of issues reported, these will be:

- ad hoc reports - published, for example, after the receipt of a critical complaint or after incidents of a significant nature. These reports, which may take the form of e-mails, will be created by the Olefins Intensification Office and sent to the team with substantive responsibility for taking action;
- Periodic progress reports - published once every six months, in June and December each year, prepared by the Office of Environmental Relations. They will include information on the dialogue activities undertaken to date; the most important complaints filed and how they were handled; areas of risk to the investment; and priorities for the next six months. The reports will be forwarded to the Olefins Intensification Office.

9.4 Stakeholder engagement log

Table 11 shows a template for recording stakeholder information. This log specifies:

- how meaningful interactions with stakeholders will be recorded;

- how and when the results of stakeholder engagement activities will be reported by the Project team.

Table 14 **Template for recording stakeholder information**

Data	Stakeholder	Contact information (phone number or email address)	Name and position of stakeholder representative	Representative responsible for contact on the part of the Project	Place of engagement	Purpose of engagement	Result/Follow-up required
From 08.06.2021 to 07.07.2021	Local society	gmina@starabiala.pl	Local society	Oskar Goldmann – Proxy of ORLEN Spółka Akcyjna	Gmina Stara Biała	Administrative proceedings conducted with the participation of the public	Not required
From 15.11.2022 to 15.12.2022	Local society	gmina@starabiala.pl	Local society	Oskar Goldmann – Proxy of ORLEN Spółka Akcyjna	Gmina Stara Biała	Administrative proceedings conducted with the participation of the public	Not required
From 19.02.2024 to 19.02.2024	Local society	Contact ORLEN	Local society	Contact ORLEN	Płock	Encounter of ORLEN representatives with local community	Not required
From 21.02.2024 to 21.02.2024	Local society	Contact ORLEN	Local society	Contact ORLEN	Trzepowo	Encounter of ORLEN representatives with local community	Not required
From 22.02.2024 to 22.02.2024	Local society	Contact ORLEN	Local society	Contact ORLEN	Maszewo Duże	Encounter of ORLEN representatives with local community	Not required

The administrator of the Stakeholder Engagement Log is the cell responsible for the implementation of the Olefin III Project. Engagement logging must be efficient and timely, and be conducted within a maximum of 3 days after the engagement occurs (but preferably on the same day), and should be shared with other Project members via a shared drive.

9.5 Evaluation of SEP implementation

Below is how and when the evaluation of engagement activities will take place, from the perspective of both stakeholders and the Project team.

Ongoing evaluation of stakeholder engagement activities will take place throughout the Project life cycle and will consist of:

- Updating the list of stakeholders,
- Updating the list of necessary public consultations,
- Inspection of records and evaluation of all consultations conducted,
- Inspection of records and evaluation of the effectiveness of the management of all complaints received and handled (e.g., effectiveness of communication of information, responses to complaints, etc.).

The result of the assessment will be a report that will summarize once a year:

- Implementation of the plan, execution of required mitigation measures, public consultations in the given reporting period,
- Effectiveness of management of complaints (external and internal stakeholders) received during the given reporting period, summary of execution of required mitigation measures,
- Stakeholder engagement activities conducted during the reporting period,
- Any changes needed to be made to the SEP.

On the other hand, upon completion of the Project, an internal evaluation will be prepared, in the form of a one-time report, according to the following criteria:

- Report on the implementation of the stakeholder engagement plan throughout the Project life cycle,
- Degree of implementation of internal tasks (e.g., effectiveness of information transfer, response to complaints, etc.),
- The relationship of stakeholders to the Project phase (closing the full list of stakeholders throughout the Project life cycle).

9.6 Responsible

Overall responsibility for coordination of the Stakeholder Engagement Plan and effective cooperation with stakeholders based on the principles set forth herein rests with the Project Team established within the structures of the Business Owner (SPV Development Support Team in ORLEN S.A.) of the Project.

The SPV Development Support Team is managed by Team Manager and currently consists of three team members. Team Manager has expertise in project management, including managing multi disciplinary teams. SPV Development Support Team is responsible for coordination of the teams (responsibilities of the teams per particular activities described in the Table 10 Stakeholder engagement plan SEP) In this process, it works closely with the team responsible for the implementation of the specific objectives set out in the SEP and other necessary offices responsible for coordinating the Company's efforts to ensure compliance of the investment process with legal requirements, preparation of the Company's environmental data and preparation of reports for non-financial reporting. The SPV Development Support Team will cooperate with the Olefins Production Intensification Office, the Corporate Communications Office, the Environmental Relations Office, and the Environmental Protection Office, among others.

Contact to Team Manager of SPV Development Support Team: +48 24 256 55 18

The specific responsibilities of the Project Team include:

- Coordinate the activities of the areas involved in SEP implementation identified in the SEP Stakeholder Engagement Plan;
- Provide information on Project activities affecting stakeholders;
- Overseeing the ongoing implementation of the SEP plan according to the schedule and planning activities in cooperation with stakeholders;
- Ensure proper implementation of the SEP by the Company and cooperating entities, including contractors. Verify compliance with the obligations contained in the SEP;
- Managing the complaints mechanism;
- Monitor performance and risks related to stakeholder engagement, coordinate strategic responses to emerging social issues, identify areas of poor performance to update the SEP plan as required.

During the implementation of the SEP, additional positions may be created as needed to perform specific tasks within the SEP.

Appendix No. 1

Instructions for handling complaints

2. This Instruction specifies the manner of handling complaints and requests submitted with respect to the Project by means of:
 - a) the online form posted at www.orlen.pl under the tab dedicated to the Olefin III Project (hereinafter: "Form"),
 - b) snail mail sent to the address: *Biuro Intensyfikacji Produkcji Olefin ORLEN S.A., ul. Chemików 7, 09-411 Płock.*
3. The register of complaints and requests is kept by the ORLEN S.A. Olefins Production Intensification Office.
4. The person handling complaints and requests is a representative of the Olefins Production Intensification Office (hereinafter: "the Decider"). The Decider may delegate the consideration of the case to persons competent in terms of subject matter in organizational units of ORLEN S.A. (hereinafter: "Subject Matter Owner").
5. Consideration of a complaint or application is carried out within 30 working days from the date of receipt. Particularly complicated cases may be considered no later than within 2 months from the initiation of the investigation.
6. The Hearing Officer shall delegate consideration of the complaint or application to the Substantive Owner within a maximum of two working days from the date of receipt.
7. The substantive owner is obliged within 26 working days to consider the complaint or request and prepare a response, which is addressed in turn to the Hearing Officer.
8. Substantive Owners, according to the categories of complaints and applications in the Form, are the relevant organizational units identified by the Hearing Officer based on the content of the complaint or application.
9. The Submitter shall be notified of the outcome of the complaint or application as soon as possible, but no later than within three days from the date of its consideration. The response shall be provided in the same manner in which the complaint or application was submitted or in accordance with the option to receive a response marked on the Form.
10. The date of notification to the Submitter shall be the date on which ORLEN S.A. sends its response.
11. If from the content of the complaint or application it is not possible to properly determine its subject matter, the Submitter of the complaint or application will be asked to submit, within seven days of receipt of the request, an explanation or supplement. Failure to remove these deficiencies will result in the complaint or application being left unprocessed.
12. If it is not possible to deal with the complaint or application within the period indicated in item. 5, the Hearing Officer is obliged to notify the Submitter of the actions taken to consider the complaint or application and the expected date of their resolution.
13. The Hearing Officer shall be obliged each time upon receipt of a complaint or application to enter them into a specially created register (hereinafter "Register").
14. A complainant who submits a complaint or application using the Form shall receive an automatic notification from the system that the application has been received.
15. The cognizer is obliged to enter in the Registry information on the manner and date of closure of the case.

- 30 June.2023 Olefins III - the largest petrochemical investment in Europe



Rozbudowa kompleksu Olefiny to przedsięwzięcie, które znacząco wzmocni naszą pozycję konkurencyjną na rynku rafineryjnym i petrochemicznym, a zarazem kluczowy element strategii ORLEN 2030.

Realizacja Kompleksu Olefin, zgodnie z aktualnymi założeniami, przyczyni się do istotnego wzrostu potencjału petrochemicznego Grupy ORLEN. Inwestycja pozwoli na zwiększenie produkcji petrochemii bazowej w Płocku o ponad 60 proc. oraz o ponad 30 proc. w całej Grupie ORLEN, włączając w to działalność koncernu w Czechach i na Litwie. Po jej zakończeniu, w 2027 roku, ORLEN będzie dysponował jednym z najnowocześniejszych i najbardziej efektywnym europejskim zakładem petrochemicznym w Europie, co umożliwi mu budowanie przewagi konkurencyjnej i wzmocnienie pozycji regionalnego lidera w segmencie petrochemicznym.



Większa niezależność surowcowa

Produkując w kraju chemikalia bazowe, nie będziemy musieli importować ich z zagranicy.



Nowe miejsca pracy

Na inwestycji PKN ORLEN skorzysta Płock i okoliczne gminy. W związku z realizacją projektu, zatrudnienie w PKN ORLEN wzrośnie o ok. 650 etatów.



Redukcja emisyjności

Poprzez realizację Olefin III emisyjność CO₂ na tonę produkcji spadnie o ponad 30%.



Umocnienie pozycji Grupy ORLEN

To strategiczny projekt Grupy ORLEN, dzięki któremu udział przerobu ropy na produkty petrochemiczne w Płocku wzrośnie z 14 do 19%.

- 29 May2023 - Construction of Olefin Complex III enters next phase - largest column installed

29.05.2023

Budowa kompleksu Olefin III wchodzi w kolejną fazę – największa kolumna zamontowana

Kolumna absorpcyjna (wash tower), największy i najcięższy element powstającego w PKN ORLEN Kompleksu Olefin III w Płocku, została umieszczona na fundamentach. Do jej montażu potrzebny był specjalny żuraw piersieniowy o udźwigu 2000 ton.



- 08 May 2023 - Colossus soon to arrive at ORLEN complex construction site

08.05.2023

Kolos niebawem dotrze na budowę kompleksu ORLENU

Przeczytasz w minutę

Na przyszły tydzień w Płocku (Mazowieckie) planowany jest transport kolumny "Wash Tower", największego i najcięższego elementu budowanego w zakładzie głównym PKN ORLEN kompleksu Olefiny III.

- 23 March 2023 - Many nationalities - one objective

23.03.2023

Wiele narodowości – jeden cel

Przeczytasz w 5 minut

Elektroniczny tłumacz głosowy będzie wsparciem dla obcokrajowców w komunikacji podczas budowy największej inwestycji petrochemicznej w Europie. Podręczne translatory, które mogą być szczególnie przydatne w nagłych sytuacjach, przekazał dziś PKN ORLEN służbom odpowiedzialnym za bezpieczeństwo oraz pomoc na terenie Płocka i okolic. Pierwsze urządzenia trafiły do przedstawicieli policji, służb medycznych, straży pożarnej oraz miejskiej. Kolejne zostaną przekazane do miasteczka pracowniczego, w którym zamieszka kilka tysięcy pracowników różnej narodowości.

W realizacji budowy kompleksu Olefin III obok Polaków będą pracowali także Koreańczycy, Hindusi, Malezyjczycy, Pakistańczycy, Filipińczycy, Turcy oraz mieszkańcy Turkmenistanu. Wraz z intensywnością prac, wykonawca, którym jest międzynarodowe konsorcjum Hyundai Engineering oraz Técnicas Reunidas, zakłada zwiększenie zatrudnienia zagranicznych pracowników. Dlatego też w ocenie realizatorów inwestycji, szybka i sprawna komunikacja w międzynarodowych zespołach jest bardzo ważna. W szczytowej fazie realizacji tej inwestycji przy budowie Kompleksu Olefin III będzie pracowało około 10 tys. osób – w tym około 6 tys. obcokrajowców.

W związku z realizacją największej inwestycji petrochemicznej w Europie jaka miała miejsce w ciągu ostatnich 20 lat, obecnie na terenie Płocka przebywa coraz więcej cudzoziemców. Aktualnie na budowę pracuje około 1500 osób różnych narodowości. A ponieważ w nagłych sytuacjach czas jest kluczowym elementem postępowania, urządzenia pozwalające na szybką komunikację w dowolnym języku, zostały przekazane przez inwestora także przedstawicielom służb medycznych, strażakom, policjantom oraz strażnikom miejskim.

- 20 January 2023 - Transport of oversized items to Olefin III construction site

20.01.2023

Transport ponadnormatywnych elementów na budowę Olefin III

Przeczytasz w 3 minuty

Zachęcamy do zapoznania się z informacją Biura Prasowego na temat transportu ponadnormatywnych elementów na budowę Olefin III.

Transport ponadnormatywnych elementów instalacji z płockiego nabrzeża Wisły na plac budowy Kompleksu Olefin PKN ORLEN w Płocku rozpocznie się w styczniu i potrwa do końca marca 2023 roku. Z powodu bardzo dużych rozmiarów oraz wagi poszczególnych konstrukcji składowych instalacji, jedyną możliwością ich dostarczenia na teren budowy jest transport kołowy. Forma tranzytu wymusza na dostawcy wprowadzenie zmian w pasie drogowym na trasie przejazdu. Wydanie decyzji pozwalających na transport ponadnormatywnych elementów było poprzedzone przeprowadzeniem uzgodnień z Regionalną Dyрекcją Ochrony Środowiska oraz szczegółową analizą alternatywnych środków transportów, które niestety nie spełniały wymagań bezpieczeństwa oraz warunków technicznych, jakie są wymagane do przewozu tego typu konstrukcji.



- 17 May 2022 - PKN ORLEN to increase production of industrial gases



in Płock

17.05.2022

PKN ORLEN zwiększy w Płocku produkcję gazów technicznych

Przeczytasz w 3 minuty

PKN ORLEN zainwestuje w nowoczesną i efektywną energetycznie Wytwórnię Tlenu i Azotu w Zakładzie Produkcyjnym w Płocku. Spółka podpisała umowę na budowę instalacji podstawowej, która powstanie w pierwszym etapie projektu. Całkowita wartość inwestycji wyniesie ok. 760 mln zł, a jej oddanie do użytku planowane jest na początku 2025 roku. Wytwarzany w nowej instalacji gazowy tlen i azot będzie wykorzystywany na potrzeby spółki, w tym w powstającym Kompleksie Olefiny III. Dodatkowo, realizacja inwestycji pozwoli rozszerzyć portfolio o kolejne wysokomarżowe produkty, na które systematycznie rośnie zapotrzebowanie m.in. branży przemysłowej, chemicznej, spożywczej i medycznej.

– Skutecznie wdrażamy strategię ORLEN2030, rozwijając kompetencje w obszarze petrochemii. Budujemy łańcuch wartości, koncentrując się na produktach, które generują najwyższe marże. Wytwórnia, która powstanie w Zakładzie w Płocku, zwiększy podaż tlenu i azotu, wykorzystywanych w naszych zaawansowanych procesach produkcyjnych. To z kolei przełoży się na wzrost produktów końcowych. W nowoczesnej instalacji będziemy wytwarzać również wysokomarżowe gazy szlachetne, odpowiadając na coraz większe potrzeby przemysłu. W efekcie wzmocnimy przewagę konkurencyjną i zwiększymy zyski, na czym skorzysta także polska gospodarka – mówi prezes Daniel Obajtek.

- II half 2021 - creation of a thematic tab "Olefins and infrastructure" on the website of the Development and Technology Area, which provides the necessary information on Olefins III

Biuro Intensyfikacji Produkcji Olefin

Biuro pełni nadzór nad całością projektu budowy kompleksu Olefin III, w tym powstaniem i uruchomieniem obiektów produkcyjnych, pomocniczych i infrastrukturalnych wchodzących w skład kompleksu Olefin III i instalacji pochodnych oraz w zakresie modernizacji instalacji Olefin II związanej z budową nowych obiektów.

Projekt budowy kompleksu Olefin III jest kluczowym elementem strategii 2021-2030 zatwierdzonej przez ORLEN.

Projekt Olefiny III...

- › będzie największą realizowaną w ostatnich 20 latach w Europie inwestycją w petrochemii
- › pozwoli ORLENOWI stać się jednym z największych producentów petrochemii w Europie
- › zabezpieczy konkurencyjność zakładu produkcyjnego w Płocku na rynku europejskim w długim terminie

Jako właściciel biznesowy projektu pełni nadzór nad przygotowaniem i pozyskaniem zatwierdzenia strategii realizacji wszystkich jego faz i osiągnięciem celów biznesowych. Dodatkowo prowadzimy prace projektowe związane z Project Finance w ramach projektu Olefin III.

Program Infrastruktura

Biuro Intensyfikacji Produkcji Olefin pełni również nadzór nad Programem Infrastruktura.

Celem programu jest integracja planowanych projektów rozwojowych i efektywnościowych ujętych w programie SPRINT z działaniami umożliwiającymi zapewnienie odpowiedniej podaży mediów energetycznych, pomocniczych i odbioru ścieków w perspektywie 2032 roku.

W skład Programu Infrastruktura wchodzi:

- › analiza potrzeb infrastrukturalnych Feasibility Study 1, Feasibility Study 2 (w ramach projektu Infrastruktura Mediów Energetycznych i Pomocniczych w zakładzie produkcyjnym w Płocku w perspektywie 2032 roku)
- › projekty rozbudowy sieci dystrybucji
- › projekty rozbudowy źródeł wytwarzania mediów energetycznych i oczyszczania ścieków

▪ 27 November 2019 - Expansion of olefins complex in Płock

Rozbudowa kompleksu olefin w Płocku

27-11-2019

Realizowany przez PKN ORLEN Program Rozwoju Petrochemii wchodzi w kolejny etap. W ramach rozbudowy kompleksu olefin w Płocku podpisana została umowa na usługę doradztwa technicznego i zarządzania projektem w formule PMC* (Project Management Contractor). Pozwoli to optymalnie przygotować się do realizacji inwestycji i wykonać ją zgodnie z planowanym budżetem oraz harmonogramem.

Wykonaliśmy kolejny ważny krok w realizacji kluczowego filaru Programu Rozwoju Petrochemii, jakim jest rozbudowa kompleksu olefin. Petrochemia ma bardzo duży potencjał i zamierzamy go optymalnie wykorzystać. Inwestycje prowadzone w ramach Programu wzmocnią naszą pozycję na europejskim rynku i zapewnią wymierne korzyści krajowej gospodarce, ponieważ Polska przekształci się z importera w eksportera produktów petrochemicznych – mówi prezes Daniel Ciołajek.

Umowa na usługi doradztwa technicznego i zarządzania w formule PMC* została podpisana z firmą Fluor, jedną z największych na świecie spółek inżynieringowo-projektowych. Owarunkuje ona sprawdzoną, optymalną realizację złożonych projektów w branży paliwowo-energetycznej.

Usługi polegają na prowadzeniu całego projektu we wszystkich jego obszarach – od zarządzania harmonogramem, kosztami, wykonawcami, ryzykiem, poprzez zapewnienie bezpieczeństwa pracy, wsparcia technicznego oraz nadzorowanie standardów technicznych w projektowaniu, aż po zarządzanie dostawami i realizacją prac inwestycyjnych. Wszystkie prace zostaną wykonane przez w pełni zintegrowany zespół, złożony z pracowników PKN Orlen i doradców PMC*.

Ze względu na skalę realizowanego przez nas przedsięwzięcia zdecydowaliśmy się wdrożyć usługę doradztwa w ramach PMC*. W przypadku bardzo dużych projektów, a takim jest rozbudowa kompleksu olefin, rozwiązanie to jest światowym standardem. Zawarta umowa pozwoli na zintegrowanie zarządzania całym projektem i da możliwość synergi oraz wymiany wiedzy pomiędzy PKN ORLEN i Fluor – podkreśla Zbigniew Leszczyński, członek zarządu PKN ORLEN ds. Rozwoju.

Współpraca w formule PMC* będzie oznaczała pozyskanie przez PKN ORLEN know-how w zakresie zarządzania zintegrowanymi projektami inwestycyjnymi. Przyczyni się też do rozwoju i podniesienia kompetencji w firmie, z korzyścią dla kolejnych inwestycji. Będzie również przykładem efektywnego stosowania najlepszych praktyk biznesowych z branży, a tym samym umocni PKN ORLEN budowanie przewagi konkurencyjnej na rynku.



Zgodnie z prognozą, do 2030 roku wartość rynku petrochemikaliów i bazowych tworzyw sztucznych podwoi się. Popyt na produkty petrochemiczne będzie rósł napędzany coraz większą liczbą ludności, wzrostem gospodarczym oraz zmianą struktury zapotrzebowania na surowce używane w przemyśle. Z tego względu PKN ORLEN planuje optymalnie wykorzystać swój potencjał w segmencie petrochemicznym. Inwestycje w ramach Programu Rozwoju Petrochemii zwiększą moc produkcyjną PKN ORLEN o około 30% i zagwarantują znaczącą poprawę bilansu handlowego Polski w obszarze petrochemikaliów. Program będzie realizowany do końca 2023 roku. W przyszłym roku zostanie otwarte Centrum Badań i Rozwoju, które umożliwi wdrażanie własnych technologii. Na zaawansowanym etapie są też prace związane z rozbudową zdolności produkcyjnych fenoli i budową kompleksu pochodnych aromatów. Po zakończeniu projektów szacowana roczna EBITDA wzrośnie o 1,5 mld zł, co oznacza wymierne korzyści dla firmy i akcjonariuszy.



Appendix No. 3



Internal grievance management process

Option	Name	Type of complaint	Reporting channel	Reference in SEP
Option 1	Olefins III Project complaints mechanism	All complaints and comments related to the Project	<ul style="list-style-type: none"> • Online: https://www.orlen.pl/en/about-the-company/Key-projects/olefins/contact • Postal address: Biuro Intensyfikacji Produkcji Olefin ORLEN S.A. ul. Chemików 7, 09-411 Płock (a grievance can be submitted in a free format) 	for more details please look at chapter 8.1 Submission of complaints using the online form and how they are handled
Option 2	Complaint mechanism for internal stakeholders	Report and address questions, concerns, violations of ORLEN Capital Group values and principles of conduct ORLEN S.A. has also implemented other effective mechanisms for reporting and handling complaints and violations, which are implemented within the organization.	<p>Employee have three options to report grievance:</p> <ul style="list-style-type: none"> • Superior (direct conversation, phone or mail) • Ethics officer <ul style="list-style-type: none"> ○ Mail: rzecznik_etyki@orlen.pl ○ Phone: 24 256 90 99 ○ Direct post ORLEN S.A. Rzecznik ds. Etyki ul. Chemików 7 09-411 Płock • Secretary of the Human Capital Committee <ul style="list-style-type: none"> ○ Mail: KKL@orlen.pl ○ Direct post ORLEN S.A. ○ Sekretarz Komitetu Kapitału Ludzkiego ul. Chemików 7 	for more details please look at chapter 8.3 Submission of complaints using the online form and how they are handled

Option 3	<p>Procedure for reporting environmental nuisances</p> <p>The Company also has an internal document of a corporate nature entitled "Procedure PR/059 for communication and information flow during the occurrence of deviations in the operating parameters of production and logistics installations, including emergency events", issued on 1 April 2019.</p> <p>The procedure describes both how to report planned events that cause deviations in the operating parameters of the plant (e.g., repairs) and random events (e.g., breakdowns) and how to report interventions (e.g., complaints from residents).</p> <ul style="list-style-type: none"> • Phone: +24 365 44 99 (available 24/7) <p>for more details please look at chapter 8.2 Procedure for reporting environmental nuisances</p>
Option 4	<p>Anonymous Whistleblower System (ASZN)</p> <ul style="list-style-type: none"> • violation of anti-money laundering and counter-terrorist financing regulations or failure to comply with obligations, • violations of competition and consumer protection laws, as well as those concerning the prohibition of abuse of contractual advantages, • violations of Regulation (EU) No. 596/2014 of the European Parliament and of the Council of 16 April 2014 on market abuse (Market Abuse Regulation) and repealing Directive 2003/6/EC of the European Parliament and of the Council and Commission Directives 2003/124/EC, 2003/125/EC and 2004/72/EC (the "MAR Regulation"), <ul style="list-style-type: none"> • traditional correspondence - sending letters, Dyrektor Wykonawczy ds. Kontroli i Bezpieczeństwa ORLEN S.A. „DO RĄK WŁASNYCH” ul. Chemików 7, 09-411 Płock • electronic correspondence - sending e-mails (anonim@orlen.pl) or (naruszenieprawa@orlen.pl) or filling out the application form published on the intranet LINK, • telephone conversation - talking to an employee of the Control and Security Office at ORLEN S.A. (0 800 322 323, available from 8:00 till 15:00 CET) <p>for more details please look at chapter 8.4 Anonymous Whistleblower System (ASZN)</p>



- violation or reasonable suspicion of violation of laws or information obligations by ORLEN S.A.,
 - violation of health and safety or environmental regulations,
 - violation of ethical standards in force in ORLEN S.A. or ORLEN Capital Group company,
 - violation of the Anti-Corruption Policy of ORLEN Capital Group,
 - employee fraud,
 - mobbing,
 - harassment,
 - sexual harassment,
 - stalking,
 - discrimination,
 - other reports than those specified above, concerning the act or omission of the use of.
- **on-site grievance boxes** marked "ASZN BKiB".; locations available under [LINK](#).

Appendix No. 4



External grievance management process

Option	Name	Type of complaint	Reporting channel	Reference in SEP
Option 1	Olefins III Project compliance mechanism	All complaints and comments related to the Project	<ul style="list-style-type: none"> Online: https://www.orlen.pl/en/about-the-company/Key-projects/olefins/contact Postal address: Biuro Intensyfikacji Produkcji Olefin ORLEN S.A. ul. Chemików 7, 09-411 Płock (a grievance can be submitted in a free format) 	for more details please look at chapter 8.1 Submission of complaints using the online form and how they are handled
Option 2	Procedure for reporting environmental nuisances	<p>The Company also has an internal document of a corporate nature entitled "Procedure PR/059 for communication and information flow during the occurrence of deviations in the operating parameters of production and logistics installations, including emergency events", issued on 1 April 2019.</p> <p>The procedure describes both how to report planned events that cause deviations in the operating parameters of the plant (e.g., repairs) and random events (e.g., breakdowns) and how to report interventions (e.g., complaints from residents).</p>	<ul style="list-style-type: none"> Phone: +24 365 44 99 (available 24/7) 	for more details please look at chapter 8.2 Procedure for reporting environmental nuisances
Option 3	Anonymous Whistleblower System (ASZN)	<ul style="list-style-type: none"> violation of anti-money laundering and counter-terrorist financing regulations or failure to comply with obligations, 	<ul style="list-style-type: none"> traditional correspondence - sending letters, Dyrektor Wykonawczy ds. Kontroli i Bezpieczeństwa 	for more details please look at chapter 8.4 Anonymous Whistleblower System (ASZN)



- violations of competition and consumer protection laws, as well as those concerning the prohibition of abuse of contractual advantages,
- violations of Regulation (EU) No. 596/2014 of the European Parliament and of the Council of 16 April 2014 on market abuse (Market Abuse Regulation) and repealing Directive 2003/6/EC of the European Parliament and of the Council and Commission Directives 2003/124/EC, 2003/125/EC and 2004/72/EC (the "MAR Regulation"),
- violation or reasonable suspicion of violation of laws or information obligations by ORLEN S.A.,
- violation of health and safety or environmental regulations,
- violation of ethical standards in force in ORLEN S.A. or ORLEN Capital Group company,
- violation of the Anti-Corruption Policy of ORLEN Capital Group,
- employee fraud,
- mobbing,
- harassment,
- sexual harassment,
- stalking,
- discrimination,
- other reports than those specified above, concerning the act or omission of the use of.

ORLEN S.A.

„DO RĄK WŁASNYCH”

ul. Chemików 7, 09-411 Płock

- **electronic correspondence** - sending e-mails (anonim@orlen.pl) or (naruszenieprawa@orlen.pl)
- **telephone conversation** - talking to an employee of the Control and Security Office at ORLEN S.A. (0 800 322 323, available from 8:00 till 15:00 CET)