



**Public consultations report
of Plock and Stara Biala municipality
*regarding construction of
Olefins III Complex***

February 19-22, 2024

ORLEN S.A.

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KRS 0000028860, NIP 774 00 01 454, BDO 000007103, share capital/paid-up capital: PLN 1,451,177,561.25
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1. Introduction

The residents of Plock and Plock County participated in a series of informational meetings on the construction of the Olefins III Complex organized by ORLEN S.A. (hereinafter ORLEN). Experts from the investor, ORLEN, and the project contractor, a consortium of companies Hyundai Engineering and Técnicas Reunidas, spoke about the ongoing project and answered questions from the meeting participants.

During the series of public meetings with the local community, held over several days in February at various locations and convenient times of the day, the potential of the venture for the national economy, but also for the local market, was discussed. Participants learned about construction progress and involvement of national and local companies, as well as development opportunities for local stakeholders. During the meetings, anyone could ask a nagging question and raise any topic related to the construction of the Olefins III Complex, and the experts explained all issues in detail.

Invitations to the meetings were communicated in local media, social media and within the ORLEN Group:

- **Link:** Orlen wants to talk to residents about building Olefins. The Group invites to meetings - Portal Plock (portalplock.pl) [Orlen chce rozmawiać z mieszkańcami o budowie Olefin. Koncern zaprasza na spotkania - Portal Plock (portalplock.pl)], published on 17.02.2024 (website)
- **Link:** Meetings on the construction of the Olefins III complex in Plock ahead of us - Plock, ESKA.pl [Przed nami spotkania o budowie kompleksu Olefiny III w Płocku - Płock, ESKA.pl], published on 19.02.2024 (radio and website)
- **Link:** Olefins III without secrets - infoPlockTV (infoplocktv.pl) [Olefiny III bez tajemnic – infoPlockTV (infoplocktv.pl)], published on 16.02.2024 (website)
- **Link:** Orlen wants to talk to residents about the construction of Olefin. The company invites residents to meetings - Portal Plock (portalplock.pl) [Orlen chce rozmawiać z mieszkańcami o budowie Olefin. Koncern zaprasza na spotkania - Portal Plock (portalplock.pl)], published on 17.02.2024 (website)
- **Link:** Orlen wants to talk to residents about the construction of Olefin. The company invites residents to meetings - terazgostynin.pl) [Orlen chce rozmawiać z mieszkańcami o budowie

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Olefin. Koncern zaprasza na spotkania - Portal Gostynin (terazgostynin.pl)], published on 17.02.2024 (website)

- **Link:** Why do we need Olefins III? ORLEN invites to information meetings (tp.com.pl) [Po co są nam Olefiny III? ORLEN zaprasza na spotkania informacyjne (tp.com.pl)], published on 16.02.2024 (printed press and website)
- **Link:** What is the progress at the Olefins III construction site? It will be possible to ask in person - PetroNews [Jakie postępy na budowie Olefin III? Będzie można zapytać osobiście - PetroNews], published on 17.02.2024 (website)
- **Link:** Olefins III without secrets - KRDP - Sunny every day [Olefiny III bez tajemnic - KRDP - Pogodne każdego dnia], published on 16.02.2024 (radio and website)
- **Link:** Olefins III without secrets (intranet.pl) - ORLEN [Olefiny III bez tajemnic (intranet.pl) - ORLEN], published on 19.02.2024 (internal website)

The residents attending the meeting were also presented with the main environmental and social aspects as well as documents under which the investment is being implemented. Among other things, the analysis of the investment's impact on the immediate environment, the Stakeholder Engagement Plan - SEP, the Social Impact Assessment - SIA and the Human Rights Impact Assessment - HRIA were discussed.

The meeting participants also learned about the environmental impact assessment prepared in accordance with the Law on Providing Information on the Environment and its Protection, Public Participation in Environmental Protection and Environmental Impact Assessments.

Community-oriented activities carried out in Plock County and Plock were also discussed. The Environmental Protection Office managers spoke about issues related to maintaining environmental standards, while a representative of the Group OHS and Prevention Coordination Department spoke about those related to safety standards at the construction site.

In order to ensure a response to all notices, questions and complaints - especially those from people representing the local community - a special contact form has been introduced on the Olefins III construction implementation page, which was presented

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during the meetings. The Local Community Relations Officer was also present at the meetings.

2. The course of consultations with residents

The first meeting was held in the conference room of the Education Center in Plock. The second meeting took place at the Elementary School in the Trzepowo district adjacent to the Production Plant, and the last meeting was held at the sports and entertainment hall in Maszewo Duze, located in the municipality of Stara Biala and bordering Plock. The next section describes the dates and places of meetings in detail.

2.1. Information and consultation meetings: venues, dates and speakers

2.1.1. Auditorium of the Education Center in Plock, February 19, 2024, 5:00 – 7:45 p.m.

Speakers of the meeting:

- Damian Olewnik, Director of the Olefins Production Intensification Office;
- Arkadiusz Ciesielski, senior specialist representing the Community Relations Team;
- Leszek Paprot, Director of the Remediation and Environmental Protection Department;
- Lukasz Agacinski, Director of the Group OHS and Prevention Coordination Department;
- Jakub Zgorzelski, Director of Hyundai Engineering & Tecnicas Reunidas.

2.1.2. Trzepowo Elementary School, February 21, 2024, 5:00 – 7:30 p.m.

Speakers of the meeting:

- Damian Olewnik, Director of the Olefins Production Intensification Office;
- Arkadiusz Ciesielski, Senior Specialist representing the Local Community Relations Team;
- Adam Tworkowski, Director of the Environmental Protection Office;
- Lukasz Agacinski, Director of the Group OHS and Prevention Coordination Department;

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- Jakub Zgorzelski, Director of Hyundai Engineering & Tecnicas Reunidas.

2.1.3. Sports and entertainment hall in Maszewo Duze, February 22, 2024, 6:00 – 7:45 p.m.

Speakers of the meeting:

- Damian Olewnik, Director of the Olefins Production Intensification Office;
- Arkadiusz Ciesielski, Senior Specialist representing the Local Community Relations Team;;
- Katarzyna Pawlikowska, Deputy Director of the Environmental Protection Office;
- Lukasz Agacinski, Director of the Group OHS and Prevention Coordination Department;
- Jakub Zgorzelski, Director of Hyundai Engineering & Tecnicas Reunidas.

Each of the meetings was also attended by Wioletta Urbanska, Local Community Relations Officer.

2.2. Information provided at meetings

Each meeting had the same structure, i.e. the meetings began with the presentation entitled: "Olefins III Complex construction - potential of the Project" and next with a presentation on the impact of the investment on the environmental and social surrounding. The presentations were followed by an open question and answer session. Below is a summary of the presentations mentioned, which constitute appendices to the report.

3. Presentation of the project "Olefins III Complex construction - potential of the Project" and the investment's impact on the environmental and social surrounding presented by ORLEN S.A. representatives.

During the meetings, residents received a set of information on the implementation of the investment, its preparation, progress and continuation.

The following order was followed at each of the three meetings:

- a) presentation entitled "Olefins III Complex construction - potential of the Project";

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b) presentation on the key environmental and social principles included in the Project.

Each meeting was opened by Damian Olewnik, Director of the Olefins Production Intensification Office, who introduced the participants to important issues such as:

- exact purpose of the investment - the construction of a plant for ethylene, propylene, ethylene oxide, glycols, styrene extraction, hydrogenation of pyrolysis gasoline;
- investment schedule, broken down into stages;
- examples of the use of individual products of the new installation;
- investment 3D model;
- progress of design, procurement and construction work;
- sources of supply;
- importance of the investment for domestic and international entrepreneurs;
- importance of the investment for the local community, municipality, entrepreneurs and contractors.

Afterwards, Arkadiusz Ciesielski, a representative of the Local Community Relations Team, continued the meeting with a presentation on the key environmental and social principles guiding the Company's implementation of the Project, introducing the following issues to participants at all three meetings:

- environmental and social principals:
 - implementation of the investment in accordance with applicable standards and laws;
 - project implementation based on norms and international standards;
 - application of precautionary principles in relation to the impact on the environment, health and human life, respect for labor and human rights;
 - monitoring the work environment based on OHS principles;
 - open dialogue with stakeholders and maintaining good relations with them, building positive relations with the local community and government bodies.
- activities involving the highest standards in the following categories:

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- legal principles and standards;
 - relations with the surroundings;
 - environment;
 - employees and the work environment;
 - industry standards.
- As part of the legal basis, information on the environmental impact **report** was presented in accordance with the Law on Providing Information on the Environment and its Protection, Public Participation in Environmental Protection and Environmental Impact Assessments. This report was prepared in accordance with the Act of October 3, 2008 on the provision of information on the environment and its protection, public participation in environmental protection and environmental impact assessment. The project has received a positive decision on environmental conditions from the Head of the Stara Biala Municipality (document dated 10 February 2023, reference no. RGK 6220.31.2021). Information on obtaining a positive decision dated 18 August 2023 (reference no. 69/LOK/2023) on the location of the investment issued by the Mazovian Governor was also provided.
 - Next, activities related to nurturing relationships with the surroundings were presented. All activities related to developing relations with the surroundings are based on the Stakeholder Engagement Plan. During the meetings, publicly available events organized to maintain good relations and provide the local community as well as the city and municipal authorities with information on investments were discussed:
 - “Vistula family cruises” [Rodzinne rejsy po Wiśle], meaning boat trips on the Vistula River organized on August and September 2023. Cruise participants learned a lot of practical information about the constructed Olefins III Complex from the brochure distributed. During the cruises, music was broadcast and dishes from the contract workers’ home countries were distributed.
 - An informational and educational campaign in the form of 19 meetings in Plock schools organized by ORLEN and the police, dedicated to countering stereotypes, hate

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and hate speech, organized under the slogan “Respect has no color” [Szacunek nie ma koloru] and meetings for the local community organized on August 2023, during which exotic cuisines of contractors’ countries were popularized.

- Participation in meetings of the Commission of the City Council of Płock (Committee for Municipal Economy and Investment, Development and City Safety, as well as Treasury, Budget and Financial Management) and the Council of the Stara Biala Municipality, i.e., meetings with key stakeholders.
- “Meetings with Culture” [Spotkania z Kulturą] at the Płock Public Library, part of an information campaign about the Olefins III Complex investment and the “ORLEN as a good neighbor” [ORLEN dobrym sąsiadem] program. It took place on November and December 2023 and January 2024. The meetings focused on the culture and literature of the contract workers’ countries, namely Spain, Turkey and India. Invited experts talked about the culture of the countries mentioned, while employees of the Olefins III Complex construction site read excerpts of works in their native language.
- Activities carried out under the “ORLEN as a good neighbor” program: a donation to the Voluntary Fire Brigade Units of Stara Biala Municipality for the purchase of defibrillators; medical consultations and free examinations of senior citizens living in the vicinity of the Production Plant as part of the “Say YES to a healthy future” [Powiedz TAK zdrowej przyszłości] campaign; lessons for schoolchildren from the Stara Biala Municipality in the mobile chemistry knowledge laboratory “NaukoBus” organized on October 2023; a donation of PLN 142 million to the Stara Biala Municipality for the reconstruction of selected county roads;
- Social Impact Assessment based on the SIA report;
- Implementation of the provisions of the SIA report by:
 - implementing the Human Rights and Work Rules Policy in the Project Supply Chain;
 - conducting open communication with the public through the local media, the investment website, and organizing community-oriented activities;

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- identifying transportation routes to minimize the number of trucks in built-up areas;
 - introducing supervision of working conditions at the construction stage;
 - provision of medical care at the site - supervision of medical personnel in the outpatient clinic with an ambulance;
 - creation of accommodative sanitary and social facilities;
- Implementing the Project in accordance with the HRIA report related to the impact of the Olefins III Project on human rights:
 - Human Rights Protection Policy in the ORLEN Capital Group;
 - safety management;
 - activities to raise sensitivity to discrimination and prejudice.
- Development of the Safety and Health Protection Plan (SHPP).
- Representatives of the Environmental Protection Office presented the issue of securing the environment. The “Decision on environmental conditions” was preceded by obtaining the necessary opinions and agreements, among others with the Marshal’s Office, the Regional Directorate of Environmental Protection, the Chief Sanitary Inspectorate and the State Water Holding – Polish Water (Wody Polskie). The technology most favorably aligned with environmental, business and technical goals was adopted for the project, and the selected construction site was an undeveloped area, which has the following advantages:
 - use of lands that have not been used so far, and located within the industrial building zone;
 - no necessity to occupy non-industrial lands and conduct expropriation;
 - access to the infrastructure ensuring more effective use of utilities;
 - access to qualified plant personnel;
- The feedback and complaint mechanism, created for the project and posted on the project website, developed to facilitate communication with stakeholders, including Project executors, was presented;

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- Director Lukasz Agacinski discussed the OHS and the fire protection activities:
 - ORLEN S.A. OHS service employees are available at the site on a full-time basis every day;
 - OHS service personnel on the part of contractors and their subcontractors are required;
 - since construction commencement, 7 million man-hours have passed without an accident at the project site;
 - an ambulance and a police station are available at the project site 24 hours a day;
 - first aid training is conducted once a month;
 - once a year, the entire construction site is evacuated, and the evacuations of individual construction sections are conducted more frequently;
 - each employee is obliged to pass OHS tests

After the presentation, residents were encouraged to participate in the discussion and ask questions. Meeting participants were eager to take part in the discussion and share their opinions.

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4. List of questions and answers from the meeting with residents held at the auditorium of the Plock Education Center on February 19, 2024

Item number	Scope of discussed topics	Community note / postulate / question / comment	Investor / contractor comment
1	Dealing with the stand of trees obstructing the passage of vehicles with huge loads in road lanes to the construction site	An NGO representative asked the ORLEN representatives present to help with the development of "green" Plock. The man mentioned the cutting of trees on Zglenickiego Street in Plock.	Director Damian Olewnik said that the City of Plock received a donation of PLN 12 million from ORLEN, which the city mayor intends to use, among other things, to develop green areas in the city. He explained that the removal of trees in the road lane was necessary in order to safely transport oversized structural elements from the Vistula wharf to the project site.
		Another meeting participant joined the discussion, suggesting that, in his opinion, a different route could have been chosen for transporting the structural elements to avoid cutting down trees.	A representative of ORLEN responded that the street transportation measures were consulted with a number of authorities and were supported by positive decisions of relevant state-owned institutions. The trees grew in the road lane and prevented the safe passage of the huge elements. In addition, the cargo transport route was included in a modernization plan adopted by officials several years ago. The road has therefore been prepared for planned renovation and widening in the future. In addition, the company compensated for the felling by planting more trees than were removed.
		A resident asked about the species and size of the new plantings.	A representative of ORLEN's Remediation and Environmental Protection Department explained that both the species and the size of the seedlings were selected in accordance with the



			decisions of the authorities and the guidelines that the Mayor of the City of Plock has issued in this regard.
		The resident reported that no one consulted the decision to cut down the trees with the residents.	A representative of Hyundai Engineering and Tecnicas Reunidas stressed that only those trees that prevented the passage of oversized elements were removed. The subcontractor providing the service in this area performed a careful analysis and prepared designs needed to transport the huge elements. It is a company with logistical experience in such projects around the world. It was stressed that the transported elements were as large as 9.6 meters in diameter, so there was no other way to transport them. In addition, ORLEN representatives reminded the attendees that the renovation of Zglenickiego Street was already included in the renovation plans adopted by the Plock authorities.
2	Public consultations	One of the residents asked if the meeting was a formula for consultation and reporting comments or information about the Project.	Director of the Environmental Protection Office, Leszek Paprot, explained that in accordance with Polish law, each resident had the opportunity to present their comments on conducting the investment at the time of the public announcement by the head of the Stara Biala municipality, i.e., during the period concerning the environmental impact assessment procedure. Residents had 30 days to submit any comments. No comment was received.
3	Air quality and its monitoring	Residents have mentioned the air quality in Plock. They also inquired about the possibility of air monitoring inspection.	Arkadiusz Ciesielski, a representative of the Local Community Relations Team, informed that air quality and the operation of independent monitoring stations in Plock were discussed at separate meetings. However, it is always possible to report one's



			<p>observations by calling the Company or informing state institutions involved in environmental supervision and protection.</p> <p>Director Damian Olewnik assured that the latest and best technologies have been used to execute the new plant with the least possible environmental impact. The world's best technology for ethylene and propylene production was used. The director assured that the company had made every effort to select technology for the new plant.</p>
4	Air quality inspection	<p>A resident asked whether it was possible for a third-party company to conduct an air quality inspection and whether it was possible to have his own private monitoring station.</p>	<p>ORLEN employees said that at the behest of the City of Plock, such inspections have been repeatedly carried out over the past several years to verify the air quality in the city and determine the impact of ORLEN's production facility. The results of these studies were positive for the company and did not indicate excessive impacts. A representative of the Remediation and Environmental Protection Department, Director Leszek Paprot, said that an independent state institution, which is the Chief Inspectorate for Environmental Protection (Główny Inspektorat Ochrony Środowiska - GIOŚ), is responsible for the measurements taken by the monitoring stations and their operation. ORLEN has no influence on the operation of state environmental monitoring. Private entities do not participate independently in state monitoring. One of the stations is co-serviced by ORLEN (at Krolowej Jadwigi Street), but the Chief Inspectorate for Environmental Protection (GIOŚ) is responsible</p>



			for the results. The monitoring system in Plock is the most extensive in Poland, taking into account cities with more than 100,000 inhabitants.
5	The future of employed workers	Residents inquired about the future of currently employed workers and keeping their jobs.	ORLEN representatives said the company has already begun developing a new strategy for Sustainable Development and job retention. The company is preparing to expand its hydrogen and electricity business and thus preserve jobs.
6	Feedstock transportation/Plock bridge load	A participant in the meeting raised the issue of exhaust emissions from trucks transporting the feedstock to the new plant and the associated Plock bridge load.	Director Damian Olewnik said that various options for supplying feedstock are being considered and that oil transportation issues will largely depend on the current macroeconomic situation. Feedstock deliveries will be made by rail. Discussions are already underway about possible rail deliveries via an alternative route to avoid overloading the Plock bridge railway.
7	Real estate rental prices	Residents inquired about the increase in rental prices for properties in Plock due to the ongoing investment.	ORLEN said that due to the investment and the additional presence of employees, there is a perceived positive impact on the economic situation in Plock, especially the restaurant segment, which can be confirmed with the City Council. ORLEN has no influence on the rental prices of properties offered by private, third-party landlords.
8	Employment	One of the residents asked if the 650 new full-time jobs mentioned in the presentation were for the Plock plant. The resident raised the issue of hiring thousands of skilled workers from abroad. He said that	The director of Hyundai Engineering and Tecnicas Reunidas, Jakub Zgorzelski, explained that the company needs a workforce of at least 1,000 qualified automation and electrical area specialists. The contractor has signed a contract along with a work schedule and requirements for the installation of all elements of the project, thereby emphasizing the company's



		there are 40,000 unemployed people in the surrounding counties, suggesting that among them there would certainly be those willing to work on the construction of Olefins III. Other residents inquired about how job advertisements are published, whether directly by ORLEN or by contractors.	responsibility to perform services in accordance with the contract within the specified time and with the appropriate number of workers. In terms of mechanical work, the company needs 750 skilled welders for the moment, plus 2-3 helpers for each welder. The company has not found that many employees on the Polish market.
		The resident pointed out the importance of the remuneration for a potential employee.	Jakub Zgorzelski replied that hiring is done in accordance with labor laws. He emphasized that it is standard practice to seek workers from around the world to meet the deadlines. Job listings for Hyundai Engineering and Tecnicas Reunidas can be found on the company's website. The company's human resources department is also active on LinkedIn, but the company is struggling to hire qualified employees. New job offers appear frequently and on a regular basis. In turn, Director Damian Olewnik informed that ORLEN's job offers are posted on the Company's website. Recruitment for production operator positions is currently underway. The offer is transparent and led directly by ORLEN. The company employs mostly workers of Polish origin.
		Another resident expressed full understanding of hiring foreign	-



		workers. He said that he himself had worked abroad on a project that employed about 2,000 Polish workers. He expressed his approval of the situation where some of the foreign workers already employed will remain in Plock after the investment is completed.	
9	Importance of the investment for the Company	Residents were interested in the potential effects of the Company's failure to start construction of the Olefins III Complex would have on ORLEN.	The answer was that this is the most crucial project for ORLEN, and has a huge impact on the company's future development.
10	Translator devices in communication	One of the residents asked about the translator devices handed over to security services in Plock, also referring to the issue of employee training.	ORLEN representatives said that English is mandatory at the site, but that the lowest-level workers do not speak English well, so communication is facilitated by translator devices. Furthermore, each of the foremen, who are in constant contact with the workers, is required to speak English. All employees also have phones that allow the use of online translators and use them proficiently. Each employee hired is trained within occupational health and safety, and has knowledge of generally accepted rules and social norms adopted in Poland.
11	Conducting business related to accommodating	One of the residents mentioned attempts to convert apartment houses into worker hotels and	ORLEN representatives responded that a container town was built for the foreign workers on an 8-hectare area, where 2,500 containers were set up and 6,000 beds were provided. The



	employees subcontractors	by	develop private lots with containers for residential purposes among single-family house estates, as well as potential housing conditions.	accommodations conditions are comfortable. A high standard of power supply, hot water, showers, toilets, as well as a cafeteria and relaxation areas were provided. The contractor and the investor did not receive any information on the reported topic. The resident was asked to provide a contact phone number in order to verify the situation and intervene, if necessary.
			Another resident joined the discussion and shared the information that he had worked in many places in the world, at various investment sites, and stressed that the conditions that foreign workers have in Plock are among the best he knows.	-

5. List of questions and answers from the meeting with residents held at the Trzepowo elementary school on February 21, 2024

Item number	Scope of discussed topics	Community note / postulate / question / comment	Investor / contractor comment
1	Protection zone/high voltage line	A resident asked about the protection zone for residents whose homes are located in	A representative of ORLEN informed that the performed analysis of noise emissions to the environment does not exceed the permissible values during daytime and nighttime in all areas



		villages bordering the Production Plant and closest to the investment - Trzepowo, Biala and Draganie.	subject to acoustic assessment. He explained that based on the prepared analysis and mathematical modeling, it appears that the limit values in terms of acoustics should be met. Therefore, a protection zone is not required, but solutions are being implemented as part of the investment to reduce the impact on the surrounding area. Director Damian Olewnik assured that the company will be in constant contact with residents, also after the construction stage is completed, in order to make sure that the investment does not cause nuisance to residents of the surrounding buildings.
		The resident asked whether the production plant will have a new power line and new pipelines built. The resident emphasized the great importance of creating new jobs, but expressed concern about the proximity of the production plant. She expressed gratitude for the planned reconstruction of nearby roads.	The representative of ORLEN replied that no new infrastructure would be built. The company does not plan to build a new power line or pipelines.
2	Buildup	Residents mentioned precipitation leaving yellow buildup, suggesting it could be	ORLEN representatives assured that it could not be sulfur because the plant uses state-of-the-art technology to maintain hermetic production. The plant is also under the supervision of



		sulfur from the production plant in Plock.	local air quality monitoring stations. Most likely, the buildup noticed by the resident was pollen from flowering conifers.
3	Installation startup	Participants at the meeting raised the issue of noise generated by the production site when starting up after a shutdown.	Director Damian Olewnik informed that such shutdowns will take place every five years. Of course, the technologies used are intended to guarantee the quietest possible operation of the plant.
4	Odor nuisances	A resident living about 2 kilometers from the existing production plant said that he had reported a problem with odor nuisance coming from the existing production plant and wanted to inform that after reporting the problem the nuisance ceased. He also expressed his gratitude for the road repair donation.	Director Adam Tworkowski explained that the existing installation is monitored continuously as well as periodic measurements are taken. In addition, a Leak Detection and Repair (LDAR) system has been implemented to manage fugitive emissions. The company is constantly improving its process methods, investing in the best available technology (BAT) within environmental protection. It is planned to set up another new air quality monitoring station closest to the production facility in Trzepowo. A report on the state of air quality in Plock conducted by the City of Plock confirms that air quality is improving in the long term.
5	Compressors	One of the residents raised the issue of plant compressors generating noise.	Director Damian Olewnik explained that the compressors in the new plant will be enclosed, while the compressors of the existing plant do not include enclosures. Enclosing compressors will significantly reduce the noise caused by their operation.
6	Transportation and road repair	Residents inquired about the issue of transporting products from the existing production facility.	Director Damian Olewnik informed that the road currently used for transportation to the construction site will be repaired.

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		One of the residents asked if, as part of its corporate social responsibility, ORLEN could subsidize the repair of a local road bordering Sierpecka Street located adjacent to the plant.	The director replied that the street referred to by the meeting participant is not used in any way by vehicles that commute to the site, but residents can apply for such funding.
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6. List of questions and answers from the meeting with residents held at the Maszewo Duze sports and entertainment center on February 22, 2024

Item number	Scope of discussed topics	Community note / postulate / question / comment	Investor / contractor comment
1	Accommodation of employees by subcontractors in Plock and the surrounding area	A resident asked if and how ORLEN verifies the housing conditions of subcontractors in the city and municipality. He talked about the situation of housing workers in the village of Gulczewo, adjacent to Plock. He expressed his understanding of the need to hire workers from different countries, but also his concern about accommodating foreigners in the municipality.	Damian Olewnik responded that any venture to locate a large group of foreign workers has so far been widely consulted with the investment contractor and relevant authorities. He explained that the nearby village of Koszelowka houses about 500 people and that there have been no resulting social conflicts. There are no reports to local safety authorities of any violations by accommodated workers. He added that many Poles leave the country to work abroad. The director also explained that finding qualified workers constitutes a global issue. About 80% of project site welders are from Asia. The launch of the investment was supported by many consultations in order to organize the best possible support for the investment. Next, a representative of Hyundai and Tecnicas Reunidas, Jakub Zgorzelski, provided



			<p>information that the subcontractors were selected on the basis of tenders available to all domestic as well as global companies. Hyundai, as a multinational company and one of the largest players in the market, was aware that the implementation of an investment in a city like Plock would be associated with great responsibility on the social side. In order to find optimal logistical solutions for commuting to work, it was decided at the beginning to create an employee town located on the investment premises. Accordingly, a container town with 6,000 beds has been built adjacent to the investment. If not for the container town, there would be traffic jams in the city. Director Jakub Zgorzelski stressed that surely each of us has someone in our circle who has gone to work abroad in Poland. He pointed out that employees leaving for work want, just as everyone else, to spend their free time normally, going out for walks, playing their favorite games. Each of them has the right to function normally outside working hours. For example, he stated that the Filipinos present in the workers' town hold sports tournaments every weekend on a specially built field, as do representatives of other countries. The subcontractors that won the tenders are Polish, European and Asian companies. Diversifying the subcontractors will allow us to meet contractual requirements related to the investment implementation schedule. He added that it would be impossible to find a sufficient number of qualified workers solely in the Polish market. Finally, he emphasized that police statistics do not indicate an increase in criminal activity in and around Plock. Both</p>
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			<p>ORLEN and the CHT group, the investment contractor, are in constant contact with representatives of local authorities. Regular meetings are held with local and provincial authorities to discuss the current situation.</p> <p>Afterwards, Director Damian Olewnik exchanged phone numbers with the resident to clarify the accommodation of foreign workers in the nearby village of Gulczewo in the following days. At the end of the meeting, residents were informed that each of the contract workers received informational and educational materials about customs and culture in Poland, meaning what is allowed and what is prohibited. Each of the employees is staying in Poland legally. Any company that wants to obtain a work permit for its employees must be registered in Poland. Every foreigner must apply for a work permit and then for a visa and appear for an interview with the consul. Each potential employee is thoroughly vetted by security services. Only after obtaining a visa can the employee come to Poland.</p>
2	Health insurance for foreign workers	A resident raised the issue of health insurance for foreign workers and their use of local health services. She mentioned a situation where a married couple escaped from one of Plock's hospitals without identifying themselves.	A representative of Hyundai Engineering and Tecnicas Reunidas, Jakub Zgorzelski, responded that he is in constant contact with the director of the hospital in Plock and has not heard of any problems so far regarding the behavior of Project employees. He explained that each employee is hired based on an employment contract, thus pays health premiums that entitle them to health care. Furthermore, Jakub Zgorzelski stated that there are currently about 3-4 thousand employees working at the



			installation. However, one must keep in mind that there are many other local companies not affiliated with ORLEN that employ foreign workers, and the company cannot be held responsible for such workers. The Contractor assured that the actions taken by CHT are in compliance with the law and applicable Polish regulations.
3	The benefits of the investment for the residents	One of the residents asked for clarification on how the local residents will benefit from the developed investment.	Director Damian Olewnik responded that first and foremost the biggest benefit would be the new jobs already being created. A new road will be built along with bicycle paths in the Biala-Dziarnowo-Draganie section of the village. ORLEN made a donation of 142 million zlotys for road investments to the budget of the municipality of Stara Biala and for Plock. There will also be an increase in the amount of taxes paid by ORLEN to the municipality once the investment implementation begins. The investment will support the Stara Biala municipality with a higher budget. Director Jakub Zgorzelski added that a donation agreement has been signed with Hyundai Engineering & Tecnicas Reunidas for the renovation of Zglenickiego Street, which is the main access road to the project site, and is also used by local residents. In the coming weeks, more donation agreements will be signed for local authorities, both for Plock and neighboring municipalities.
4	The benefits of the investment for the closest residents	Residents inquired about the benefits for those who live closest to the investment.	A representative of ORLEN explained that a number of plots/lands have been leased by the contractor, thus resulting in a financial benefit from land lease.

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At the end of the meeting, the head of the Stara Biala municipality, Slawomir Wawrzynski, stated that the municipality has not noted any problems with the Olefins III Complex construction. The local police force ensures that order is maintained. The municipality, in consultation with priests, organizes additional masses in order to provide the greatest comfort to residents and to allow foreign workers of Christian faith to fulfill their spiritual needs. The municipality is in constant contact with ORLEN as well as the contractor Hyundai Engineering and Tecnicas Reunidas.

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7. Summary of the meetings with the residents

The meetings with the residents of Plock and the Stara Biala municipality were open to the public and allowed them to share information on the construction of the Olefins III Complex. Each of the meetings was attended by local journalists who informed the public about the events by preparing reports on the meetings. The residents learned details about the further course of the investment stages. ORLEN representatives encouraged residents who came to the meetings to ask questions. Participants were eager to join the discussion. The meetings allowed ORLEN representatives to collect feedback from the residents. Information relevant to residents was provided. Residents' curiosity was satisfied and their doubts dispelled. ORLEN representatives' goal was to make the residents aware of the investor's emphasis on maintaining good relations with the community.

Reports on the meetings have been published in the local media:

- **Link:** Social dialogue on the construction of Olefins III Complex (orlen.pl) [Dialog społeczny na temat budowy Kompleksu Olefiny III], published on 07.03.2024 (internal website)
- **Link:** What do we know about the construction of Olefins III Complex? First meeting behind us [FILM, PHOTOS] - PetroNews [Co wiadomo o budowie Kompleksu Olefiny III? Pierwsze spotkanie za nami], published on 20.02.2024 (website)
- **Link:** ORLEN MEETING - PlockFM | PlockFM (plock.fm) [SPOTKANIE ORLENU], published on 20.02.2024 (website)
- **Link:** Meeting on the construction of the Olefins III Complex. "We want to know how this will poison our lives." - Polish radio RDC [Spotkanie ws. budowy kompleksu Olefiny III. „Chcemy wiedzieć, jak zatruje nam to życie” - Polskie radio RDC (rdc.pl)], published on 21.02.2024 (radio and website)
- **Link:** https://www.facebook.com/520936453370004/posts/898649448932034?_rdr

Appendices

- I. Photo Report_Meeting with Stakeholders_Communication on the Construction of Olefins III Complex
- II. Presentation "Olefins III Complex construction - potential of the Project"
- III. The investment's impact on the environmental and social surrounding

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