

Construction of Container Terminal T3 in the Northern Port (Port Północny) in Gdańsk

Stakeholder Engagement Plan

July 2022

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1. Introduction

DCT GDAŃSK Sp. z o. o. is planning to construct the maritime Terminal 3 in the Northern Port in Gdańsk. DCT Gdańsk is the only truly deep-water container terminal in the Baltic and is the primary gateway for Polish traffic and Baltic transshipment operations. Through the T3 development, DCT will be able to increase their annual capacity from circa 2,900,000 TEU pa to 4,650,000 TEU pa¹.

The existing facility of DCT Gdańsk includes Terminal 1 which was built in 2007, designed to cater to large container vessels calling from the Far East, and Terminal 2, in operation since 2016, which was designed for Ultra-Large Container Vessels (ULCVs). Terminal 3 will be an independent section both technologically and functionally.

The idea to expand the existing terminals came due to the observed extensive development of the container handling market. DCT determined there are possibilities of increasing capacity through the expansion of the existing infrastructure and improvement of operational processes. The construction of T3 will allow the terminal to grow by attracting more services using Ultra Large Container Vessels to Gdansk Port.

Construction of Terminal 3 (T3) is a continuation of the ongoing larger expansion scheme planned by the Port of Gdansk Authorities aiming to increase existing capacities of the port.

This Stakeholder Engagement Plan (SEP) presents the planned stakeholder consultation and engagement process for the construction and operation of T3 (the Project). It outlines a systematic approach to stakeholder engagement that will help DCT GDAŃSK Sp. z o. o. develop and maintain over time a constructive relationship with their stakeholders throughout the duration of the Project. The document also includes a grievance mechanism for stakeholders to raise their concerns about the Project. The SEP has been produced in accordance with the international standards required by the European Bank for Reconstruction and Development (EBRD) who are considered as the project lender.

¹ TEU = (twenty-feet equivalent unit), a unit of cargo capacity based on the volume of a 20-foot-long (6.1 m) container. A standard 20-foot-long container has the following dimensions: length of 20 x width of 2 x height of 8.5 feet i.e. 6.10 x 2.44 x 2.59 meters, and a capacity of approx. 38.5 m³. Currently, longer (40-foot-long) containers are standard.

2. Project Description

2.1 Project Location

T3 is planned to be located in the area of the Port Północny (Northern Port) Gdańsk inland waters, through further dredging and land reclamation to the south-east of the existing terminal T1.

Part of the investment will include circa 37 ha of land reclamation and deepening area for the approach channel and turning basin around the new Terminal.

The general location of the T3 in relation to the port is shown below in Figure 1.

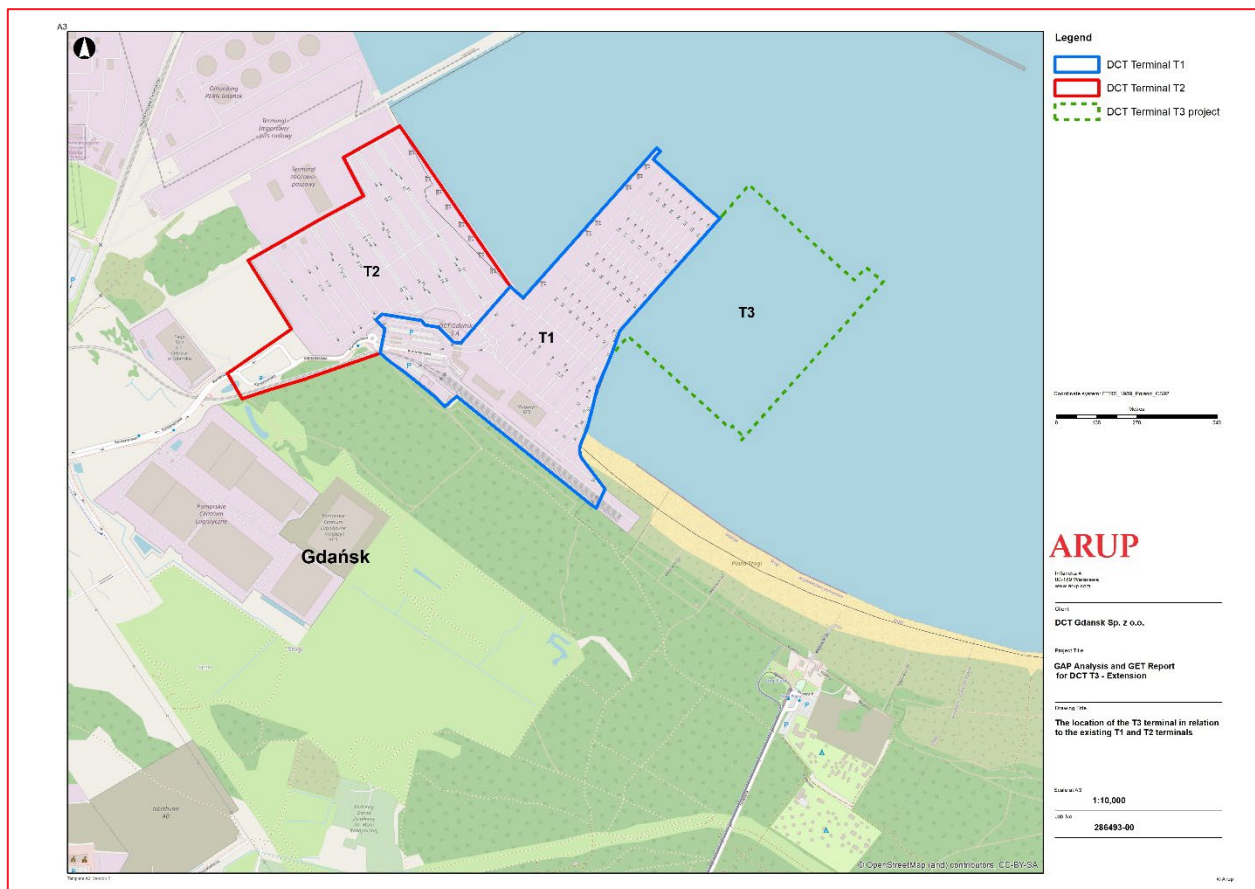


Figure 1 Terminal 3 in relation to the existing T1 and T2

Figure 2 is showing the “Location of the new terminal within the wider area”.

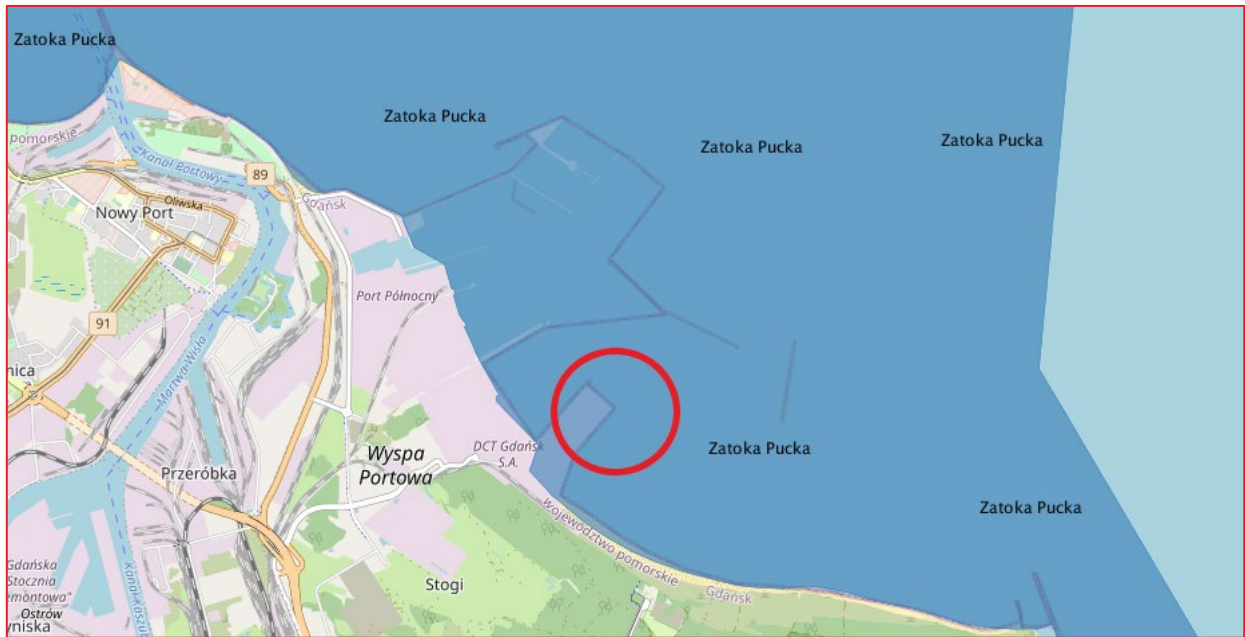


Figure 2 The area of the planned investment, location in the Natura 2000 area (source: <http://geoserwis.gdos.gov.pl>).

2.2 Project Status

The T3 project works have been split into two phases with the first being T3A, which includes all earthworks, quay and yard construction and building works required for the full T3 expansion as well as the T3A terminal equipment and reefer plugs. This is then followed by T3B, which includes additional terminal equipment and reefer plugs in future years.

The current planned programme considers the T3A works to be undertaken by the middle of 2024 with the T3B works following after 2025.

The proposed programme for the T3A works is as follows:

Obtaining a building permit	Not issued yet – expected in July 2022
Design	Concept design complete; Detailed Design responsibility of awarded contractor
Selection of a contractor	Selection complete and contract signed with BUDIMEX and DEME
Commencement of the construction works	Preliminary works to start in July, dredging works to start in September 2022
Completion of the construction works	Expected in Q3 2025
Operational Testing	To start in Q2 2024
Commencement of operation	Expected end Q2 / early Q3 2024

3. Legal requirements and standards for public consultation

3.1 Legal requirements for public consultation

According to Polish regulations, public consultation is included in the project development process where a given project may significantly affect the quality of the environment and are part of the environmental impact assessment.

The most important pieces of Polish legislation concerning public participation in the decision-making process are as follows:

- The Constitution of the Republic of Poland of 2 April 1997 (Journal of Laws No 78, Item 483, as amended) which provides that a citizen shall have the right to obtain information on the activities of organs of public authority; moreover, Article 74 thereof indicates that “everyone shall have the right to be informed of the quality of the environment and its protection”.
- Environmental Protection Act of 27 April 2001 (consolidated text: Journal of Laws of 2021, Item 1973, as amended) which governed the rules for making available the information on the environment and the protection thereof, and the public participation in proceedings relating to environmental protection, pending the entry into force of the Act on the provision of information, 3 October 2008 (consolidated text: Journal of Laws of 2022, Item 1029).
- Act on the provision of information on the environment and the protection thereof, the public participation in the environmental protection, and environmental impact assessments of 3 October 2008 (consolidated text: Journal of Laws of 2022, Item 1029) which lays down the rules and procedures to be followed in matters concerning making available the information on the environment and the protection thereof, and the rules for the public participation in the environmental protection.
- Act on spatial planning and development of 27 March 2003 (consolidated text: Journal of Laws of 2022, Item 503) which governs the manner of making public the information on preparing an area development plan.
- Act on the municipality self-government of 8 March 1990 (consolidated text: Journal of Laws of 2022, Item 559, as amended) which lays down the rules for holding a consultation with municipality inhabitants.

International legal requirements for public consultation are specified in the following documents:

- Aarhus Convention – the Convention on Access to Information, Public Participation in Decision-making and Access to Justice in Environmental Matters. (Journal of Laws of 2003, No 78, Item 706); Convention facilitates participation of non-governmental organizations in the decision-making process; ensures that assessment-related procedures are followed; provides for the need for consultation and access to information; ensures public participation in preparation of environmental plans, programmes and guidelines, as well as in preparation of regulations.
- Directive 2001/42/EC of 27 June 2001 on the assessment of the effects of certain plans and programmes on the environment (OJ L 197, 21/07/2001) – imposes an obligation of the wide

communication of adopted decisions and making available documents in a form of plans and programmes, opinions, consultation outcomes, and justification for the selection from the perspective of alternative solutions.

- Directive 2003/35/EC of 26 May 2003 providing for public participation in respect of the drawing up of certain plans and programmes relating to the environment and amending with regard to public participation and access to justice Council Directives 85/337/EEC and 96/61/EC – ensures public participation with regard to individual decisions and programmes, ensures public participation at an early stage, ensures an opportunity for submitting comments and applications, and lays down the rules for participation of non-governmental environmental organizations.

Public participation is legally required by the EIA Regulation which includes provisions for public consultation and disclosure of project information during EIA procedure. Formal public consultation is carried out by the local authorities. Comments from the public should be directed for the period of 21 days after public announcement stating that the EIA application file has been submitted, the EIA process has commenced. The authority is obliged to consider comments and requests and attach to the adopted document a justification containing information on the participation of the public in the proceedings.

3.2 International standards for public consultation being applied by financial institutions

All Projects funded by the EBRD are required to ensure meaningful stakeholder engagement and public consultations, as specified in the EBRD Environmental and Social Policy (2019). These requirements are described in detail in the EBRD Performance Requirement (PR) 10: Information Disclosure and Stakeholder Engagement.

In addition, the project-specific stakeholder engagement activities should be aligned with the EBRD's Access to Information Policy and Access to Information Directive of 2019² that elaborates on how the EBRD discloses information and consults with its stakeholders in order to promote the principles of Transparency, Accountability, Good Governance and Client Responsibility to Affected Stakeholders.

Information Disclosure and Stakeholder Engagement per the EBRD requirements include:

- identify people or communities that are or could be affected by the project (including vulnerable groups³), as well as other interested parties;
- ensure that such stakeholders are appropriately engaged on environmental and social issues that could potentially affect them, through a process of information disclosure and meaningful consultation; and

² <https://www.ebrd.com/what-we-do/strategies-and-policies/access-to-information-policy.html>

³ "vulnerable people" people or groups of people who may be more adversely affected by project impacts than others by virtue of characteristics such as their gender, gender identity, sexual orientation, religion, ethnicity, indigenous status, age (including children, youths and the elderly), physical or mental disability, literacy, political views, or social status. Vulnerable individuals and/or groups may also include, but are not limited to, people in vulnerable situations, such as people living below the poverty line, the landless, single-headed households, natural resource dependent communities, migrant workers, refugees, internally displaced people, or other displaced persons who may not be protected through national legislation and/or public international law. EBRD ESP (2019).

- maintain a constructive relationship with stakeholders on an on-going basis through meaningful engagement during project implementation.

The lenders' requirements towards the organization of the stakeholder consultations process for Category A projects, to which the proposed DCT Project refers largely due to its scale, are more extensive than those implemented under the Polish law. There are a number of differences to point out:

- The stakeholder consultations are considered as an on-going process taking place during entire project life-cycle; during this process it is necessary to both secure that the stakeholders are informed about environmental and social consequences of the project implementation and ensure the opportunity for feedback (collection and consideration of comments);
- A systematic identification of the stakeholders, as well as of their expectations and concerns is envisioned; special attention is paid to informing affected and vulnerable groups and involving them in consultations; it is recommended to pay special attention to vulnerable groups, whose livelihood or living conditions may be affected by the project realization; and
- It is essential to establish a mechanism for submitting and responding to grievances from the project affected people and other stakeholders.

4. Stakeholder engagement to date

Consultation undertaken to date includes obligatory consultation during the formal EIA procedure as well as additional consultations outside of the formal process. These already performed public consultations and additional stakeholder engagement efforts undertaken during supplementary lender appraisal process are briefly described in the following sections. The Company also assign significant efforts to benefit the local community. Their efforts in this aspects are outlined in Appendix B of this SEP.

4.1 Formal consultation and project disclosure

Implementation of the planned project requires that both the human and environmental factor be considered at the stages of strategies, plans or programmes. Therefore, it is necessary to hold public consultation and take decisions reducing the project impact on the environment and the communities.

Formal consultation being held by the local administration authority were conducted at following stages:

- Preparation of the Local Area Development Plan for the NORTHERN PORT II (*PORT PÓŁNOCNY II*) in Gdańsk. The Plan was adopted on 11 July 2002 by Resolution of the Council of the City of Gdańsk
- Procedure for the Project's Environmental Impact Assessment, prepared in the proceedings relating to the issue of a building permit for the Deepwater Container Terminal located within the Northern Port in Gdańsk (DCT T1). Assessment of the design details at the stage of consultation and approval of the Construction Design – October 2004

- Update of the Study of the Conditions and Directions of Spatial Development for the City of Gdańsk. The Study was adopted on 20 December 2007 by Resolution of the Council of the City of Gdańsk
- The latest revision of the Study of the Conditions and Directions of Spatial Development for the City of Gdańsk was adopted in 2018 and included a considerable information campaign organised by the Study Council, which had been appointed by the Mayor. In 2015, a study council responsible, inter alia, for supporting social dialogue between local government administration and residents, organizations, institutions and entrepreneurs in urban planning processes was established. Social participation included 98 participation events in which 3000 participants took part. The change in the study concerned two areas in Stogi: beach and dunes. Both areas are within the administrative boundaries of the Gdańsk Sea Port. The 2018 study identified the dominant functions for them: industrial-storage-service and port. The changes to the provisions were made on April 23, 2018, at the request of the President of the City of Gdańsk and the Councillors of the Civic Platform Club, due to the opposition of the residents regarding the purpose of these areas, especially the beach. The change of the study was open for public participation from April 1 to April 30, 2019, and on April 11, its solutions were discussed. 12 comments were received in 4 letters. In accordance with the resolution of the Gdańsk City Council of June 27, 2019, the eastern area was designated for the beach landscape and ecological greenery, and the western area was designated for the forest (with the possibility of implementing the necessary technical infrastructure, including railway infrastructure). The beach was included in the boundaries of the natural network, an element of the General System of Biologically Active Areas.
- Work on the Regional Strategic Plan with regard to transport. The Plan was adopted on 04 July 2013.
- Procedures for the Project's Environmental Impact Assessment and the issue of an Environmental Permit for the second Deepwater Container Terminal located within the Northern Port in Gdańsk (DCT T2). The Environmental Impact Report was disclosed in October 2013. The Environmental Permit was issued on 28 March 2014.
- Local spatial development plan Northern Port IV area of the container terminal in the city of Gdańsk was adopted in 2015 by the resolution NR VIII/162/15. The draft plan, after obtaining the required opinions and arrangements, was made available for public inspection on 02.01-02.02 2015 at the headquarters of the Gdańsk Development Office. On January 20, 2015, a public discussion took place on the solutions adopted in the draft plan in question. No comments were submitted to the draft plan within the statutory deadline.
- T3 environmental permit for “Extension of Deepwater Container terminal DCT Gdansk within North Port in Gdansk” was obtained on 07.10.2019 from Regional Directorate of Environmental Protection (RDOŚ) in Gdansk. No comments were received during the public disclosure process.
- Spatial development plan for Polish sea areas was adopted by the Regulation of the Council of Ministers of 14 April 2021.

4.2 Additional consultation

In addition to the formal public consultation being held as part of the process of adoption of official documents, the DCT has been involved in informing the public using numerous other communication channels:

- Company website <https://dctgdansk.pl/en/>
- Press articles ((i.e. <https://biznes.trojmiasto.pl/Nowy-glebokowodny-terminal-w-Gdansku-DCT-buduje-Baltic-Hub-3-n158176.html>; <https://www.worldcargonews.com/news/news/dct-gdansk-lays-out-plans-for-baltic-hub-3-66816>))
- Participation in conferences ((i.e. Forum Wizji Rozwoju in Gdynia – August 2021, Speedchain in Prague, CZ – September 2021))
- Direct contacts with stakeholders:
 - The largest and most important social group that DCT has been communicating with is that of the inhabitants of the districts located in the closest vicinity i.e. Przeróbka and Stogi. The purpose of these consultation is to ensure support of the project by maintaining a positive attitude towards the Port, highlighting employment opportunities and community support programs. DCT has initiated quarterly meetings (dependent of the pandemic situation) with representatives of local district councils during which DCT as well as Gdansk Port Authority representatives were answering all questions raised (September 2021, March 2022). Meetings were led by CEOs of DCT and Port of Gdansk Authority
 - Information campaigns had been organised with the participation of the local police and the children from the primary school in Gdańsk Przeróbka, at the beach in Gdańsk Stogi, which mainly discussed the safety while moving around in the vicinity of an industrial area. Green Schools have been organized for children from the abovementioned primary school. As part of the Green School activities, environmental issues have been raised, and knowledge has been shared on project environmental mitigation measures, as well as on the protection of species of plants and birds occurring at the beach.
 - History and military enthusiasts had been involved in the cleaning and rehabilitation of military structures (bunkers) located in the vicinity of the terminal. In order to conserve as many places of historical value as possible an educational trail located in a forest adjacent to DCT has been established with the support of the history enthusiasts. Cooperation is done on an annual basis.
 - In 2016, employees and contractors were informed about labours and safety issues via direct meetings and information notes. Also, shareholders of the company were informed, consulted, and involved in strategic decision-making processes via constant reporting on project implementation status. Project implementation status was also discussed on direct meetings and shareholders board meetings;
 - In 2017, annual reports on project implementation status were provided to the shareholders of the company. Also, all external stakeholders were informed on the project implementation status via presentations, booklets and progress leaflets and online news. Opinions and concerns were collected during annual public meetings, news was posted on the Company’s website (<https://dctgdansk.pl/csr/raport-zrownowazonego-rozwoju/>), while the comments submitted online were registered, analysed, and addressed.
- Consultation with stakeholders during the process of developing the Supplementary Information Package to the national EIA, as per EBRD requirements. The site visit was organised for 27 May 2022. It included the visit to the project affected area, as well as interviews with institutions working closely with DCT in the development of the Project:

- Mayor of Gdansk office – meeting with Deputy Mayor Mr Alan Aleksandrowicz

Topics of discussion: Local Spatial Development Plans for the wider area; Future plans in regard to Stogi beach amenity values

- Port of Gdańsk Authority – meeting with Mr Łukasz Greinke – President of the Board, Managing Director; Mr Sławomir Michalewski – Vice-President of the Board for Financial Matters, Finance Director and Mr Kamil Tarczewski - Vice-President of the Board for Infrastructure, Infrastructure Director

Topics of discussion: General overview of Port's activities in relation to DCT Project

- Chamber of Commerce (Forum Pracodawców Północy) – meeting with Mrs Jolanta Spodzieja - Vice-President of the Board

Topics of discussion: General overview of activities at Stogi beach, licencing, interest, current and recent business activities.

5. Identification of project stakeholders, and methods of communication for T3 expansion

The list of stakeholders, as presented in this chapter, includes the identified social groups and persons that are associated, in different ways, with the Project implementation. Generally, the following may be distinguished:

- persons and social groups to be affected, directly or indirectly, by the outcomes of the Project implementation,
- persons and social groups that have interest in the Project implementation,
- persons and social groups who can influence and decide on both the outcomes and the manner of the Project implementation.

Stakeholders have been identified in accordance with the above classification.

Table 1 Stakeholders – identification

Stakeholders to be affected, directly or indirectly, by the outcomes of the Project implementation	Stakeholders that have interest in the Project implementation	Stakeholders who can influence and decide on the Project implementation
<ul style="list-style-type: none"> • Company employees • Inhabitants of both the city and municipality of Gdańsk • Inhabitants living close to the Terminal expansion impact zone, in particular inhabitants of districts Stogi and Przeróbka • Inhabitants of towns/villages located along transport routes • Local entrepreneurs and their co-operators (e.g. other Port companies and haulage companies cooperating with them) • Businesses operating at Stogi beach: <ul style="list-style-type: none"> – Mobile coffee and tea stand – Plaza SC restaurant and bar – Vending machines – Public toilet • Particularly vulnerable social groups (the elderly, the disabled, children) • Non-governmental organizations (NGOs) operating at the local, regional, national and international level (including environmental organizations) • Local mass media 	<ul style="list-style-type: none"> • DCT Gdańsk Sp. z o.o. • Servicing company / companies • Construction and utility work / rough-in contractors • Services and facilities suppliers • Haulage companies • Security service providers 	<ul style="list-style-type: none"> • State administration • City administration • Port Authorities • Sanitary Inspectorate • Regional Director for Environmental Protection • Environmental Protection Inspectorate • Ministry of the Environment • Ministry of Infrastructure and Development • Ministry of Economy

5.1 Internal Stakeholders

The following categories of stakeholders have been identified as internal:

- Shareholders of the Company
- Company employees
- EPC contractor and sub-contractors, mainly at the construction stage.

5.2 External Stakeholders

The following categories of stakeholders have been identified as external:

- National and regional authorities responsible for permitting
- Local self-government authorities
- Residents of districts Stogi, Przeróbka, Krakowiec-Górki Zachodnie, living close to Project area
- Businesses operating on the Stogi beach
- Other Businesses (companies exploring minerals from the Baltic bottom, ships using Port of Gdańsk, other Port companies and companies operating in the neighborhood, plus their contractors e.g. hauling companies)
- Vulnerable groups. This group of stakeholder may include:
 - Elderly people, people with disabilities, children for whom the Project area may have recreational value;
 - Poor families living in the vicinity of the project area of influence;
 - Baltic Sea users dependent on access to Baltic Sea resources.
- Environmental non-governmental organizations at international, national level and local level, military fans, community based organizations, cultural and mass media organizations, and educational institutions.

Table 2 below includes contact information of the external stakeholders with power to influence the outcomes of the project, as these are the bodies responsible for issue of required permits for the development of the project, as well as outlining the conditions under which the permits are issued.

Table 2 Stakeholders being able to influence and decide on both the outcomes and the manner of the Project implementation

Stakeholders being able to influence and decide on both the outcomes and the manner of the Project implementation	
Government and self-government administration authorities, control authorities	<u>Regional Directorate for Environmental Protection in Gdańsk</u> ul. Chmielna 54/57, 80-748 Gdańsk, phone: +48-58-68-36-800
	Provincial Sanitary and Epidemiological Station in Gdańsk 80-211 Gdańsk, ul. Dębinki 4, phone: +48-58-344-73-00
	<u>Provincial Inspectorate for Environmental Protection in Gdańsk</u> Ul. Trakt św. Wojciecha 293, Gdańsk, phone: +48-58-309-49-11

	<p>Gdańsk City Office ul. Nowe Ogrody 8/12, 80-803 Gdańsk, phone: Telephone exchange: +48-58-323-60-00 <u>Gdansk Sports Center (as part of the Gdansk City Office)</u> ul. Traugutta 29, 80-221 Gdańsk</p>
	<p><u>Maritime Office in Gdynia</u> ul. Chrzanowskiego 10, 81-338 Gdynia, phone: +48-(58)-355-33-33 https://sportgdansk.pl/</p>
Ministries	<p><u>Ministry of the Environment</u> 00-922 Warszawa, ul. Wawelska 52/54, Phone: 022 5792900</p>
	<p><u>Ministry of Infrastructure and Development</u> ul. Wspólna 2/4, Warszawa, phone: 22 273 70 00</p>
	<p><u>Ministry of Economy</u> 00-507 Warszawa, pl. Trzech Krzyży 3/5, phone: 022 6935000</p>

Table 3 outlines the Non-governmental organizations (NGOs) which have been identified to have a particular interest in the Project. They have not been actively involved in the process to date, but monitoring projects like this is within their mandate.

Table 3 Non-governmental organizations (NGOs) interested in the Project

(NGOs)	Operational profile	Name	Contact details
Nationwide or international organizations	Societies for Nature Protection associated with the preservation protection of nature i.e. flora, fauna, ecosystems and landscapes, and the broadly defined natural and environmental education.	The Polish Society for Nature Protection “Salamandra”	The Polish Society for Nature Protection “Salamandra” ul. Stolarska 7/3 60-788 Poznań phone/fax: (48) (61) 6628606 phone/fax: (48) (61) 8432160 email: biuro@salamandra.org.pl http://www.salamandra.org.pl/
	Focused on the biology of Baltic marine mammals, the biology and ecology of fish of the Baltic coastal zone, the protection of rare species and biotopes of the Baltic Sea, and the biology and ecology of Antarctic fish. Acting marine research laboratory and academic activities.	Hel Marine Station of the Institute of Oceanography, Gdansk University, Poland	Morska 2, 84-150 Helium +48-58-675-08-36 hel@ug.edu.pl
	Greenpeace is an international non-governmental organization operating to the benefit of environmental protection. The organization focuses its actions on the most vital, both global and local, threats to the biodiversity and the environment	Greenpeace Polska	22 659 84 99 ul. Lirowa 13 02-387 Warszawa http://www.greenpeace.org/poland/pl/onas/kontakt/
Local non-governmental organizations (NGOs)	Web portal dedicated to the districts of Stogi, Przeróbka, Krakowiec, Górkki Zachodnie	Gdańsk's Practising Pedagogists Association Editorial office for the web portal stogi.info.pl	ul. Stryjewskiego 28 Phone: 0-508-812-323
	The district of Stogi is an auxiliary entity of the City of Gdańsk within the meaning of provisions of the Act of 8 March 1990 on the municipality	The District of Stogi Council	The District of Stogi Council ul. Stryjewskiego 23, 80-625 Gdańsk http://www.radaosiedlastogi.pl/kontakt

	(<i>gmina</i>) self-government, and the Statute of the City of Gdańsk		
Other	Internet-based forum for regional history enthusiasts, actively supporting, <i>inter alia</i> , the revitalization of historical structures and bunkers located in the vicinity of the terminal.	Forum.eksploracja.pl/	http://www.forum.eksploracja.pl/
	Landscape institute established under f ECLAS, the European Council of Landscape Architecture Schools. During the latest Forum organised in Gdansk in 2021, port island was actively discussed because of the visual impacts from the terminals	Le: Notre Institute	Landscape Forum Website: http://www.forum.ln-institute.org LE:NOTRE Institute: http://www.le-notre.org

Table 4 Addresses of local mass media and operating local newspapers

Newspaper / Mass media	Contact details
“Dziennik Bałtycki”	Polska Dziennik Bałtycki 80-894 Gdańsk Targ Drzewny 9/11 phone: 058 30 03 300 fax: 058 30 03 303 http://www.dziennikbałtycki.pl/
“Nasze Miasto – Trójmiasto”	ul. Targ Drzewny 9/10 80-894 Gdańsk Editorial office: phone: 58 300 33 20 e-mail: redakcja.trojmiasto@naszemiasto.pl http://Gdańsk.naszemiasto.pl/
“Gazeta Wyborcza – Trójmiasto”	ul. Tkacka 7/8 80-836 Gdańsk, phone: (58) 32 19 151, fax: (58) 32 19 006 redakcja@Gdańsk.agora.pl http://trojmiasto.gazeta.pl

5.3 Stakeholder Concerns Analysis

The Company is committed to systematic collection, registration and analysis of stakeholder expectations and concerns, as well as to taking appropriate responsive resolution measures throughout the Project lifecycle.

Identified interests and concerns of the key stakeholder groups are presented in Table 5 below.

Table 5 Key Stakeholders Expectations and Concern Analysis

Stakeholder group	Key expectations	Key concerns	Recommendation for further engagement
External stakeholders			
National and local authorities	The Project will allow complying with EU policy regarding Trans-European Transportation Network; Improvement of the quality of the environment through de-congestion of land transport routes, while intensifying the ship transport;	Environmental deterioration; Direct impact on the Natura 2000 site Failure to comply with the national requirements.	Continue with consultations and dialogue. Consultation on all relevant permitting and project management documentation and mandatory monitoring and reporting

Stakeholder group	Key expectations	Key concerns	Recommendation for further engagement
	Economic development of the region; Increased revenues via stable taxes; Improved labour conditions; Social investment program.		
Environmental and safety controlling and supervision bodies	Strict compliance with the national legislation		Continue with / engage in consultations and dialogue. During construction and operation engage in joint inspections and monitoring. Introduce schedule for regular reporting and information sharing
Residential areas in the vicinity of the Project	Creation of new employment opportunities; Meeting the requirements of the environmental legislation; Monitoring and mitigation of any environmental impacts that may emerge in the future; Benefits from community investment programs (mechanism to be developed).	Social and environmental issues Impacts connected with an influx of large number of workers to the region (city/district) in the construction period Road congestion due to increased traffic to/from port (construction and operation)	Continue with consultations; repeatedly explain the Project schedule and management plans. Work further to identify and manage community needs, concerns and expectations. Hold meetings with community leaders and residents. Inform the communities of the Project progress. Conduct monitoring activities.
Local businesses	Development associated with Project realisation or compensation for any losses;	Loss of income; Lack of compensation for loss; Changes in traffic organization (refers to Port companies and companies located in the neighbourhood of the project area and hauling companies cooperating with them).	Continue consultations; clarify the potential for local business development/loss. Consultation of Transport Management Plan Conduct regular monitoring of beach use and impact on the local businesses.
Vulnerable groups	As for local communities and local businesses	As for local communities and local businesses	Continue with consultations, needs assessment and dialogue as for local communities. If any specific issues are identified, additional methods of communication (e.g. individual meetings) should be adapted, depending on the case.
Social and Environmental NGOs, academia and other associations such as military fans	Improvements in the quality of the environment in the region. Meeting the legal requirements; Appropriate social and environmental mitigation measures. Biodiversity mitigation and protection of marine mammal protection.	Transparency of the decision-making, access to project information and inclusive communication processes. Compliance with regulations	Maintain an open-door approach with those who have concerns with respect to the Project construction and operation. Proactive engagement on relevant aspect of the Project planning and implementation.
Internal stakeholders			
Shareholders of the Company	Project implementation as planned	Project failure / closure	Continue with consultations and dialogue.

Stakeholder group	Key expectations	Key concerns	Recommendation for further engagement
Company employees	Retention of employment; Improved working conditions. Professional development and training.	Job losses due to ongoing automation of processes and/or increased competition for work; Lack of transparency in recruitment policy	Regular internal communication on the Project and business expansion plans ; Employee retention, re-training and professional development plans.
EPC Contractor and Sub-contractors	Business opportunities	Transparency of tendering and contracting policy Increased contractual requirements	Communicate DCT's environmental, social and labour requirements via contracting policy and requirements early in the tender process.
Suppliers	Business opportunities	Increased scrutiny on ensuring zero tolerance towards child and forced labour impacting the supply chain arrangements and the cost	Communicate expectations early in the tendering process Continued communication and monitoring Sharing DCT Code of Conduct and E&S requirements Early screening of SC and reputational risks

5.4 Communication methods

Different stakeholders may require different ways of receiving Project information and participating in the project consultation. The proposed manners of communication with the identified stakeholders are provided in Table 6 below.

Table 6 Methods of stakeholders' communication

Stakeholders group	Means of communication	Rules for communication
Stakeholders to be affected, directly or indirectly, by the outcomes of the Project implementation	Company Office Company's website Public Information Bulletin (BIP) of the City Office Notice boards on Project schedule, impact and mitigation measures, contact details and external grievance mechanism Community meetings Targeted information campaigns Monitoring activities	In accordance with legal requirements and the local custom Direct communication (office), indirect through announcements issued to the public
Stakeholders (internal) that participate in the Project implementation	Exchange of correspondence, meetings Intranet posting, information boards Staff updates Information on internal worker grievance mechanism	In accordance with the rules for internal communication, management 'open door' policy, work meetings and staff updates; worker grievance mechanism for employees and non-employee workers, contractors, free from cost and retribution
Local businesses and entrepreneurs	Direct meetings, DCT's website Notice boards on Project schedule, impact and mitigation measures, contact details and external grievance mechanism Monitoring activities against the baseline External grievance mechanism	During the environmental procedure, and at the request / on demand. In accordance with the rules for internal communication, and the accepted custom Effective and proactive grievance resolution process, free from cost and retribution
Particularly vulnerable social groups (the elderly, the disabled, children)	Consultation meetings – providing information, exchange of documentation	In accordance with the rules for external communication, and the accepted custom. Direct communication (office), indirect

	<p>and correspondence associated with projects. School workshops.</p> <p>Focus group discussions</p> <p>Community support initiatives</p> <p>Monitoring of needs and concerns</p> <p>Targeted mitigation measures</p>	<p>through announcements issued to the public</p> <p>Effective and proactive grievance resolution process, free from cost and retribution</p>
Stakeholders (external) that participate in the Project implementation	<p>Exchange of correspondence, meetings, training courses, design supervision</p> <p>External reporting on sustainability and other business performance indicators</p>	In accordance with provisions of an Agreement as concluded by and between DCT and a given organization
Local and regional administration and self-government authorities	Consultation meetings – providing project information, exchange of documentation and correspondence associated with the projects	During the consensus procedure – in accordance with administrative procedure requirements
State administration authorities, Ministries	Official letters	In accordance with administrative procedure requirements
Non-governmental organizations (NGOs) interested in the Project	Direct meetings, DCT’s website Targeted communication and engagement	During the environmental procedure, and at the request / on demand.
Mass media	Exchange of correspondence, meetings, transfer of announcements, information and educational articles, etc.	In accordance with the rules for internal communication, and the accepted custom

6. Disclosure of information

Disclosure of information on the project allows stakeholders to get to know and understand both the environmental and social risks and impacts associated with the project, as well as opportunities provided by the project.

DCT's intention is to present the T3 construction design as an example of good practice of the implementation of port infrastructure projects, including stakeholder engagement and maintaining good communication throughout the duration of the project.

In accordance with this approach, the aim for disclosure of information and public communication will be:

- to provide the local community with information on the schedule and scope of the planned work, and seeking feedback,
- to publish the company's commitment to apply best practices with regard to environmental protection and occupational safety of employees and subcontractors,
- to publish the mechanism for submitting comments and complaints (grievance mechanism), allowing for the collection of comments and grievances and the implementation of corrective measures.

In order to ensure transparency and availability of information on the project implementation at all stages thereof, including site preliminaries, construction and operation, DCT's authorities will take the following measures:

- Further meetings with stakeholder groups – representatives of history enthusiasts, and meetings with councillors of districts adjacent to DCT
- Making available up-to-date information on the project in a tab on the DCT's website: <https://dctgdansk.pl>.
- Information on the most important events associated with the project implementation will also be made available:
 - in local newspapers,
 - in the site office,
 - public information boards.
- on the website, the following documentation will be provided throughout Project implementation:
 - non-technical summary (NTS),
 - stakeholder engagement plan with external grievance mechanism (SEP/this document).

Moreover, the stakeholders directly involved in the project implementation will have an access to the following information:

- Information about particular stages of construction process,
- Environmental Impact Report, and results of environmental analyses,
- Environmental Permit, and the building permit.

6.1 Supplementary ESIA disclosure

The EIA for the Project was formally approved in 2019. Prior to this the required public consultation process took place in line with national regulations.

In order to align the Project with EBRD requirements, the EIA has been updated with supplementary assessments and mitigation measures. Additional management plans have also been developed to guide the implementation of the measures defined in the EIA and the supplementary ESIA package.

The following documentation will be published on the EBRD website as well as the DCT website for 60 days for review and comments:

- Supplementary Information Package SIP – contains additional assessment of impacts not included in the original EIA
- Non Technical Summary NTS – outlines the main impacts of the project and the proposed mitigation measures
- Stakeholder Engagement Plan SEP – this document which outlines the requirements for further stakeholder engagement activities
- Environmental and Social Action Plan ESAP – defining the actions yet to be completed to achieve compliance with EBRD requirements.

Printed versions will also be made available at DCT offices and at local authority offices. Documents will be available in English and Polish.

7. External Grievance mechanism⁴

The aim of the grievance mechanism is to ensure that all comments, enquiries and complaints concerning the project will be examined, and that appropriate corrective measures will be taken.

DCT have a Claims Department to manage project grievance mechanism for external stakeholders. This is the key role responsible for the implementation of the grievance management programme. Additional DCT personnel who will be involved in the grievance mechanism implementation will complete appropriate training, in particular relating to handling the stakeholders' opinions, and the manner for providing information.

The flowchart for the grievance form, is provided in Figure 3 below.

The following time-frame will be applied:

- Written confirmation of receipt of a comment/complaint: within 5 working days of receipt
- Written provision of an answer / proposed solution: within up to 20 working days of receipt of the comment / complaint.

As regards the project in question, the procedure will additionally include:

- Information on the project will be published in a separate tab on the DCT's website: <https://dctgdansk.pl>, along with a link to the grievance form.
- Information on the project, including a general description of the project, stages of the implementation thereof, and information on the grievance mechanism, will be published and made available in a form of a brochure.
- Information on the submitted comments / complaints will be provided on the project's website.
- Information on the project as published in the information brochure and on the website will be available in Polish.

Contractors / subcontractors being involved in the construction process will be informed by DCT of their role in the grievance mechanism, and of the need for the implementation thereof by their employees.

In order to ensure the assessment of the mechanism's efficiency, internal audits of the operation thereof will be carried out periodically.

⁴ Note that the Worker Grievance Mechanism is designed separately from External Grievance Mechanism and is managed by DCT Human Resource function.

Moreover, external audits of the grievance mechanisms will be carried out periodically by independent organizations (of auditors).

Grievance forms will be available in both Polish and English, will be provided on websites, and will be made available in printed form at the DCT Office, along with the description of the procedure.

In addition to DCT's external grievance process, EBRD's as a potential lender has an Independent Project Accountability Mechanism (IPAM), which is an independent last resort tool (if the project mechanism fails), aims to facilitate the resolution of social, environmental and public disclosure issues raised by Project-affected people and civil society organisations about EBRD financed projects among Project stakeholders or to determine whether the Bank has complied with its ESP and the Project-specific provisions of its Access to Information Policy; and where applicable to address any existing non-compliance with these policies, while preventing future non-compliance by the Bank.

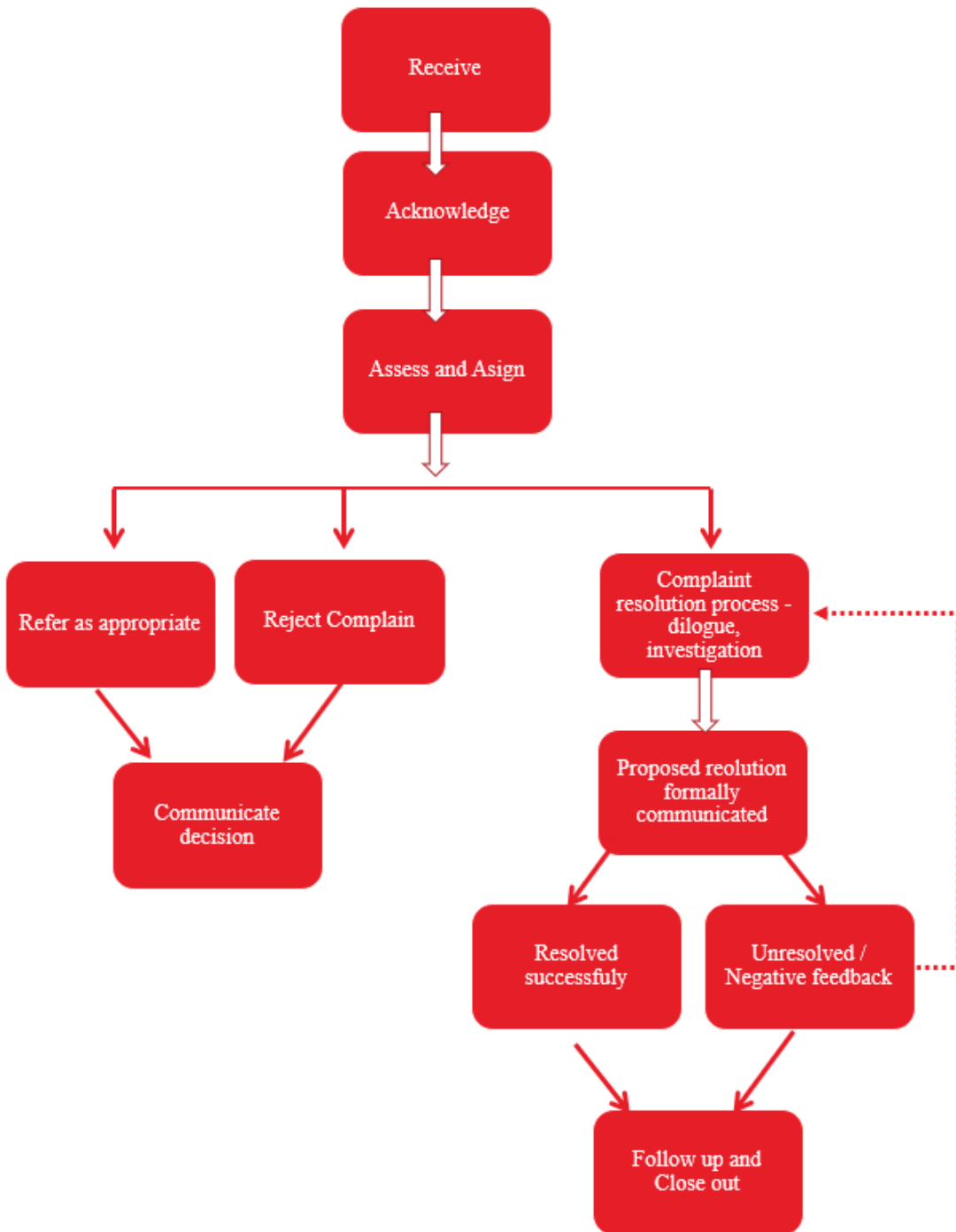


Figure 3 DCT external grievance process

8. Stakeholder engagement programme

8.1 Stakeholder engagement programme

In order to ensure transparency and access to information relating to the project, DCT will take the following measures for the implementation of stakeholder engagement plan:

- The company's website will be used by DCT for public disclosure of information on the project, basic assessments, reports, project stages and schedules, etc. The website will provide information concerning such issues as improvement of the road quality, and the construction details. Access to the feedback on the project, and to the grievance mechanism, will be ensured.
- Bulletins will be prepared and made available in the Project office and the Municipality Office. The Bulletins will include important information on the project, any possible inconveniences to the inhabitants and the traffic during the construction. They will also provide information on the contact with DCT, as well as details of the possibility of access to the Grievance Mechanism.
- Participation in events in the municipality in order to ensure involvement in all local occurrences and initiatives.
- Public consultation and direct meetings with stakeholders.
- Public meetings – such as the organization of the ceremonial inauguration of the terminal, and other special events.
- Project / site office, in which an opportunity to submit comments / complaints, as well as access to the Project documentation, will be provided.
- Communication through employees and contractors – information meetings about the most important risks and impacts.
- Placing of information signs concerning the existing risks associated with the project implementation.
- Reports of the post-development analyses and monitoring will be published and/or forwarded to appropriate authorities / institutions in accordance with national and international regulations.
- Grievance mechanism – implementation of the internal and external grievance mechanism.
- Supporting local measures associated with the improvement of the quality of living and the environment through, inter alia, co-financing of educational institutions, or participating in the costs of environmental projects.

Table 7 Stakeholder engagement programme

Stakeholder group	Purpose of engagement	Engagement method and materials to be used	Location	Responsible organisation	Timing (project phase and frequency)
External stakeholders					
All external stakeholders: All-level authorities Local communities Vulnerable groups Other parties: NGOs, educational, mass media and community based organizations, etc.	Inform on the project implementation status, collect opinions and concerns during annual public meetings; Publicly disclose Project documentation: <ul style="list-style-type: none"> Stakeholder Engagement Plan SEP Environmental and Social Action Plan ESAP Supplementary Information Package SIP Non-Technical Summary NTS Publicly disclose relevant Project updates Register, analyse and address comments submitted online	Presentations; Booklets and progress leaflets; Post news on the Company's website; Records of meetings	Local government offices, library or other public facilities having adequate space.	DCT Project Team / Stakeholder Management Team / Communications Department	Annually during construction
Local authorities	Jointly organize open doors and annual meetings to collect community feedback Develop plans to support commitments to invest in the wider port area (Stogi beach, Przerobka district, etc.)	Presentations / reports	Project site, Company offices, authorities' office	DCT Project team and Communications Department	Report published annually during construction and operation
National and regional authorities, in particular, inspection agencies responsible for environmental protection and health and safety	Submit regular reports with the frequency dictated by the authorities on compliance with national legislation and permits	Presentations / reports	Project site, Company offices, authorities' office	DCT Project team and Communications Department	Regularly during construction and operation
Focused stakeholder engagement with Chief of the Seal Sanctuary of the Hel Marine Station of the Institute of Oceanography of Gdansk University	Discuss the proposed deviations from the JNCC protocol and their effectiveness in protection of marine mammals from project activity.	Meeting and consultation / Minutes of the meeting	Hel Marine Station of the Institute of Oceanography of Gdansk University (or similar appropriate organization)	DCT Project team responsible for environmental protection / Consultant	Within 60 days of project disclosure period and during construction and operation
Focused stakeholder engagement with local communities and vulnerable groups living in the project area	Analyse the local socio-economic conditions in the project area of influence, focus on vulnerable groups	Project description and general impacts at community level (presentations, leaflets, community meetings)	Local communities (library, community centres, local authority offices)	DCT Representative/ Consultant	Within 60 days of project disclosure period and during construction and operation
	Public consultation meetings to consult the local communities about their needs, views/concerns on project implementation and impacts provided via community initiatives,	Project leaflets Public grievance forms (distributed, published in the local media, posted on the Company's web-site for	Company's representative visiting local communities	Stakeholder Management Team / Communications	Prior to start of any activities on the development of the T3 During construction

Stakeholder group	Purpose of engagement	Engagement method and materials to be used	Location	Responsible organisation	Timing (project phase and frequency)
	external grievance mechanism and targeted group meetings, as necessary.	printing out / downloading / electronic submitting)			Monthly
Focused stakeholder engagement with local businesses at Stogi beach	Individual meetings to notify the business owners at Stogi beach of the potential impacts from the Project that could impact the number of beach goers Update regularly on planned activities Set up communication channels for businesses to report issues with their operations to DCT	Organised meetings Leaflets / notifications Company website	Company offices	Company representative; Project team; Communications Department' Claims Coordinator	Before and during construction period (targeted during 60 days of public disclosure), direct meetings on demand (or when needed) during operation
Other businesses in the Project area	Formal meetings to discuss increased traffic flows from T3 Notifications on works stages and planned activities	Formal meetings Letter / Notification Company website	Company offices; Local authority offices	Company representative; Project team; Communications Department	Before and during construction period, direct meetings on demand (or when needed) during operation
Stogi beach visitors	Notify beach goers of any potential impacts from the Project (visual impacts, noise, light and water pollution, congestion of traffic coming into the area), during construction and operation Notify the public about DCT external Grievance Mechanism Post updated on the Project, specifically upcoming construction activities, on the Company's website	Leaflets Public announcements at notice boards Company website	Project Site Company website	Project team; Communications Department	Ongoing throughout construction and operation phase
Other parties: NGOs, cultural, educational, mass media and community based organizations, military fans etc.		Booklets and progress leaflets Individual meetings (on specific matters) Email or phone communication (to be properly registered)	Project site, Company offices	Company representative; Project team; Communications Department	Ad-hoc meetings / communication, as needed
Internal stakeholders					
Shareholders of the Company	Inform, consult, and involve in strategic decision making processes via constant reporting on project implementation status, annual reports and direct meetings and shareholders board meetings	All reports and official documents; Project development status	Company or shareholders headquarters	Company management	On-going
Company employees	Inform of the Company Project plans in relation to labour issues; actual impacts on the local environment and communities; Include reference to the external grievance mechanism	Project specific training Presentations, Articles in the newsletter	Project site, Company office; Company website	Project team and Communications Department	Project specific training to take place before the start of any construction activities

Stakeholder group	Purpose of engagement	Engagement method and materials to be used	Location	Responsible organisation	Timing (project phase and frequency)
	Inform on the internal Project development issues, success and difficulties				Quarterly during construction and operation
Contractors	Inform all contractors about DCT and EBRD requirements and commitments under the ESAP, SEP and other relevance management plans	Direct meetings and reporting Contract requirements to be reflected in EPC contract as relevant based on DCT commitments under the ESAP Monitoring, inspections and audits Training and supervision Progress and incident reports	The Company office and/or contractors office Formal communication	Company's representative / Contractor's representative	Ongoing / Monthly / Annually
Employees of the contractors	Inform the employees and contractors about labours and safety issues via direct meetings and information notes. Training to include reference to workers grievance management system Training on project impacts and requirements to be organised as part of induction training for all employees. Training to refer to the external grievance management system.	Human resources policy and grievance mechanism; safety and environmental policy and rules; method statements	Construction camps / Contractors' office	Company's EHS officer	During construction, when contracting the construction companies (at least prior to start of any activities on site)

9. Monitoring and Evaluation

9.1 Roles and Responsibilities

The implementation of the Stakeholder Engagement Plan is the responsibility of DCT Gdansk Sp. z o. o. Specifically the Department for Marketing and Communications. The overall responsibility will lie with the Department Manager. Activities related to grievance management will be managed by the nominated Claims Manager within the department.

Certain aspects of the SEP can be delegated to third parties with DCT maintaining overall responsibility for their implementation:

- City Administration of Gdansk – stakeholder engagement regarding planned investments for the Stogi beach, and in the Port generally;
- Contractor’s Community Liaison Officer (CLO) – disbursement of information to the community, grievance collection and management related to construction activities;
- Supervision Consultant – reports on grievances received by the Contractor’s Community Liaison Officer (CLO) in monthly reports to PIU and City.

9.2 Recordkeeping

All stakeholder activities have to be properly recorded.

- Public announcements – date of announcement, content, outlets (newspapers, radio or TV stations, websites, etc.);
- Public meetings – invitations (how and when were the meetings announced), content, list of attendees, comments or remarks noted, photographs;
- Official correspondence with authorities;
- Grievance Log Register – to include date the grievance was received, name of grievant (or anonymous), content of the grievance, location, assigned responsibility, measures taken to resolve the grievance, date of resolution (time taken to resolve the grievance), communication with the grievant.

9.3 Monitoring and Evaluation

The outcomes of stakeholder engagement will be monitored through the following Key Performance indicators (KPI):

- SEP is up to date and Project information is available for the public to comment;
- Actions listed in the Stakeholder Engagement of the SEP are implemented as scheduled;
- The minutes of consultation meetings are recorded, and meetings logged in a register;

- Grievances are logged and tracked through to resolution (evidenced by an up-to-date Grievance Log Register);
- Semi-annual Grievance Report to be prepared and made publicly available;
- Contractors and subcontractor's contracts include clauses obliging them to adopt SEP requirements, as appropriate;
- Supervision Consultant's monthly reports include summary of the contractor's grievance mechanism (summary of new grievances recorded and update on the resolution of existing grievances).

Annual reports on the implementation of the SEP and grievance process are made available as part of the annual external reporting on the E&S performance of the Project which shall be made publicly available.

10. DCT Gdańsk – Contact details

Comments during the disclosure period should be returned to DCT Claims Department. Contact details are given below:

Phone: (+48) 58 737 9000

Email: T3-development@dctgdansk.com

Web address: <https://dctgdansk.pl/en/customer-zone/claims/>

Address:

DCT Gdańsk Sp. Z o. o.

ul. Kontenerowa 7

80-601 Gdańsk, Poland

Appendix A. Corporate Social Responsibility

There are various corporate social responsibility projects through which DCT engages with their stakeholders:

- In October 2021, DCT Gdańsk supported a project that addresses digital exclusion and lack of skills in using basic multimedia tools among people with intellectual disabilities. As part of the project, a fully equipped multimedia room was created, where trainings and workshops on IT skills, the use of basic communication platforms, social media, online safety, job search and vocational skills are being held. The project is coordinated by PSONI Gdańsk (Polish Association for Persons with Intellectual Disabilities) and includes not only people with intellectual disabilities, but also their families, guardians, and seniors from the local community;
- DCT and PFR jointly support “Ocean of Dreams” Foundation which focuses on discovering the strengths of children from Children’s Homes. Foundation equips them with a sound experience, gained on board on a number of yachts and ships. Currently the Foundation serves 1.000 children from Children’s Homes from the Masovian, Lublin, Pomeranian and West-Pomeranian Districts;
- DCT cooperates with few national and regional organizations and agencies, by participating in their meetings, conferences and actions. These organizations are: Gdańsk Business Club (Gdański Klub Biznesu), “Pomeranian Employers” organization (Pracodawcy Pomorza), Confederation Lewiatan Pomerania, American Chamber of Commerce in Poland (AmCham) and Business Centre Club;
- DCT holds regular meetings with the councils of neighboring districts. The meetings are held in the headquarters of the Port of Gdańsk Authority in order to present development plans of the port and DCT, present projects and summaries activities for the benefit of the local community as well as to exchange information. DCT representatives are in regular contact with the district councils and answer any current queries;
- DCT is also involved in various urban projects such as „Train of Dreams”, “Safety of Children in the City”, and the cycling city game "Kręć kilometry dla Gdańsku" (Spin your kilometers for Gdańsk);
- DCT cooperates with the Port in many fields - common stands at fairs, both Polish and international, study visits of the Port's guests to the terminal, activities for local communities, pupils, students. Together with the port DCT also holds regular meetings with the councils of the neighbouring districts to discuss projects and ideas for developing the districts, improving their attractiveness for tourists, increasing the potential of the districts and supporting the community. Examples of initiatives carried out jointly with the port are: Beach Cinema, “Clean Beach, Clean Stogi” campaign, Social library in Stogi district, and Robotics Class in School No 72. Some of the examples of conferences and fair trades are: International Transport & Logistics Exhibition in Warsaw “Translogistica” and China International Import Expo;
- DCT cooperates with neighbouring businesses in the field of mutual promotion, exchange of information and marketing activities. In order to support cooperation with neighbouring

companies, DCT has introduced a special service for warehouse operators, guaranteeing easy access to the terminal area. Companies in close neighbourhood are GLP, PAGO and InvestGDA;

- DCT cooperated with the Biological Station of the University of Gdańsk and Regional Directorate for Environmental Protection;
- DCT has been invited to meetings with government representatives from several ministries involved in the development of renewable energy sources. The discussion topic are offshore wind farm projects as a potential site for a wind farm installation port. Discussions with the government are in progress.

DCT takes active part in social campaigns in the field of education, sport, culture, charity, and activities for employees. Most of these campaigns and activities are continued every year.

Key projects realized together with the local communities include:

- DCT grant programme “Busole” for the local districts, a grant competition for organizations operating in the neighbouring districts. The idea behind the competition is to reward the most inspiring and engaging projects activating the local community, which are related to educational activities, local heritage or environmental protection or fighting the social exclusion of certain groups. The competition is funded entirely by DCT Gdańsk which allocates PLN 250.000 for this purpose;
- Meals are provided to a group of elderly citizens of Stroggi district 7 days a week and to doctors working in Covid-19 hospitals.

Key projects in the field of education and training:

- DCT supports the Primary School no. 61. Among other things, DCT financed the purchase of interactive whiteboards and mobile tablets, comprehensively equipped the first DCT School Cooking Academy, and also regularly sponsors bus trips of older students to the Biological Station of the Faculty of Biology of the University of Gdańsk on Sobieszewska Island;
- DCT representatives established contacts with high school students to encourage them to work in the company. Students visited DCT (mechatronics specialization), had a presentation and terminal tour. The cooperation will be further developed and replicated in other schools.
- DCT organized a campaign for the truck drivers (safety movie, leaflets, posters and a safety contest with prizes; Facebook campaign, internal campaign);
- In May 2021, DCT virtually joined the Night of Museums and invited people for a virtual ride and guided walk around the container terminal;
- Go Green activities to achieve environmental improvements which engage a wide audience across the DCT employees and make them more aware of environmental issues were organized mostly during OHS active weeks;
- DCT is committed to helping young people facing career choices by working with the “Inspirational Examples” Foundation. The Foundation shows young people how companies work.

DCT regularly hosts students at the terminal and conducts theoretical classes. The students are told about the terminal's automation and showed how DCT works during a guided tour of the terminal;

- DCT has financially supported the construction of a green garden for the school's pupils. The garden will be made of living willow and will take the form of a playground.

Key projects in the field of sport:

- DCT runs a few internal teams: football, volleyball, table tennis, CrossFit, running and cycling teams. A number of employees who play for these teams are also residents of neighboring districts;
- DCT supports the Pomerania Football Club, which operates in the immediate vicinity of DCT. The club was created just for children. DCT Gdańsk funded football uniforms for the teams.

Key projects in the field of charity:

- For this year's "Relay of Hope" organized in April 2021, DCT paid 1 PLN for each kilometre to the Pomeranian Hospice. The final result was 22.756 km;
- Every year in December, DCT Gdańsk employees collect a certain amount of money and different products for the noble package Christmas charity;
- Project "Be Safe be Kind" is in progress since 2021, and after 2 quarters the employees have chosen two charities to support;
- DCT supports the Great Orchestra of Christmas Charity Foundation by organizing donations among employees.

Appendix B. Grievance form

Case No:	
First name and surname <i>NB: a comment may be submitted anonymously, or non-disclosure of the applicant's data to third parties without the applicant's consent may be demanded</i>	Applicant's first name _____ Applicant's surname _____ <input type="checkbox"/> I wish to submit a complaint anonymously <input type="checkbox"/> I demand that my personal details be not disclosed without my consent
Contact details Please indicate how the applicant should be contacted (by e-mail, by phone, or by post).	<input type="checkbox"/> By post (please enter the correspondence address): _____ _____ <input type="checkbox"/> By phone: _____ <input type="checkbox"/> E-mail _____
Preferred language for communication	<input type="checkbox"/> Polish <input type="checkbox"/> English <input type="checkbox"/> Other (please specify)
Description of the subject of the case / complaint:	The subject of the case / complaint; when did the case occur?; provide the location relating to the case / complaint; list the persons involved in the case; what are the effects of the ensuing situation?
Date of the incident / occurrence of the subject of the complaint / emergence of the case	
	<input type="checkbox"/> One-time incident / complaint (date _____) <input type="checkbox"/> Happened more than once (Indicate how many times: ____) <input type="checkbox"/> Ongoing (a currently existing problem)
According to the applicant, what measures would provide solution to the problem?	

signature: _____

Date: _____

Please forward this form to: Claims Dept, DCT

Address DCT Gdańsk SA

ul. Kontenerowa 7

80-601 Gdańsk, Poland

T3-development@dctgdansk.com

Phone: (+48) 58 737 9000 or <https://dctgdansk.pl/en/customer-zone/claims/>