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BALTIC POWER

BLP

Stakeholder Engagement Plan



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1. INTRODUCTION

This Stakeholder Engagement Plan (“**SEP**”) provides a description of how stakeholders are managed for the Baltic Power Offshore Wind Farm (hereinafter referred to as “**Baltic Power**” or the “**Project**”). The Project is co-owned by Baltic Power Sp. z o.o., a subsidiary of Polski Koncern Naftowy ORLEN (“**Orlen**”) and NP Baltic Wind B.V., an indirect, wholly owned subsidiary of Northland Power Inc. (“**Northland**”).

The Project is seeking to secure financing from several commercial banks, along with potential participation from The European Bank for Reconstruction and Development (“**EBRD**”), the European Investment Bank (“**EIB**”), Export Development Canada (“**EDC**”), The Export and Investment Fund of Denmark (“**EIFO**”) and Euler Hermes Aktiengesellschaft (“**EH**”). All of them are collectively referred to as “**Potential Lenders**”.


Baltic Power has received necessary national-level environmental decisions. However, several Potential Lenders require the Project to implement measures in addition to the national law as one of the requirements to provide financing. The Potential Lenders’ requirements stem from their commitments to meet the [IFC Performance Standards](#), [Equator Principles](#) and [EBRD Performance Requirements](#).

The Potential Lenders have categorised the Project as Category A, as constructing a large offshore wind farm of 1,200 MW may result in significant environmental and social impacts. The Potential Lenders have undertaken the Project's Environmental and Social Due Diligence (“**ESDD**”) against their respective environmental and social policies. The Project is structured to meet the Potential Lenders’ Environmental and Social policies based on reviewing the national environmental impacts assessment reports, permitting and additional activities undertaken by the Project in the preparation stage. The Project has committed to implement several actions outlined in the Environmental and Social Action Plan (“**ESAP**”), which will be covenanted in the respective loan agreements with the final lending group (“**Final Lenders**”). Following the request of several Potential Lenders, this document has been prepared in order to present the management of stakeholders for the Project.

1.1 PROJECT OVERVIEW

The planned Project is the offshore wind farm (OWF) and grid connection infrastructure (OWF CI), which consists of 76 wind turbines, up to 120 km of cable routes and 2 offshore substations, located in the maritime areas of Poland in the Baltic Sea. The Project is the first part of a larger development of offshore wind in Poland that will total 8 GW in the medium term. The purpose of the planned Project is to generate electricity using a renewable energy source – wind – with a total maximum power output of 1200 MW (Figure 1).

The development of the Project is in line with Maritime Spatial Plan for Polish Sea Areas (Ordinance of the Council of Ministers of April 14, 2021 on the adoption of a spatial development plan for internal sea waters, territorial sea and exclusive economic zone at a scale of 1:200,000, Journal of Laws item 935) and it will be implemented entirely in the area indicated in the permit for erection and use of artificial islands, structures and devices.

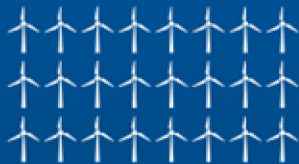
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up to **1,2 GW**
capacity of Baltic Power
offshore wind farm

Location of the farm:
at least 23 km off the shore
near Łeba and Choczewo

min. **23 km**
|←→|



A maximum of 100 wind
turbines in an area of
approximately 130 km²

PKN ORLEN's planned capex
in the power sector (including
offshore wind power) until
2030

 **47 bn**




planned launch of the Baltic
Power project

minimum life of an
offshore wind farm

 **25 years**

Figure 1: General info about the Baltic Power OWF

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1.2 The Project Location & Technology

The Baltic Power OWF is located in Poland, north of communes of Łeba and Choczewo at a distance approximately 23 km from the coastline, as well as onshore, in the Choczewo commune area (Wejherowo district, Pomeranian voivodeship) (Figure 2). The port in Świnoujście is planned to be used for activities related to the installation of foundations and turbines. In the case that the expansion of this port is not completed in time, then the port in Rønne (Bornholm Island, Denmark) will be utilized. The future O&M base for the operation and servicing of the farm will be in port of Łeba.

All wind turbines will be situated outside protected areas, including the Natura 2000 European Ecological Network (Figure 3). The connection infrastructure at sea area will cross the Natura 2000 site Przybrzeżne Wody Bałtyku PLB990002 Special Protection Area (SPA) designated under the EU Birds Directive for 11.1 km. The cable route on land is to be located largely in forested areas (Figure 4) avoiding protected sites and the substation planned to be located on arable land.

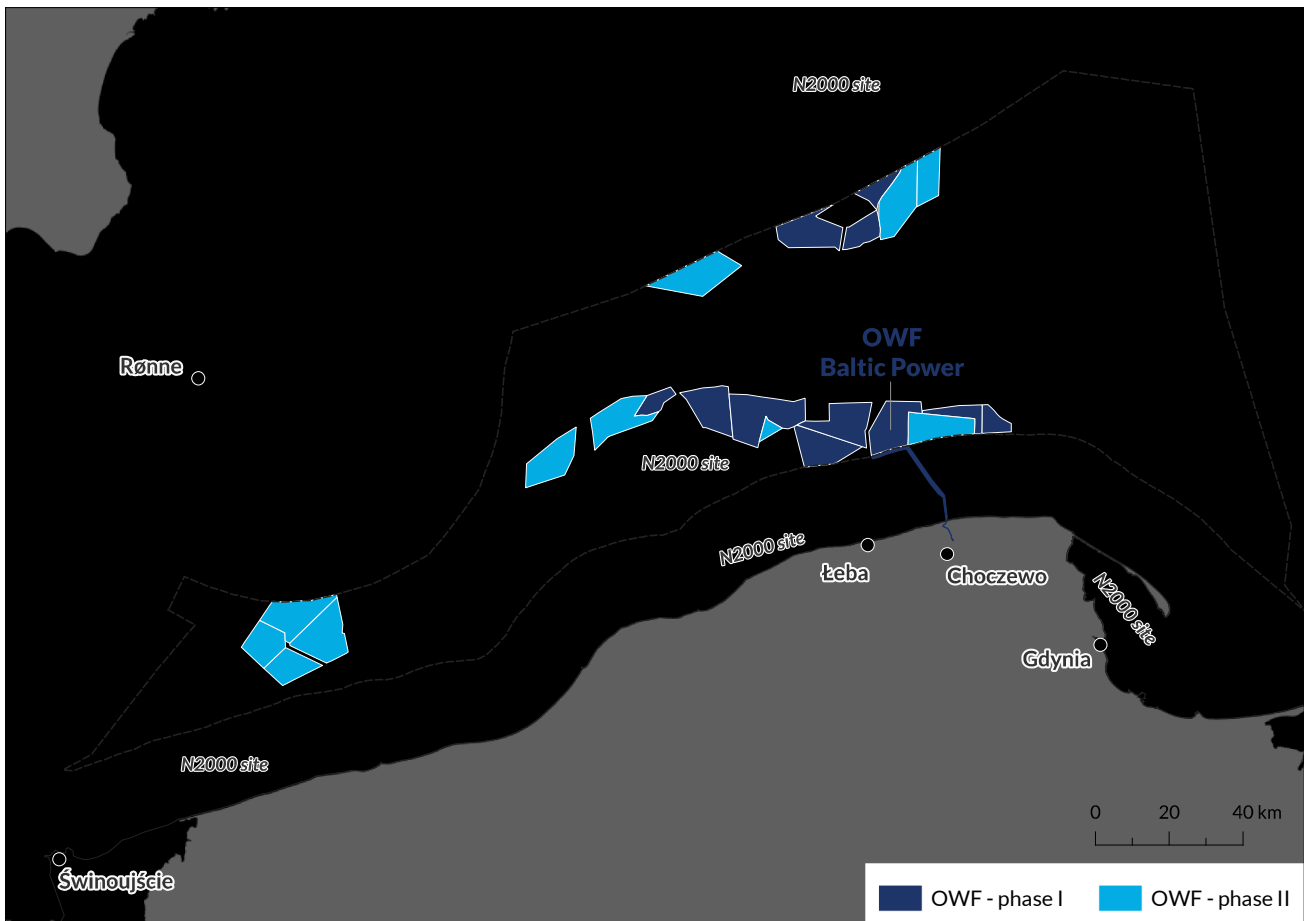



Figure 2: Location of the Baltic Project OWF at the background of other OWF projects in the Polish marine areas.

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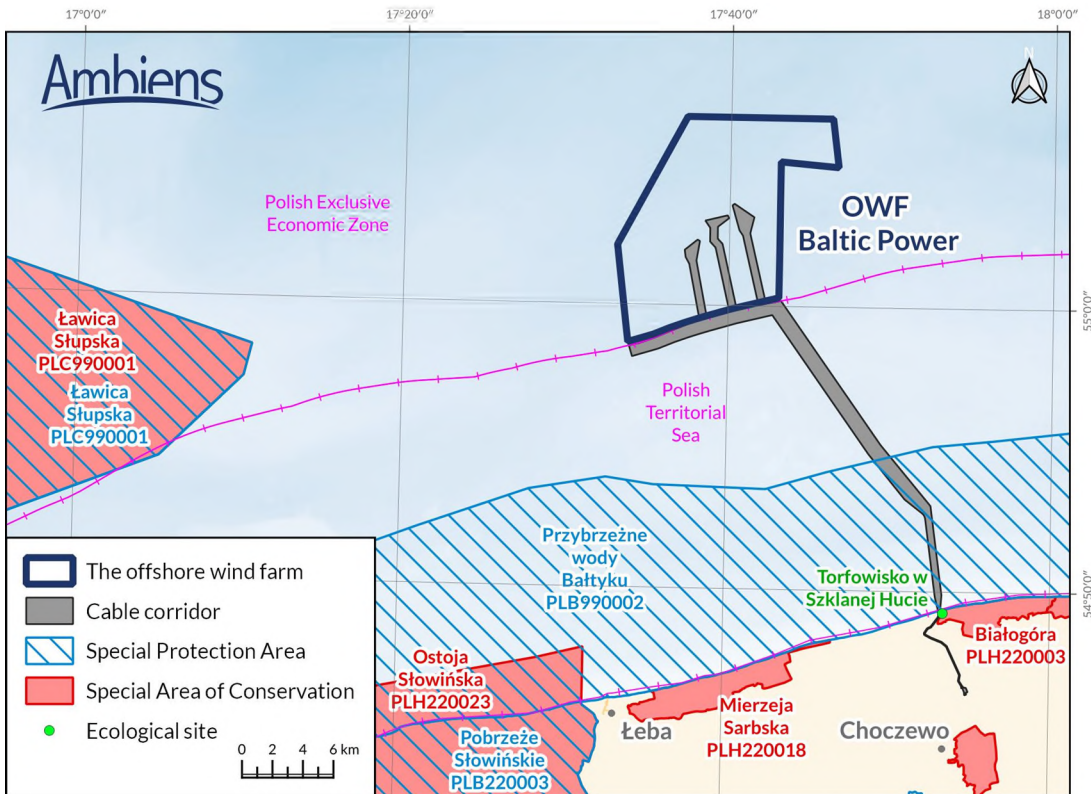


Figure 1: Location of Baltic Power OWF against protected areas.

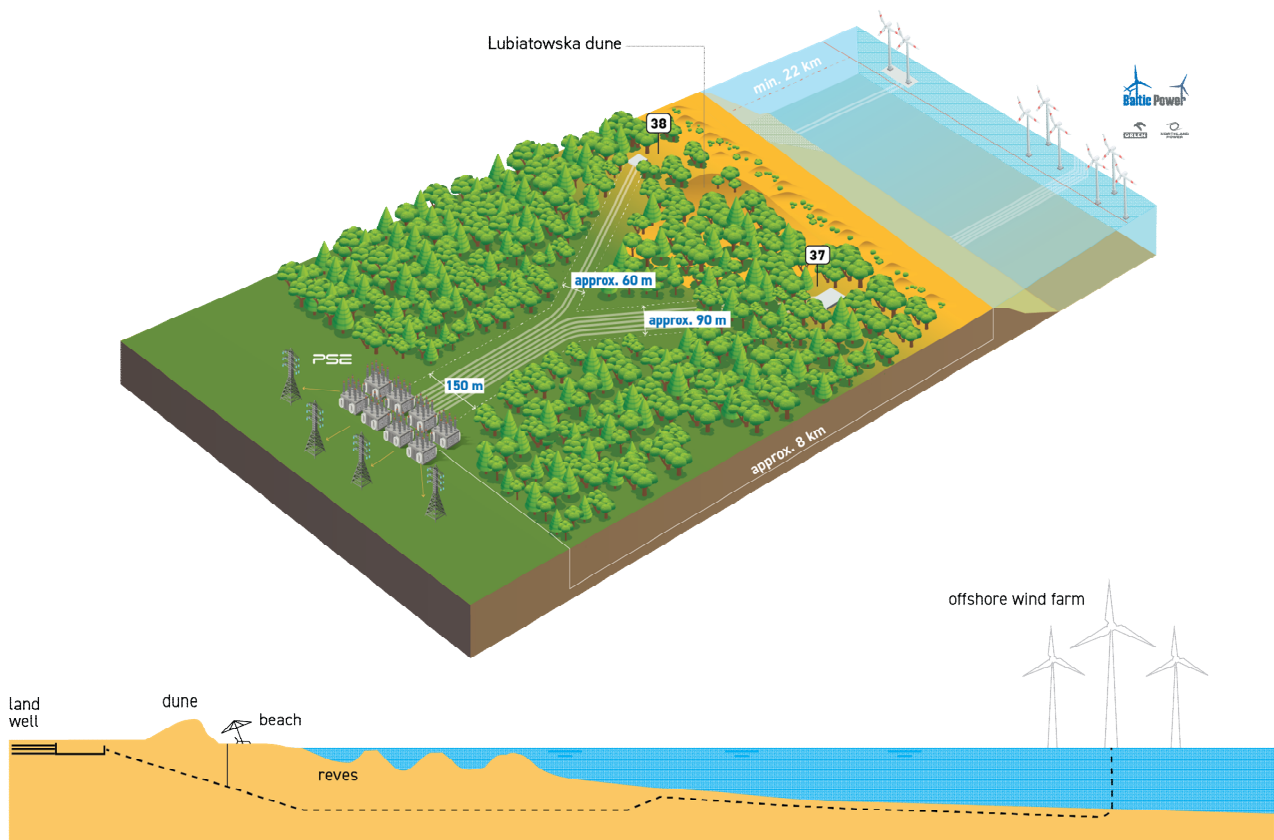



Figure 4: A schematic project of evacuating energy from offshore wind farms in the Commune of Choczewo

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The Project will consist of 76 units of Vestas V236-15.0 MW Wind Turbine Generators (WTGs) with the blade length of 115.5 m and hub diameter of 5 m. The wind turbine tower will be mounted on a monopile which is permanently affixed to the seabed. As part of the Baltic Power OWF, monopiles (with a diameter of 9.5 m and weight of up to 2000 tonnes) are planned to be used for the foundation of both wind turbines and substations (mounted atop XXL Monopiles).

The connection infrastructure of the OWF will include the power grid (internal array cables) and two offshore substations. The internal farm cables will connect the wind turbines to the substations located at the wind farm site. The substations will be used to convert the energy generated by the wind turbines and transmit it to land. Electricity will be transmitted from the Baltic Power offshore wind farm via three-core extra-high voltage power cables with an operating voltage of 220 kV or 275 kV to the onshore substation. Further, 400 kV overhead transmission lines (up to 270 m long) will transport energy from the Baltic Power OWF (and potentially from neighbouring wind farms) to the main Polish grid through PSE substation. This component will be developed by the Polish transmission grid operator PSE, a State-owned company (i.e., associated facilities).

The cable route will run underground. The introduction of the cable lines from the marine area to land will be carried out by trenchless guided drilling (HDD) for 1.5 km to limit the environmental impacts. Works to be carried out will include tree felling, including root grubbing for the cable lines. In total, up to 40 hectares will be felled in connection with the works, of which 25 hectares will be restored to pre-construction conditions. These are comprised of state forests where the Choczewo Forestry Commission has recommended such felling in the September 6th 2022 Environmental Decision for the offshore wind connection infrastructure (OWF CI). The felling will take place in permanent technical strip 25 and will be a permanently deforested area.

The final course of the route is the result of cooperation between designers and planners and a wide group of stakeholders, including the forest inspectorate and municipal governments. When determining the cable route, a number of social and environmental factors were taken into account. The line will be located away from buildings, and at the same time it will not affect valuable tourist areas, because it will run underground. When choosing the location, the existing plans, topography, existing infrastructure and many other factors were also taken into consideration. The priority was to locate the line in such a way that it is the least burdensome for property owners and the natural environment.

2. STAKEHOLDER MANAGEMENT


Management is the discipline, process and tools that continuously seeks to ensure project success all the way from project capture to acceptance. Stakeholder Management allows to capture the stakeholders' requirements and the validation and acceptance of the project. Development of Stakeholder Engagement Plan is aiming to meet compliance with Principle 5 - Stakeholder Engagement of Equator Principles IV, IFC PS 1 - Assessment and management of environmental and social risks and impacts, EIB E&S Standard 2 - Stakeholder Engagement and EBRD Performance Requirement 9 - Information Disclosure and Stakeholder Engagement.

2.1 PURPOSE

The purpose of Stakeholder Management is to identify, engage and manage the stakeholders in a way that ensures successful project execution, acceptance and completion. We must understand our key stakeholders and their needs and seek satisfy them within the project boundaries.

2.2 OBJECTIVES

- Identify the project stakeholders and their key interests and considerations;

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- Seek to integrate the identified and agreed requests and expectations of the stakeholders into the total scope of work
- Ensure the acceptance of the project from all relevant stakeholders
- Determine the information needs of each stakeholder and plan communications accordingly (e.g. approach, content, channels, tools, frequency, methods, interfaces, etc.)
- Assess all potential risks related to key stakeholders
- Establish ownership and accountability for implementing necessary changes (i.e. clarify requirements upfront)
- Keep key stakeholders informed (e.g. decision makers, main influencers) in order to address their potential concerns/requests on an ongoing basis
- Promote the Project team & stakeholders working together with focus on partnering and synergy

2.3 SIMPLIFIED PROCESS



3. STAKEHOLDER MANAGEMENT PROCESS


The Stakeholder Management Process is an ongoing process that continuously seeks to ensure project success.

3.1 IDENTIFY & ANALYSE STAKEHOLDERS

- Identify all potential project stakeholders and collect the most relevant information about them (e.g., requests, expectations, roles) → Stakeholder Register
- Understand their feedback (e.g., attitude towards the project, concerns, level of involvement) and assess each stakeholder's potential interest in, influence and impact on the project and its outcomes → Stakeholder Analysis

3.2 PLAN STAKEHOLDER MANAGEMENT

- Classify the key stakeholders based on level of project support / engagement level (e.g., unaware, opposed, neutral, supportive, champion) → Stakeholder Analysis
- Maintain/enhance support to address key stakeholder risks by developing appropriate management plans
- Create a clear operational Stakeholder Management Plan to effectively interact and communicate with all stakeholders

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3.3 MANAGE STAKEHOLDER ENGAGEMENT

- Pro-actively work and communicate with the project stakeholders, address their concerns, and seek to resolve issues and conflicts
- Manage information, expectations and relationships between the project team and the project stakeholders
- Effectively engage key stakeholders in project decisions and scope validation
- Issue logs & change requests could be a result of this activity

3.4 MONITOR STAKEHOLDER ENGAGEMENT

Monitor the overall stakeholder actions, manage conflicting interests, ensure ongoing stakeholder engagement and promote support for the project, and adjust strategies if needed.

3.5 STAKEHOLDER RE-ASSESSMENT

Review and update the Stakeholder Register quarterly to allow for adjustment in response to potential changes (e.g., new stakeholders, dynamic nature of interest & influence levels regarding established stakeholders, changing stakeholder relationships).

4. GRIEVANCE REDRESS MECHANISM

An effective stakeholder engagement process can help to prevent grievances. However, projects with high potential for environmental and social impacts to occur often result in grievances from stakeholders. This section provides a framework for the grievance redress mechanism (GRM) that will be used to identify, track, and manage grievances raised by external Project stakeholders.

- The GRM will be maintained throughout the Project life cycle, to ensure that grievances are promptly heard, analysed and, to the extent possible, resolved.
- The main objective of the grievance mechanism is:
- To address grievances promptly and effectively, in a transparent manner resulting in fair, effective and lasting outcomes
- To provide a grievance management process that is culturally appropriate and readily accessible to all Project affected parties
- To build trust as integral component of the Project community relations activities
- To enable a systematic identification of emerging issues facilitating correcting actions and pre-emptive engagement.


Offline information on the Project grievance mechanism and local complaint points in Choczewo and Łeba will be available to the public at the following addresses from August 2023 respectively:

1. Choczewo Municipal Office

17 Pierwszych Osadników Street
84-210 Choczewo
tel. (58) 572-39-40, 572-39-13, 572-39-07,
fax (58) 676-30-12

2. Łeba Municipal Council

90 Kościuszki Street

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84-360 Łeba

Tel: +48 59 8661 510

Fax: +48 59 8661 337

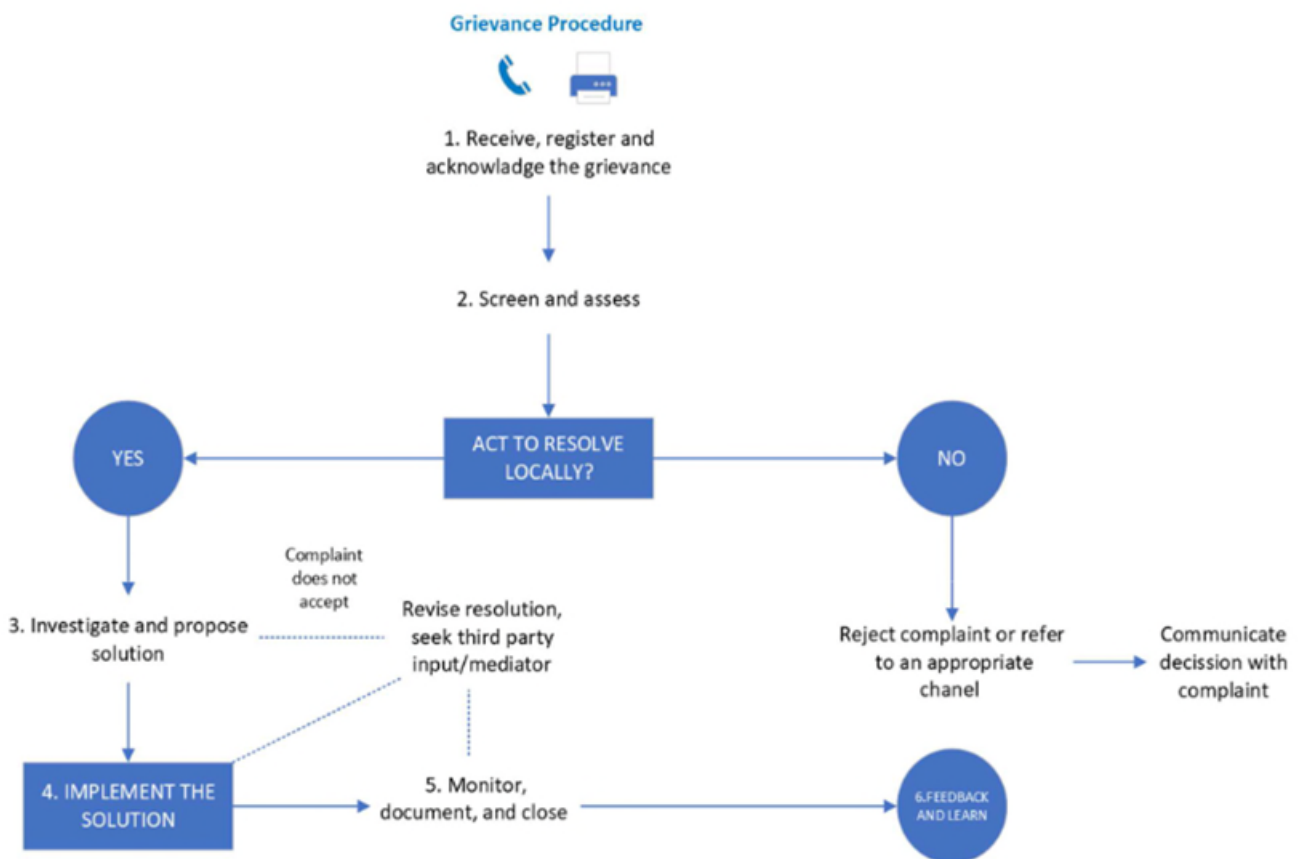
4.1 THE GRIEVANCE RESOLUTION PROCEDURE

The objective of this system is to ensure there is a robust and transparent process available for addressing complaints. This system is comprised of a sequential process involving three levels of resolution. The next level of resolution is triggered if the complaint cannot be resolved at a lower level, although the Project recognises and accepts that complainants may go directly to Level 3 to lodge complaints.

The Project Grievance Committee will be established as soon as possible and will consist of: the Project Community Relations Manager, Construction Contractor representatives, local government representatives, and community representatives.


4.2 THE GRIEVANCE PROCEDURE

All grievances shall be managed in accordance with the Project’s Grievance Procedure:



All grievances must be handled in a discreet and objective manner. The Project Community Relations Team must take into consideration the sensitive nature of the needs and concerns of the affected individual and/or communities and be responsive to the grievances made by the Project-Affected Parties, especially during the construction phase.

A separate grievance mechanism will be developed to address internal grievances relating to employment matters.

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All grievances and how they have been managed will be recorded in the Stakeholder Engagement Database including complaint details, a summary of the grievance, the agreement on proposed actions (between the Project and the complainant), and monitoring actions taken in response to the grievance. Grievances for highly sensitive cases, and as requested by complainants, will be filed anonymously, which is essential for capturing any grievances that may arise in relation to gender-based violence (GBV) and sexual exploitation and abuse (SEA). All correspondence related to the grievance must be documented in the Stakeholder Engagement Database for monitoring, reporting and learning. This will help drive continual improvement.

STEP 1: RECEIVE AND ACKNOWLEDGE GRIEVANCE

A variety of methods will be available through which stakeholders can lodge grievances. This will include:

Written communication by filling out the Grievance Form (Appendix A) available on the Project Website.

- Those who have difficulty reading or writing or inexperienced with the complaint process can call the Project Hotline so the Community Relations Team can assist them in filling out the Grievance Form.
- The Project Community Relations Team will assign a unique grievance number to each grievance for easy tracking. Grievances for highly sensitive cases, and as requested by complainants, will be filed anonymously, which is essential for capturing any grievances that may arise in relation to gender-based violence (GBV) and sexual exploitation and abuse (SEA).


The Project Community Relations Team will provide the complainant with a acknowledgement of the receipt of the complaint within 3 working days (phone call, text message, or a meeting) and a written acknowledgement within 7 days (email, letter). The acknowledgement will include the grievance number so the complainant can use it as a reference to track the status of their complaint. If the grievance is not well understood or if additional information is required, clarification should be sought from the complainant during this step.

STEP 2: ASSESS GRIEVANCE AND ASSIGN PRIORITY AND RESPONSIBILITY

Grievance is screened and assessed within 7 days of receipt by the Project's Community Relations Team as follows: If it is decided that a grievance is not valid (violates the corporate policies of the project or its shareholders), the grievance will be dismissed and advice of the decision and the reasons for dismissal will be provided to the complainant in writing (and in person if required). Where applicable, the Project will refer the complainant to the appropriate government department, organisations, or judicial committee within the local government.

If the grievance is valid, it will be classified in to one of the following categories:

- **Level 1 Complaint:** A complaint where potential impacts and/ or consequences are low that can be resolved quickly (e.g., a Project vehicle damaging other's property)
- **Level 2 Complaint:** A complaint which is widespread and repeated (e.g., dust from Project vehicles)
- **Level 3 Complaint:** A complaint that could potentially result in a serious breach of National laws, regulations, or international standards to which the Project is linked, or affect Government and Project image and performance (e.g., inadequate offshore waste management).

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Management will be notified of all grievances and the Project Director is notified of all Level 3 grievances. Project Community Relations Team will initiate resolution for Level 1 complaints where potential impacts and consequences are relatively low.

- Management will initiate resolution of all complaints at Levels 2 and 3 and Level 1 complaints that can have significant implications to the business image or performance.
- For any grievance that requires the involvement of a third party (e.g., technical expert, authority), Project Community Relations Team is responsible for contacting the relevant third party for their advice or resolution.

STEP 3: INVESTIGATE AND PROPOSE RESOLUTION (WITHIN 14 DAYS)

The Project's Community Relations Team member will investigate the grievance and propose resolution as soon as possible but no later than 14 days after screening and assessing the grievance. The responsible team member shall seek input from relevant municipality / district officials, as well as Project personnel and contractors, as necessary.

The responsible team member will discuss the outcomes of the investigation, and proposed resolution with the complainant. The response can be communicated in several ways depending on the complainant's preference (e.g. face-to-face, email, letter, phone call, etc.).

The Community Relations Team will ask the complainant for written acceptance of the resolution (or verbal if the complainant has difficult reading/ writing).

- For grievances assessed as a 'Level 1', Project Community Relations Team will contact the complainant directly to develop and solutions with oversight from the Manager.
- For a grievance is assessed as a 'Level 2,' the Manager will be responsible for identifying a coordinated management solution and response. This should involve other senior managers and sign off from the Project Director.
- For a grievance assessed as a 'Level 3,' immediate intervention and advice from related parties such as senior managers, contractors, and/or local authorities shall be sought on potential resolutions.

The response is signed-off by the Project Director for level 3 grievances and the Manager for Level 2 and Level 1.


STEP 4: IF THE COMPLAINANT DOES NOT ACCEPT THE PROPOSED RESOLUTION

If the complainant does not accept the proposed solution the responsible Project Community Relations Team member shall refer the complaint to the Project Grievance Committee to facilitate an agreeable resolution (Level 2 of the Grievance Resolution System). And finally, as the last resort, the complainant can appeal at the District Court (Level 4).

STEP 5: IMPLEMENT THE SOLUTION

For relatively simple, short-term actions that can resolve the problem, the objective will be for the solution to be implemented within 20 days after assessing the grievance.

For solutions that take longer to address, or for which the complainants are not satisfied or additional corrective actions are required, the Project Community Relations Team will inform the complainants of the progress on a regular basis (at least once a month) until the solution is completely implemented.

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Inform the complainant once the resolution is implemented. The responsible team member will inform the complainant that the corrective actions have been implemented and confirm that the complainant is satisfied with the resolution. Step 6: Grievance Close Out And Documentation

Monitor and document the grievance resolution process and close the grievance with sign-off from the Manager with the Project Director approval to close out level 3 grievances. If further attention is required the responsible team member should return to Step 2 to re-assess the grievance.

5. ROLES & RESPONSIBILITIES

Contact details of the Community Liaison Officer:

Krzysztof Bukowski – Head of Communications and Stakeholder Management

Baltic Power Sp. z o. o.

Bielajska 12, 00-085 Warsaw

POLAND

Phone: +48 609 053 564

E-mail: Krzysztof.Bukowski@balticpower.pl

5.1 RACI CHART – RESPONSIBLE, ACCOUNTABLE, CONSULTED, INFORMED


Project Activity / Deliverable	Project Director	EPCI Director	Package Managers	Project Coordinator	Project Core Team	Package Teams
Stakeholder Register established and continuously updated	A	C	C	R	C	C
Stakeholder Identification & Analysis	A	R	R	R	R	R
Stakeholder Management and communication planning	A	C	C	R	I	I
Appropriate stakeholder engagement and communication	A	R	R	R	R	R
Monitor and re-Assess Stakeholders	A	C	C	R	C	C

6. STAKEHOLDER ENGAGEMENT

6.1 KEY STAKEHOLDER ENGAGEMENT EVENTS TO-DATE

Baltic Power OWF is a committed community partner and believes in early and regular engagement and consultation with its communities at every stage of the project lifecycle. Creating positive social impact through its initiatives is central to this process and is achieved by developing opportunities to support and enhance local communities. The Project implemented extensive stakeholder engagement activities between 2020 and 2023, targeting offshore wind industry actors, energy companies, providers of service and components, administration of nearby ports, local municipalities and state agencies, the national parliament members, tourist sector organizations, fishing sector organizations, and local communities. From 2020 to the present, there have been 14 major events involving a wide range of stakeholder groups – from local communities to market stakeholders (Table 7.1).

In December 2020, the Baltic Power website (<https://www.balticpower.pl/en/>) was launched for keeping the public informed about project progress. Information that is available on the website include the following

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bookmarks: 'News' (all press released articles concerning the Project), 'About the project' (Project location, general construction timeline, technical aspects), 'For the local communities' (e. g. benefits for Choczewo community and examples of British seaport towns that have benefited from the process of business transformation towards offshore wind farms), 'For business' (sectors and service providers that will benefit the most from the implementation of the offshore wind power first in Poland). Documents that are available on the website include EIA reports, Eds and Project brochure. A mailbox is also available where all questions about the project can be directed.




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Table 7.1 Key stakeholder engagement events to-date


No.	Date/Location	Stakeholder groups	Event summary	Issues raised by stakeholders
1.	March 2020/ Łeba, Władysławowo	Local self-government authorities key for the investment, Other local self-government authorities, Regional administration units, Polish army, Scientific institutions, Ecological organizations, Transmission System Operator, Fishing Sector, Touristic sector	Due to the location and scope of the tasks of the planned OWF and the direct users of the sea in this area, the Applicant decided to hold information meetings with representatives of fishermen organizations. As part of the preparation of EIA Report, information meetings were held with the representatives of fishermen organizations.	<ul style="list-style-type: none"> • occupying the fishing grounds by the OWF Area • the method of co-use of the OWF Area for fishing and transit of fishing vessels to fishing grounds located north of the OWF Area and an extension of the route to these fishing grounds • methods and results of environmental surveys, mainly in the scope of ichthyofauna and birds, and the condition of the ecosystem, in the context of fish returning after the construction stage to the OWF Area and disappearance of mussels in the OWF Area
2.	<u>First round:</u> September-October 2020/Zwartowo, Łętowo, Lublewo, Choczewko, Żelazno, Kopalino <u>Second round:</u> June 2021/ Choczewo, Zwartowo, Łętowo, Kierzkowo	Local self-government authorities key for the investment, Residents of Choczewo Commune, Local ecological organizations, Significant Social Organisations, Local entrepreneurs	Baltic Power held a series of meetings with the participation of the Choczewo municipality authorities, during which the concept of construction of an offshore wind farm and the accompanying onshore infrastructure was presented. These meetings were co-organized with Polskie Sieci Elektroenergetyczne and other offshore wind farm operators whose infrastructure is also being built in the area of Choczewo municipality.	<ul style="list-style-type: none"> • from the perspective of local stakeholders, it is difficult to distinguish which of the energy companies builds which stations, so the meeting was co-organized by PSE and other offshore wind farm operators whose infrastructure is also being built in the area of Choczewo municipality

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No.	Date/Location	Stakeholder groups	Event summary	Issues raised by stakeholders
3.	12 meetings between May 2020-June 2021/Choczewo, Zwartówko, Łętowo, Starbienino, Choczewko, Stajkowo, Kopalino	Local self-government authorities key for the investment, Other local self-government authorities, Regional administration units, Polish army, Scientific institutions, Ecological organizations, Transmission System Operator, Touristic Sector, Local entrepreneurs, Local NGOs	The community of the Choczewo municipality, as well as its municipal council, was involved in the information process on the investment project already at the initial design stage. Communication activities were conducted jointly, both by the Investor Baltic Power, but also by the representatives of the Transmission System Operator and other entities involved in the development of OWF projects: PGE Baltica (Polska Grupa Energetyczna S.A.) and Ocean Winds. This has avoided a situation where a number of entities are conducting communication activities on individual projects, which from the perspective of the local community are energy infrastructure in the broadest sense.	<ul style="list-style-type: none"> • comments and proposals submitted during the public consultation should have been addressed in the justification for the decision
4.	December 2020/ (online conference)	Market stakeholders, Port Boards, Providers of services and components, Shipping enterprises, Industry	Baltic Power Offshore Wind Supply Chain Meeting - One of the first platforms addressed directly to business stakeholders for discussing the practical	<ul style="list-style-type: none"> • there were no material concerns raised by stakeholders

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No.	Date/Location	Stakeholder groups	Event summary	Issues raised by stakeholders
		organizations, Employers' organizations, Baltic Power Suppliers	aspects of preparing offshore wind projects in the Polish Baltic Sea – nearly 400 participants were given opportunity to ask questions	
5.	2021	Scientific institutions, Educational Sector, Industry organizations	Initiative aimed to support the offshore wind educational sector and strengthen cooperation with Polish universities	<ul style="list-style-type: none"> • there were no issues raised by stakeholders
6.	December 2021/ (online conference)	Market stakeholders, Port Boards, Providers of services and components, Shipping enterprises, Industry organizations, Employers' organizations, Baltic Power Suppliers, State authorities and public administration, Local authorities and administration at the regional level	<p>During the two-day Baltic Power Offshore Wind Supply Chain Meeting 2021, its participants – nearly 600 persons representing 369 companies and institutions – were able to obtain the most up-to-date information on the project implemented jointly by PKN ORLEN and Northland Power. A special online platform was created for the event, where participants could visit the suppliers zone. More than 50 companies created their virtual stands, where visitors could get acquainted with their offer and establish business contacts. During the 2 days of the conference, all stands recorded a total of over 4000 visitors,</p>	<ul style="list-style-type: none"> • no concerns raised by participants

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No.	Date/Location	Stakeholder groups	Event summary	Issues raised by stakeholders
			each of whom could leave a virtual business card at the stand.	
7.	June 2022/Gdańsk	State authorities and public administration, Local authorities and administration at the regional level	During the Baltic Power Forum representatives from ministries, marine offices and services, local government units and key public institutions had the opportunity to learn and discuss in detail about the project's administrative procedures and the resulting procedural and regulatory challenges. The event was addressed to stakeholders involved in the processes of obtaining key approvals, permits and administrative decisions.	<ul style="list-style-type: none"> • there were no issues raised by participants
8.	June 2022/Gdynia	Scientific institutions, Educational Sector, Industry organizations	The Youth Career Forum is an event organized by Gdynia Maritime University. Its main idea was to present the offer of	<ul style="list-style-type: none"> • students had the opportunity to learn about recruitment processes and the principles of candidate selection, and to talk to company representatives and specialists to exchange information.

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No.	Date/Location	Stakeholder groups	Event summary	Issues raised by stakeholders
			<p>companies from various industries that are looking for job candidates among students and graduates of the best majors and universities in Pomerania. The event was attended by representatives of 15 companies from industries closely related to the fields of study at Gdynia Maritime University. Students had the opportunity to learn about recruitment processes and the principles of candidate selection, and to talk to company representatives and specialists to exchange information.</p>	<ul style="list-style-type: none"> • there were no issues raised by participants
9.	September 2022/Łeba, Choczewo	Residents of Choczewo Commune, Educational Sector	<p>During meetings the children learned about the principles of modern sources of energy generation. One of the key points was the presentation of knowledge about offshore wind farms using the example of Baltic Power. Total of nearly 400 students from elementary schools in Łeba and Choczewo and several thousand in the</p>	<ul style="list-style-type: none"> • there were no issues raised by participants

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No.	Date/Location	Stakeholder groups	Event summary	Issues raised by stakeholders
			other 29 locations took part in the activities.	
10.	October 2022/Sopot	Market stakeholders, Port Boards, Providers of services and components, Shipping enterprises, Industry organizations, Employers' organizations, Baltic Power Suppliers	The third edition of the Baltic Power Offshore Wind Supply Chain Meeting was focused on the business stakeholders and key suppliers, who presented the scopes of the planned works, the schedules for their execution and the areas in which they are looking for Polish suppliers.	<ul style="list-style-type: none"> no concerns raised by participants
11.	October 2022/Gdańsk	Educational Sector, Offshore wind industry	Offshore Wind Career Days were held at the Gdansk University of Technology. The event was attended by 15 companies from the offshore wind industry, and Baltic Power booth was visited by more than 200 students studying majors that could potentially supply staff for the offshore wind sector.	<ul style="list-style-type: none"> no concerns raised by participants
12.	2022-ongoing/Choczewo	Residents of the Choczewo municipality, local ecological organizations, significant social organizations, local entrepreneurs, including local leaders	"Choczewo: Wind-driven Municipality" is a program based on direct co-operation with the municipality's community. Local project stakeholders – with the assistance of specialists – diagnose their needs and recommend projects that should	<ul style="list-style-type: none"> no concerns raised by participants

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No.	Date/Location	Stakeholder groups	Event summary	Issues raised by stakeholders
		(councilors, village administrators, representatives of volunteer fire departments, farmers' wives' associations and other organizations acting for the benefit of the local community), local NGOs	receive co-financing, what allows to mitigate risks and threats at the local level. In the last quarter of 2022, project implementation began. Forty-five projects received funding for a total of PLN 1 million. During II edition of the Program, until May 2023, residents submitted project cards describing the new initiatives. In the end, as many as 111 ideas were submitted. Residents were particularly positive about the 'bottom-up nature of the initiative', stressing that direct contact with the organisers was very important to them, as was the opportunity to actually be able to influence the final shape of the projects and rules under which the initiative operates	
13.	2020 – ongoing (9 working group meetings between June 2022 and May 2023)	Legislative and executive bodies, Parliamentary teams, Central State Administration Bodies, Regional administration units, Industry	Polish Offshore Wind Sector Deal agreement was signed to address such issues as cooperation with stakeholders of the offshore wind sector from the regulatory, scientific, fishing etc. sectors.	<ul style="list-style-type: none"> the major concern of the fishing community refers to co-use of the OWF Area for fishing, what will be addressed within "Code of good practices of OWF and fisheries co-existence" which is planned to be finished by the end of 2023 representatives of the fishing community pointed out that the cited experience of coexistence of fishing and offshore wind farms in the UK (crab and lobster fishing) is inadequate

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No.	Date/Location	Stakeholder groups	Event summary	Issues raised by stakeholders
		organizations, Educational Sector, OWF investors, Port Boards, Fishing Sector, Providers of services and components, Touristic Sector, Transmission System Operator		<p>to the conditions prevailing in the Baltic Sea due to the completely different fishing profile and type of gear used in the EEZ of Poland</p> <ul style="list-style-type: none"> • the representatives of the fishing community expressed the need to obtain information on the planned spatial layout of the OWFs, the number of sizes and the method of securing the infrastructure included in the OWFs • representatives of the fishing community raised doubts about the binding force of the Code and the enforceability of its provisions → the need was identified to regulate in common law the most relevant issues contained in the Code, in particular the issue of compensation to fishermen for economic losses incurred in connection with the construction, operation and decommissioning of the OWF • a need was identified to develop ways to communicate working group and investors with fishermen who are not members of fishing organisations • a representative of the Wolin Fishermen's Association (WSR) presented doubts regarding the formal-legal authorisation of PWEA to represent offshore wind energy investors, in the context of the "Code of good practices of OWF and fisheries co-existence" development
14.	May 2022-ongoing/Szczecin, port cities on the Polish coast	Educational Sector	On the example of the Baltic Power project pre-schoolers learned what offshore wind energy is and learned about the benefits of using renewable energy sources. Due to the success of the classes and the	

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No.	Date/Location	Stakeholder groups	Event summary	Issues raised by stakeholders
			great interest of other institutions Baltic Power plans to start cyclical, year-round classes in kindergartens and primary schools in port cities on the Polish coast in the coming school year	

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6.2 FURTHER STAKEHOLDER ENGAGEMENT

Engagement with Fisheries Stakeholders

The “Polish Offshore Wind Sector Deal” is a sectoral agreement which was signed in September 2021 by Baltic Power and by a total of more than 200 entities representing government administration, the local government party, industry organizations and investors. The fisheries cooperation subgroup (participation is voluntary) of the Sector Deal aims to develop rules that will enable marine fisheries and offshore wind farms to coexist safely. In addition, this subgroup will be a forum for the exchange of knowledge and experience aimed at bringing the two communities together allowing for non-intrusive investments in OWF.

Plans and scope of work and schedule for the subgroup include:

1. Development of rules on how to verify possible losses and feasible and adequate methods and scale of their compensation for documented lost fishing opportunities for owners and operators of fishing vessels in accordance with IFC Performance Standard 5 / EBRD Performance Requirement 5 (by the end of June 2023).
2. Development of a "Code of good practice for coexistence of OWF and fisheries" (by the end of the 2023) defining recommendations on:
 - a) principles and conditions of conducting fishing activities, stocking and fish breeding in the area of OWF projects and within the export infrastructure, including the ways of securing this infrastructure for the purposes of conducting the aforementioned activities;
 - b) potential possibilities of using the fishing sector for the construction or exploitation of the OWF projects;
 - c) insurance for owners of fishing vessels;
 - d) methods of communication between investors and the fishing community.

The fishing communities will be involved in its final form when the Code will be presented within Sector Deal group. The company's activities in this field will not change, and it will strive to develop a Code.

3. Development and submission to the Ministry of Agriculture and Rural Development of a proposal for detailed conditions of performing sea fishing and tourist outfitting in the area of the OWF and within the export infrastructure (by the end of 2023).

Engagement with Other Project Stakeholders


Prior to and during construction, community meetings will be open to the broader community and be held at key project milestones (i.e., pre-initiation of construction of various workstreams, to notify the community proactively of the changes they will see locally). There will be community engagement activities identified at key milestones (e.g., open house consultations, takeaway printed plain language materials and print/email/online notifications).

To ensure the best and direct contact on site, representatives of ONS base contractors are in constant and direct contact with the Head of the Choczewo Municipality.

Cyclical meetings with the Choczewo Community Council will be held at least once a year during the operational phase. During the meeting, up-to-date information on project operation is provided.

Community Development Initiatives and Engagement

The “Strength of the Baltic” initiative, which is planned to be launched in the second half of 2023, is a long-term project to support and develop the local community from the commune of Łeba, where a service port for Baltic Power offshore wind farms is being built. The program, which is modelled on the “Wind-driven


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Municipality” program implemented in the Choczewo Commune, will consist of financial and substantive support for socially important local initiatives implemented in the Łeba commune by its community. The program is to fully involve the community’s residents and is based on direct and close cooperation between the company and the beneficiaries. In this way, it is possible to learn the actual needs of the local community and create an adequate support formula. By building long-term, mutually beneficial relationships, the company will also provide information about its activities, as well as explain the role of offshore wind energy in the country’s energy transition. Entities eligible to benefit are: foundations and associations pursuing social goals of the municipality’s residents, organizational units of the municipality such as community centers, village halls. Educational units: schools, kindergartens may also submit their projects. Possible areas of support include: education for offshore wind energy work, water safety, development of children and young people, fighting social exclusion, environmental education, local historical heritage, small-scale infrastructure. One of the key areas that the program will relist is engagement and cooperation with local fishing communities. Fishermen, as a professional group, will have their own dedicated category of project funding in the program. Within its framework and through jointly developed solutions, we will jointly decide how best to allocate the funds earmarked for cooperation. Funding for the program has been secured under the project until 2026.


7. KEY STAKEHOLDERS

Stakeholders identified through the Project are engaged through multiple methods of communication. Please refer to Appendix B: Register of Stakeholders for further details.


Key Stakeholder Groups	Communication Channels
Central State Administration Bodies	<ul style="list-style-type: none"> • PKN Orlen Press Office and BLP communication team • Communication at the level of industry organisations • Press conferences/Press Briefings • Communication at the administration level
Ecological Organizations	<ul style="list-style-type: none"> • Website • Newsletter • PKN Orlen Press Office and BLP communication team • Communication at the level of working teams • Communication at the level of industry organisations
Educational Sector	<ul style="list-style-type: none"> • Website • Newsletter • PKN Orlen Press Office and BLP communication team • Communication at the level of industry organisations • Communication at the level of working teams • Press conferences/Press Briefings
Employers’ Organizations	<ul style="list-style-type: none"> • Website • Newsletter • PKN Orlen Press Office and BLP communication team • Communication at the level of working teams • Press conferences/Press Briefings • Industry events
EU Authorities	<ul style="list-style-type: none"> • PKN Orlen Press Office and BLP communication team • Communication at the level of industry organisations • Communication at the administration level

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Key Stakeholder Groups	Communication Channels
Fishing Sector	<ul style="list-style-type: none"> • Website • Newsletter • Press Office: Local • PKN Orlen Press Office and BLP communication team • Communication at the level of working teams • CSR activities • Direct meetings
Industry Organizations	<ul style="list-style-type: none"> • Website • Newsletter • PKN Orlen Press Office and BLP communication team • Communication at the level of working teams • Press conferences/Press Briefings • Industry events
Legislative and Executive Bodies	<ul style="list-style-type: none"> • Communication at the level of industry organisations • Communication at the level of working teams • Press conferences/Press Briefings • PKN Orlen Press Office and BLP communication team • Communication at the administration level • Participation in consultation processes
Local Ecological Organizations	<ul style="list-style-type: none"> • Website • PKN Orlen Press Office and BLP communication team • CSR activities • Communication at the level of industry organisations • Communication at the level of working teams • Newsletter
Local Entrepreneurs	<ul style="list-style-type: none"> • Website • PKN Orlen Press Office and BLP communication team • Direct meetings • Dedicated events • Communication at the level of industry organisations • Communication at the level of working teams • Newsletter
Local Self-Government Authorities Key For the Investment	<ul style="list-style-type: none"> • PKN Orlen Press Office and BLP communication team • Communication at the level of working teams • CSR • Press conferences/Press Briefings • Newsletter • Website
Media	<ul style="list-style-type: none"> • PKN Orlen Press Office and BLP communication team • Paid cooperation with the media • Public opinion polls • Press conferences/Press Briefings • Direct meetings/Interviews • Newsletter • Website

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Key Stakeholder Groups	Communication Channels
Other Local Self-Government Authorities	<ul style="list-style-type: none"> • PKN Orlen Press Office and BLP communication team • Communication at the level of working teams • CSR • Press conferences/Press Briefings • Newsletter • Website
OWF Investors	<ul style="list-style-type: none"> • Website • Newsletter • PKN Orlen Press Office and BLP communication team • Communication at the level of industry organisations • Communication at the level of working teams • Press conferences/Press Briefings • CSR
Parliamentary Teams	<ul style="list-style-type: none"> • Communication at the level of industry organisations • Communication at the level of working teams • Press conferences/Press Briefings • PKN Orlen Press Office and BLP communication team • Communication at the administration level • Participation in consultation processes
Polish Army	<ul style="list-style-type: none"> • PKN Orlen Press Office and BLP communication team • Communication at the administration level • Communication at the level of industry organisations
Port Boards	<ul style="list-style-type: none"> • Website • Newsletter • PKN Orlen Press Office and BLP communication team • Communication at the level of industry organisations • Communication at the level of working teams • Industrial Events • Press conferences/Press Briefings
Providers of Services and Components	<ul style="list-style-type: none"> • PKN Orlen Press Office and BLP communication team • Communication at the level of industry organisations • Communication at the level of working teams • Suppliers Day/Dedicated events • Newsletter • Website
Regional Administration Units	<ul style="list-style-type: none"> • PKN Orlen Press Office and BLP communication team • Communication at the administration level • Communication at the level of working teams • Communication at the level of industry organisations
Regional Fishing Organisations	<ul style="list-style-type: none"> • Website • Newsletter • Press Office: Local • PKN Orlen Press Office and BLP communication team • Communication at the level of working teams • CSR activities • Direct meetings


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Key Stakeholder Groups	Communication Channels
Regional Organisations Of Employers and Industry	<ul style="list-style-type: none"> • Website • PKN Orlen Press Office and BLP communication team • Direct meetings • Communication at the level of industry organisations • Communication at the level of working teams • Newsletter
Residents of Choczewo Commune	<ul style="list-style-type: none"> • Website • PKN Orlen Press Office and BLP communication team • CSR • CSR activities in the investment group (PGE Baltica, PSE, OW, BLP) • Direct meetings • Newsletter • Communication at the level of industry organisations • Communication at the level of working teams • Establishing the information point for local community on Choczewo
Scientific Institutions	<ul style="list-style-type: none"> • Website • Newsletter • PKN Orlen Press Office and BLP communication team • Communication at the level of industry organisations • Communication at the level of working teams
Shipping Enterprises	<ul style="list-style-type: none"> • Website • PKN Orlen Press Office and BLP communication team • Communication at the level of industry organisations • Newsletter • Direct meetings
Significant Social Organisations in the Choczewo Municipality	<ul style="list-style-type: none"> • Website • PKN Orlen Press Office and BLP communication team • CSR activities • Communication at the level of industry organisations • Communication at the level of working teams • Newsletter
Touristic Sector	<ul style="list-style-type: none"> • Website • PKN Orlen Press Office and BLP communication team • Communication at the level of industry organisations • Newsletter • Direct meetings
Transmission System Operator	<ul style="list-style-type: none"> • Website • Newsletter • PKN Orlen Press Office and BLP communication team • Communication at the level of industry organisations • Communication at the level of working teams • Press conferences/Press Briefings • CSR

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8. REQUIREMENTS


Deliverable / Subject	Requirement
Stakeholder Register & Communication Plan	Stakeholders identified, analysed and communication planned as a part of the baselined Project Management Plan
Stakeholder Register & Communication Plan	Updated monthly

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9. APPENDICES

9.1 APPENDIX A: GRIEVANCE FORM AND CLOSE-OUT TEMPLATE

Grievance Form PART 1 Contact and Details
Complaint number:
Date: Recorded by:
Complainant details (Tick the box for anonymity – in Choczewo Municipal Office, Łeba Municipal Council)
Name: Category [community/ contract worker/ supplier/ contractor]: Telephone number: Address: Preferred method of contact:
Grievance Log PART 2 Description of grievance(s)
Describe the grievance below.
Mode of communication (written/ verbal/ meetings/ mediator): Date of grievance: Date of acknowledgement:
Signatures
Recorder: Claimant: Date:
Grievance Closed Out PART 3 Resolution
Describe the steps taken to resolve the grievance and the outcome.
Department: Mode of communication for reply (meeting/ written/ verbal/ display): Date closed:
Signatures
Complainant: Project representative: Date:

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9.2 APPENDIX B: REGISTER OF STAKEHOLDERS

In the separate file.

