Crucea Wind Farm, Romania

Stakeholder Engagement Plan

October 2012
1 INTRODUCTION

Generacion Eolica Dacia (GED) and Gamesa plan to develop a wind farm to generate electrical power outside the built-up area of Crucea village, Crucea Commune, Constanta County. The wind farm will harness the energy from the wind and transfer it to the electricity grid.

The project will be developed in up to three phases by both Gamesa and GED. Phase I (Crucea I) will be developed by Gamesa. Phase II (Crucea II) will be developed by GED at approximately the same time as Crucea I. Phase III may be developed by GED in the future, but a final decision has not been made whether to develop this phase. Following development, all the phases will be owned by a third-party company that will operate the wind farm.

This Stakeholder Engagement Plan (SEP) sets out commitments to engage, consult and inform the public and other stakeholders during the development and operation of the wind farm. GED, as the overall promoter of the project, have taken responsibility for all consultations to date and will continue to be responsible for implementing this SEP until December 2012. Thereafter, Gamesa will take responsibility for consultations that solely relate to Phase I and GED will undertake consultations for Phases II and III and for any notices or consultations that relate to the entire project. Once development is complete the operating company will be responsible for implementing the SEP for the whole wind farm.

Stakeholder engagement and consultation aims to inform and improve project decision-making and build understanding by actively involving individuals, groups and organisations with a stake in the project. In particular, it aims to:

- Identify and involve all potentially affected groups and individuals
- Generate a good understanding of the project amongst those that will be affected
- Identify issues that may pose a risk to the project or its stakeholders
- Ensure that mitigation measures are appropriate (implementable, effective, and efficient)
- Establish a system for long-term communication between the project and communities that is of benefit to all parties.

GED and Gamesa are strongly committed to disclosing information relating to the project, increasing public awareness of the project and wind power generation, and developing good, strong relationships with local communities and other stakeholders.
This document will be updated, as needed, for each phase of the project. The public can view this at Crucia and Horia City Halls, at local schools, on the Crucea Commune’s web-site and on GED’s website. Addresses are given in Section 5.2.2.
2 PROJECT DESCRIPTION AND BACKGROUND

The project will consist of total of 50 wind turbines of the type ‘GAMESA G90 – 2MW’. Each turbine will be 145m high with a rotor diameter of 90m, and the overall wind farm will produce a total power of 100MW.

Approximately 3.4km of new access roads will need to be built to reach the turbine sites and 30km of existing roads will be upgraded / resurfaced.

The turbines will be connected to a new 20kV/110kV transformer station (the Crucea sub-station) on the site via underground electrical cables which will follow either new or existing access roads where available. The total length estimated for the cable trenches is about 84km (21km for Phase I). A short (approximately 300m) new buried power line will then connect the Crucea sub-station to a new off-site transformer station (Stupina sub-station).

Construction of Phase I (turbines marked A on Figure 2-1, known as “Crucea I”) will commence in early 2013 by Gamesa, and will begin operation in 2014. Phase II (turbines marked C on Figure 2-1, known as “Crucea II”) will be developed by GED at approximately the same time as Crucea I. The Crucea sub-station will be constructed in parallel with Phases I and II. Phase III (turbines marked B on Figure 2-1, “Crucea III”) may be developed by GED in the future.
Figure 2-1: Crucea wind farm location
The entire wind farm area (Crucea I, II and III) covers a total area of 1300 ha; however, the permanent land needed will be limited to the land occupied by the Crucea substation, the new access roads, the concrete bases for the turbines and the route of the underground electrical cables, where these cross agricultural land; this will be less than 1% of the total wind farm area.

The area in which the wind farm is located is largely agricultural and sparsely populated, as illustrated in Figure 2-2 below.

The wind farm is surrounded by a county road (DJ 224), a national road (DN 2A), a number of watercourses, several above ground transmission lines and Crucea, Stupina, Baltagesti, Galbiori, Crisan, Siriu, Horia and Tichilesti villages.

Figure 2-2: View looking south at the northern edge of the Village of Baltagesti

The Crucea commune is comprised of six villages:

- Crucea, the main village of the commune, located in the middle of the commune territory
- Galbiori, 6km to the south of Crucea village
- Baltagesti, 8km west of the village
- Stupina, 6km north of Crucea village
- Crisan, 9km north–east of Crucea village
- Siriu, 13km north–east of the village.
Crucea commune is located in the middle of Dobruja, in the north-western part of Constanta County. The Crucea commune borders the following communes:

- To the North – Horia, Closca and Tichilesti
- To the South – Dorobantu and Tepes-Voda
- To the East – Pantelimon, Runcu and Vulturu
- To the West – Capidava and Dunarea.

### 2.1 Potential Impacts

The construction and operation of the wind farm will entail:

- Transportation of equipment, materials and staff to each site and wastes away from the site for disposal during both construction and operation
- Noise emissions from traffic, plant and machinery during construction and from the turbines and traffic during operation
- Dust emissions from groundworks and soil stockpiles during construction
- Air emissions from vehicles and machinery during construction
- Impacts of the turbines on views, particularly from houses
- Direct impacts of groundworks on flora and fauna during construction
- A risk of disturbance of previously unknown archaeological sites, if discovered during construction
- A risk of death of birds and bats which hit the turbines during operation
- A risk of accidents occurring during construction and operation
- Temporary and permanent impacts on existing land users as described below
- Economic benefits.

Permanent land-take is described in Section 2. However, the construction/rehabilitation works necessary for the access roads to the turbines will provide local farmers with improved access to their agricultural land.

The construction of the wind farm will involve temporary disturbance to land users. These impacts will be minimised by close liaison with landowners and users, and payment of compensation if land is permanently or temporarily taken out of production.

Lease contracts enabling the land to be used for the wind farm have been agreed with landowners, although some lease agreements required for access roads are still under negotiation. The contracts enable land users to continue using the land for agriculture or grazing except where the land is directly under or immediately beside the wind turbines or the Crucea sub-station, where new access roads are required or where underground cables cross agricultural land.

On average, approximately 30-50 people will be employed during construction, although this may go up to a peak of 200. Of these jobs, 20% will require highly skilled
people, which are therefore unlikely to be filled by local residents, and 80% will be unskilled or semi-skilled positions. Contractors will be encouraged to establish goals for local hiring and to advertise open positions locally.

A small number of permanent posts (probably less than 10) will also be created during operation. The Companies will support recruitment and retention of local people to these jobs by providing realistic information on job opportunities, advertising all open positions and considering training for permanent positions.

The procurement of local goods and services during construction and operation will have a positive, but limited, benefit to the local economy. In addition, the owner of each phase will pay annual taxes to the local commune budgets for the lifetime of the Project, which is expected to be at least 30 years.

For a more detailed discussion of potential impacts, positive and negative, please refer to the Non-technical Summary.
3 PERMITS AND CONSULTATIONS – STATUTORY REQUIREMENTS

Before the project can proceed, the following key permits are required. These are listed below together with any statutory public notification or consultation requirements.

Before Construction:

- **Urbanisation Certificate (UC):** application and decision to grant the UC are both subject to public notice
- **Regional Town Planning (RTP) Consent:** the application and decision to grant/reject are publicised on the Environment Protection Agency’s (EPA) and the Commune web-sites and in local newspapers. There is a formal period of public consultation and a public meeting is required before a decision to award or reject is made
- **Environmental Permit for Construction:** the application and decision to grant or reject are publicised on EPA and Commune web-sites and in local newspapers. If an Environmental Impact Assessment (EIA) is required, there is a formal period of public consultation following submission of the EIA, and a public meeting is required before a decision to award or reject is made
- **Construction Permit:** this is the final permit to be issued before construction.

Before Operation:

- The application for an **Environmental Permit for Operation** is subject to a period to public notice and a formal public consultation period.

As of October 2012, the Urbanisation Certificate and the Environmental Permit for construction have been granted, after the end of the public consultation period for the Environmental Permit. The public consultation period for the RTP Consent has ended but this consent and the Construction Permit are still awaited. Comments on the Project, however, are invited up to the 16th December in connection with the Project’s application for funds to the EBRD, see Section 5.2.2.
4 STAKEHOLDER CONSULTATIONS UNDERTAKEN TO DATE

Community and stakeholder consultations on the project to date are described below.

Public Meetings

The public meeting for the RTP application for the wind farm was held on the 12th December 2011 at Crucea Town hall, 45 Soseaua Constantei St, Constanta County. The meeting was advertised in newspapers and at the Town Hall and individual notices were sent to landowners in the vicinity of the planned windfarm.

The public meeting for the Environmental Permit for construction was held on the 6th June at Crucea Town Hall. The meeting was advertised in the same way as the meeting for the RTP application.

No objections were received to either application or at either meeting.

Landowners/land users

Landowners and land users have been consulted individually in the process of drawing up land agreements. Notices informing the land owners about the RTP meeting were sent to those located in the vicinity of the proposed wind farm.

Crucea Commune

Several meetings have been held with the Mayor including one on the 7th of December 2011. The Mayor confirmed that the project had been discussed locally and that he has received no objections. The Mayor indicated that in his opinion, this is likely to reflect broad public support for the project, on the grounds of its economic benefits, and also that this is likely to reflect the fact that the wind farm is not perceived to have significant adverse impacts on local communities.
5 STAKEHOLDER CONSULTATION AND INFORMATION DISCLOSURE PROGRAMME

The Stakeholder Engagement Plan is designed to ensure that all key stakeholders’ concerns and complaints are taken into account during the appropriate stages of the project. Stakeholder consultation will be undertaken in accordance with international good practice, as described in the European Bank for Reconstruction and Development (EBRD) Performance Requirement 10, Information Disclosure and Stakeholder Engagement (www.ebrd.com) and Romanian law.

For a description of Romanian legal requirements see Section 4.

5.1 Stakeholder Identification and Categorisation

Several groups of stakeholders have been identified, see Table 5-1:

Table 5-1: Stakeholders

<table>
<thead>
<tr>
<th>Category</th>
<th>Names</th>
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</thead>
<tbody>
<tr>
<td>Project shareholders</td>
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<td>Permitting bodies (statutory agencies)</td>
<td>Environmental Protection Agency (EPA)</td>
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<td></td>
<td>Crucea Mayor’s Office</td>
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<tr>
<td>Land owners and land users</td>
<td>Land owners/occupiers with turbines/facilities on the property</td>
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<tr>
<td></td>
<td>Land owners, occupiers without facilities on property</td>
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<tr>
<td>Local communities</td>
<td>Residents and businesses in Crucea and surrounding villages</td>
</tr>
<tr>
<td>Third parties / Contractors</td>
<td>Construction contractor(s) and their employees</td>
</tr>
<tr>
<td>Workers</td>
<td>Staff employed during all stages of the Project</td>
</tr>
<tr>
<td>International Financing Organisation</td>
<td>European Bank for Reconstruction and Development (EBRD)</td>
</tr>
<tr>
<td>Romanian Ornithological Society (SOR)</td>
<td>Society that campaigns for protection of birds</td>
</tr>
<tr>
<td>Romanian Bats Protection Society (APLR)</td>
<td>Society that campaigns for protection of bats</td>
</tr>
<tr>
<td>Natura 2000 site Alah Bair-Capidava</td>
<td>RNP-Romsilva, EPA, land owners and interested parties</td>
</tr>
<tr>
<td>Natura 2000 site Dealul Alah Bair</td>
<td>RNP-Romsilva, EPA, land owners and interested parties</td>
</tr>
</tbody>
</table>
Stakeholder identification is an ongoing process, and thus the list of key stakeholders will be reviewed and revised during the different stages of the project.

If any person would like to be included in the stakeholder list and receive on-going information about the project and consultation opportunities, they should contact the person named in Section 8.

5.2 Consultation and Information Disclosure

The proposed programme of further consultation is detailed below. A matrix is attached, see Appendix A, that give details of each consultation stage, the information to be disclosed, the locations where information can be viewed, the main communication methods to be used and the programme of consultation.

5.2.1 Overview

The following principles for stakeholder engagement are considered:

Openness and life-cycle approach: public consultations will be arranged for all stages during the project life-cycle, and will be carried out in an open manner, free of external manipulation, interference, coercion or intimidation.

- Informed participation and feedback: information shall be provided to and widely distributed among all stakeholders in an appropriate format; opportunities will be provided for communicating stakeholders’ feedback, for analyzing and addressing comments and concerns, for improving management decisions based on public feedback, and for building constructive long-term relations.

- Inclusiveness and sensitivity: the participation process will be inclusive, with all stakeholders encouraged to become involved in the consultation process. Equal access to information will be provided to all stakeholders. Sensitivity to stakeholders’ needs is the key principle underlying the selection of engagement methods.

5.2.2 Disclosure of the Project

The European Bank for Reconstruction and Development (EBRD) require that a package of information is made available (disclosed) for public comment for a period of 60 days prior to consideration of the Project for funding by the Bank.

The following documents have been disclosed for comment on the 17th November 2012 and notices have been placed in the Cuget Liber and Telegraf newspapers inviting anyone to submit comments. In addition, notices of the public consultation period have been sent to the Environmental Protection Agency, SOR, APLR, RNP-Romsilva and affected landowners and land users.
Environmental Impact Assessment (EIA) and Non-technical Summary

An Environmental Impact Assessment and Non-technical Summary of the EIA have been prepared that consider the environmental and social impacts of the wind farm and propose mitigation measures to reduce impacts.

Appropriate Assessment

The Appropriate Assessment assesses the ecological impacts of the wind farm on the following nearby sites that are protected under European Directives and Romanian law: Allah Bair-Capidava Natura 2000 Special Protection Area (SPA) for birds; Stepa Saraiu - Horea SPA for birds and Dealul Allah Bair hill, which is designated a European Site of Community importance (SCI) for its plants. Twelve of the turbines to be installed in Crucea I (Turbines A1-A12) and two turbines which will be part of Crucea II (C11 and C14) are situated within Allah Bair-Capidava. None of the turbines are situated within the other sites. Stepa Saraiu – Horea is located approximately 1km north-west of turbines B1-B10, which are part of Crucea III, and Dealul Allah Bair hill is more than 600m from the nearest turbine.

Preliminary Report on the Spring Migration Stage South of the Crucea Wind Farm Site, in Constanta County, Romania

This report considers the results of further surveys for birds and bats carried out in Spring 2012, after completion of the Appropriate Assessment.

Cumulative Impact Assessment

This assessment considers the combined impacts of the Crucea wind farm and other wind farms in the local area.

Environmental and Social Action Plan (ESAP) (Phase I)

This lists the measures that Gamesa will take to minimize adverse impacts and enhance positive impacts, and explains how these measures will be implemented, complete with the persons or bodies responsible, and target dates for completion. It includes all the steps necessary for the project to meet any conditions imposed by lenders or regulatory authorities.

Stakeholder Engagement Plan including Grievance Mechanism

This document comprises the SEP and includes a grievance procedure to ensure that any community grievances are dealt with in a manner which is efficient, fair, transparent and free of charge.
Copies of the above documents may be viewed at the locations listed below, on the Crucea Commune website (http://www.crucea.judetul-constanta.ro) and on GED’s website (www.enhol.ro). In addition, many of the documents are also available on the EBRD's web-site (www.ebrd.com). Most documents are in Romanian and English.

| Technological High School, 44 Constantei Road, Crucea Town | Primaria Crucea, 45 Constantei Road, Crucea, Constanta County |
| Baltagesti School, 49 Silistei Street, Baltagesti, Crucea Town | Primaria Horia, 31 Principala Street, Horia, Constanta County |
| Stupina School, 1 Scolii Street, Stupina, Crucea Town | Crucea Library, 46 Constantei Road, Crucea Town, Constanta County |
| Crisan School, 1 Amurgului Street, Crisan, Crucea Town | Horia Library, Horia School, Scolii Street, Constanta County |
| Siriu School, 4 Moldovei Street, Siriu, Crucea Town | EBRD Resident Office, Metropolis Centre, 56-60, Iancu de Hunedoara Bd., 3rd floor, West Wing, Sector 1, Bucharest |
| Horia School, Scolii Street, Horia, Constanta County | |

Copies of these documents can be obtained by writing to the address in Section 8. Comments will be accepted through to 16 December 2012. Anyone may submit comments on the Project, and all comments will be considered before any part of the Project is constructed. Comments should be sent to Florentina Avram at the address given in Section 8.

5.2.3 **Consultations Prior to Construction**

5.2.3.1 **Local Communities**

Notices will be placed on the Commune website, at Crucea and Horia Town Halls and at schools. The notices will contain information on:

- Construction schedule
- Traffic routes
- Grievance procedure, whereby complaints and concerns can be registered and dealt with will also be explained
- Contact details.

A meeting with the Mayor will also be held.
5.2.3.2 **Romanian Society for Birds (SOR)**

The SOR will be invited to comment on the scope of work for the further bird surveys to be carried out and will be sent the reports of the surveys for comment. They will also be invited to meet to discuss the survey findings and any subsequent recommended mitigation measures.

5.2.3.3 **Natura 2000 sites**

RNP-Romsilva (the custodian of the Natura 2000 sites) and the EPA will be informed of the additional bird and bat surveys and assessments being undertaken and will be sent copies of the scope of work for these surveys and the results of the surveys. RNP-Romsilva and the EPA will be invited to attend a meeting to discuss the results of the additional surveys.

5.2.4 **Consultation During Construction**

Local communities will be informed by:

- Erecting traffic signs to warn of construction traffic
- Putting contact details on the traffic signs and the notice-board at the entrance to the construction site
- Producing leaflets/notices of any important notifications and placing them in Crucea and Horia Town Halls and local schools.

In addition, workers will be briefed on human resources policy and health and safety procedures and contractors will be advised of the speed limits and traffic routes near local communities that they should adhere to.

5.2.5 **Consultation Prior to Operation**

Before commissioning, an Environmental Permit is required from the local/regional EPA. The Environmental Permit is the technical and legal document establishing the operational conditions and parameters for the wind farm. In accordance with legal requirements, notice of this application, including a schedule for receipt of any comments or objections from the public, will be posted on the Commune and EPA websites and in the regional newspapers, the Cuget Liber and Telegraf. Notice of the decision with regard to the award of the permit will also be posted or advertised in the same locations.

5.2.6 **On-going Communication During Operation**

Regular meetings: the first in the first 3 months, then annual or as agreed with the Mayor, will be held with the Mayor to give information on project performance and to receive any comments or concerns concerning the wind farm.
6 GRIEVANCE MECHANISM

The grievance mechanism and complaints procedure is intended to ensure that all complaints from local communities are dealt with appropriately, with corrective actions being implemented and complainants being informed of the outcome.

The person named in Section 8 will be responsible for implementing the grievance mechanism and complaints procedure.

All complaints will be handled in accordance with the grievance flow chart in Appendix B below and treated as confidential and without prejudice. All complaints will be acknowledged within five days and responded to within 20 working days, or more quickly in cases where there is specific urgency.

Grievance forms will be available from the local Mayor, at Crucea and Horia Town Halls and on the local Commune website. The notices to be published informing the public of construction works will also give details of what to do if there is a problem or concern.

All grievances and reports will be registered in the complaints register and the Gamesa’s annual report to the public will include summary information on how the grievance and complaints procedure is being implemented (after removing commercially and personally sensitive information)

The grievance/complaint register will provide a record to show that actions are tracked and carried out. It will record the following:

- Date the grievance was recorded
- Person responsible for the complaint
- Information on proposed corrective action communicated to complainant
- The date the grievance was closed out; and
- Date response sent to complainant.

The grievance register will be used to analyse complaints for frequency and common themes.
7 REPORTING AND DOCUMENTATION OF RESULTS

The results of project stakeholder consultations and stakeholders’ issues and concerns will be reported and documented as described below.

**Grievances and complaints**: Both verbal and written complaints will be entered into a grievance/complaint register.

**The SEP**: This will be updated at the end of each project phase, if needed, to make any improvements needed and remove completed components, where appropriate, and to provide further details on forthcoming phases.

**Project changes**: Any significant project updates (e.g. changes in the schedule) will be publicised on the Commune web site and Commune notice boards.

**Consultation notes**: Notes of each meeting will be made, and made available to the public. Notes of meetings with individual persons and statutory and non-statutory stakeholders will be sent to each attendee, where contact information has been provided. Notes of public meetings will be sent to the local Mayor and will be available to view at Crucea and Horia Town Halls. Where allowed, the notes of public meetings will be published on the local Commune web site with individual names redacted for privacy reasons. A feedback form will be made available to those attending public meetings in order that they can record any comments, concerns or issues.
8 RESPONSIBILITIES AND CONTACT DETAILS

Comments during the disclosure period should be returned to Florentina Avram. Contact details are given below:

**Address:** Generacion Eolica Dacia SRL, Banu Manta 22, 29 Building, 9th Floor, 80ap, District 1, Bucharest, 010011, Romania

**E-mail:** favram@enhol.ro

**Telephone:** 0040212220026

**Website:** www.enhol.ro

Florentina Avram will be the contact person for consultations and any grievances. The SEP will be updated, as needed, to include any new or additional people to be contracted for Gamesa for Phase I.
# APPENDIX A: STAKEHOLDER CONSULTATION MATRIX

<table>
<thead>
<tr>
<th>Stakeholder</th>
<th>Information to be Disclosed</th>
<th>Location of Information</th>
<th>Consultation Mechanism / Action</th>
<th>Timetable</th>
<th>Responsible Party</th>
<th>Reason</th>
<th>Comment</th>
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<tbody>
<tr>
<td><strong>EBRD disclosure</strong></td>
<td>EIA, NTS, AA, SEP, ESAP, Cumulative Impact Assessment, reports of 2012 bird and bat surveys</td>
<td>Schools in Crucea and Horia communes, Crucea and Horia Town Halls, Crucea and Horia libraries, Crucea commune web-site (<a href="http://www.crucea.judetul-constanta.ro">http://www.crucea.judetul-constanta.ro</a>), GED’s web-site: <a href="http://www.enhol.ro">www.enhol.ro</a>, EBRD web-site (<a href="http://www.ebrd.com">www.ebrd.com</a>) and EBRD office, Bucharest</td>
<td>Invitation to submit comments on disclosed material</td>
<td>Disclosure period will commence on the 17th November and end on the 16th December 2021</td>
<td>GED</td>
<td>Requirement of EBRD</td>
<td></td>
</tr>
<tr>
<td><strong>Project site and impacts</strong></td>
<td>Scope of work for further bird and bat surveys; survey reports and any mitigation measures proposed</td>
<td>N/A</td>
<td>Letters. Also a meeting will be offered.</td>
<td>Survey SOW – February/March 2012 Survey Reports – as produced during 2012-2013 Meeting – to be decided</td>
<td>GED</td>
<td>To ensure that they have an opportunity to review SOW and survey results</td>
<td>Some of the turbines are located in a Special Protection Area for birds and the wind farm is located on a bird</td>
</tr>
<tr>
<td>Stakeholder</td>
<td>Information to be Disclosed</td>
<td>Location of Information</td>
<td>Consultation Mechanism / Action</td>
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<td><strong>Prior to construction</strong></td>
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<tr>
<td>Crucea Commune residents and Mayor</td>
<td>Notice containing information on: construction schedule; traffic routes; grievance procedure, whereby complaints and concerns can be registered and dealt with, contact details</td>
<td>Crucea commune website (<a href="http://www.crucea.judetul-constanta.ro">http://www.crucea.judetul-constanta.ro</a>), Crucea Town Hall, local schools</td>
<td>Notices Meeting with the Mayor</td>
<td>Prior to construction</td>
<td>GAMESA (Phase 1); GED (Phase II and III)</td>
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<td><strong>During construction</strong></td>
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<tr>
<td>Local communities</td>
<td>Traffic routes, important notifications</td>
<td>Traffic signs Site notice board Crucea and Horia Town Halls Local schools</td>
<td>Erecting traffic signs to warn of construction traffic Putting contact details on the traffic signs and the notice-board at the entrance to the construction site</td>
<td>During construction</td>
<td>GAMESA (Phase 1); GED (Phase II and III)</td>
<td>Inform road users of construction traffic; Keep communities informed</td>
<td></td>
</tr>
<tr>
<td>Stakeholder</td>
<td>Information to be Disclosed</td>
<td>Location of Information</td>
<td>Consultation Mechanism / Action</td>
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<tr>
<td>Employees including sub-contractors</td>
<td>Human resources policy and grievance mechanism; safety and environmental policy and rules; method statements</td>
<td>On site</td>
<td>Producing leaflets/notice of any important changes / notifications and placing them in the Mayors’ offices and local schools Inductions and tool-box talks; site notice-board Prior to construction; at start of employment; weekly tool-box talks; method statements prior to each commencement of each activity</td>
<td></td>
<td>GAMESA</td>
<td>Ensure good employee relations and safe working practices</td>
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<td><strong>Prior to operation</strong></td>
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<tr>
<td>EPA</td>
<td>Application for Environmental Permit</td>
<td>Commune and EPA websites Newspaper</td>
<td>Application Package</td>
<td>Maximum 90 days from the submission of the complete documentation</td>
<td>GAMESA</td>
<td>For grant of permit required for operation</td>
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<tr>
<td><strong>On-going consultation during operation</strong></td>
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<tr>
<td>EPA</td>
<td>Monitoring reports and general performance</td>
<td>EPA</td>
<td>Reports; meet EPA regularly during first year</td>
<td>As defined in the Environmental Permits</td>
<td>GAMESA</td>
<td>Statutory compliance and to build long-term relationships with main regulators</td>
<td></td>
</tr>
<tr>
<td>Stakeholder</td>
<td>Information to be Disclosed</td>
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<tr>
<td>Mayor</td>
<td>Information on health, safety and environmental performance and progress towards implementation of the ESAP</td>
<td>Mayor's office</td>
<td>Meeting</td>
<td>Within first 3 months of operation; thereafter annually or frequency to be agreed with Mayor</td>
<td>GAMESA (Phase 1); GED (Phase II and III)</td>
<td>Keep Mayor informed and to learn of any concerns</td>
<td></td>
</tr>
<tr>
<td>Employees including sub-contractors</td>
<td>Human resources policy and procedures; grievance mechanism; health, safety and environmental policy and procedures; method statements; tool box talks</td>
<td>On site</td>
<td>Inductions and tool-box talks; site notice-board</td>
<td>Prior to operation; at start of employment; at staff meetings; in accordance with training programme</td>
<td>GAMESA (Phase 1); GED (Phase II and III)</td>
<td>Ensure good employee relations and safe working practices</td>
<td></td>
</tr>
</tbody>
</table>
APPENDIX B: GRIEVANCE PROCEDURE & FORM

Flowchart for Processing Grievances

Grievance received (in verbal or written format)

Record the date in the Grievance Register

Acknowledged all complaints within 5 days.

Immediate action enough to satisfy complaint

YES

Inform complainant of corrective action

Record the date. Close the case.

NO

Identify any long-term corrective action required

Record the date in the Register

Inform complainant of the proposed corrective action or clarify why action is not required within 20 days

Implement the corrective action and carry out the follow-up of the corrective action
# Public Grievance Form

<table>
<thead>
<tr>
<th>Full Name</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Contact Information</strong></td>
<td></td>
</tr>
<tr>
<td>Please mark how you wish to be contacted (mail, telephone, e-mail).</td>
<td></td>
</tr>
<tr>
<td>[ ] By Post: Please provide mailing address:</td>
<td></td>
</tr>
<tr>
<td>______________________________________________________________</td>
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<tr>
<td>______________________________________________________________</td>
<td></td>
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<tr>
<td>______________________________________</td>
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<tr>
<td>[ ] By Telephone:</td>
<td></td>
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<tr>
<td>________________________</td>
<td></td>
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<tr>
<td>[ ] By E-mail</td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Preferred Language for communication</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>[ ] Romanian</td>
<td></td>
</tr>
<tr>
<td>[ ] Hungarian</td>
<td></td>
</tr>
</tbody>
</table>

| Description of Incident, Grievance or Concern: |  |
|------------------------------------------------|  |
| What happened? Where did it happen? Who did it happen to? What is the result of the problem? |  |

(attach extra sheets if necessary)

<table>
<thead>
<tr>
<th>Date of Incident/Grievance</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>[ ] One time incident/grievance (date ____________)</td>
<td></td>
</tr>
<tr>
<td>[ ] Happened more than once (how many times? _____)</td>
<td></td>
</tr>
<tr>
<td>[ ] On-going (currently experiencing problem)</td>
<td></td>
</tr>
</tbody>
</table>

| What would you like to see happen to resolve the problem? |  |
|----------------------------------------------------------|  |

Signature: _______________________________
Date: _______________________________

Please return this form to:
Florentina Avram, Generacion Eolica Dacia SRL,
Banu Manta 22, 29 Building, 9th Floor, 80ap, District 1, Bucharest, 010011, Romania
E-mail: favram@enhol.ro
Telephone: Tel. 0040212220026