

**Report on Environmental and Social Compliance of
the Management and Operations Systems of the
Implementing agencies (CR, CM and RZM) within
the project "Modernization and Restructuring of
the Road Sector" (MARS)**



December, 2018.

CROATIAN MOTORWAYS Ltd. - ACTION PLAN

MEASURE	ACTIVITIES	COMPETENCE
1. OBJECTIVE: Ensure the continuity of inclusion of environmental and nature issues during project cycles		
1.1. Ensuring continuity of activities related to the protection of environment and nature	1.1.1. Establish an internal structure based on the Action Plan for Restructuring Administrative and Technical Affairs in the current Investment Sector and EU Funds and in the Maintenance Sector with clear tasks and environmental issues without new employment.	The Board of Croatian motorways
	1.1.2. Established by internal structure, consolidate activities and establish functionalities between design and maintenance phases in environmental protection management.	The Board of Croatian motorways
	1.1.3. In the established internal structure, define the qualitative criteria for motorway engineers who are monitoring environmental and nature status and ensure the quality of doing Environmental protection and nature by specializing employees with continuous education as well as the continuity of appellations in the same jobs	The Board of Croatian motorways
	1.1.4. The above internal structure at the design stage should include: <ul style="list-style-type: none"> – solving the environmental problem to obtain a usage permit and transferring the infrastructure to the maintenance sector – coordinating activities on writing proposals for environmental and nature protection projects from EU funds and the National Environmental Fund 	The Board of Croatian motorways
	1.1.5. These internal structure during the maintenance phase should include: <ul style="list-style-type: none"> – defining the environmental problem solving from the scope of delivery from the design part – combining and analyzing the data collected through environmental monitoring activities and developing proposals for improving the monitoring system. 	The Board of Croatian motorways
1.2. Ensure the expertise and quality of conducting environmental and nature monitoring by external contractors	1.2.1. The environmental service should always define qualitative criteria for external contractors / contractors who contract environmental and nature monitoring (eg experience in similar jobs) through the public procurement procedure.	The Board of Croatian motorways
2. OBJECTIVE: Ensure financing to improve the functioning of environmental protection and nature		

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2.1. Develop projects co-financed by EU and Croatian funds for improving the functioning of environmental protection and nature	2.1.1. Make proposals for projects that may be funded from EU funds and other sources, develop and make them eligible for funding, independently or in co-operation with external experts in the field of environment and nature.	The Board of Croatian motorways
	2.1.2. Active co-operation with potential stakeholders and collaborators in developing project proposals.	The Board of Croatian motorways
3. OBJECTIVE: Monitor and measure key environmental indicators for the sake of easier visualization of weak points and defining suggestions for improvement.		
3.1. Continue monitoring all key environmental indicators related to the management and maintenance of motorways	3.1.1. Continue mandatory implementation of environmental protection measures and monitoring programme in accordance with the EIA Decisions issued by competent bodies; consolidating data for the purpose of improving implementation.	The Board of Croatian motorways
	3.1.2. Do monitoring environmental impacts through water, electricity and fuel consumption of vehicles, and introduce improvement measures based on the analyzed data.	The Board of Croatian motorways
	3.1.3. Monitor the environmental impact through the types and numbers of exceedances of permitted concentration limits - air, water, soil, non-conformities associated with handling and storage of hazardous substances, releasing hazardous substances, controlling the drainage system and making data measurements.	The Board of Croatian motorways
	3.1.4. Monitor environmental impacts through the quantities and types of waste, non-conformities associated with handling and storage of waste, ecological accidents and take improvement measures based on the analysis of collected data.	The Board of Croatian motorways
	3.1.5. Monitoring environmental impacts based on the findings and reports of environmental protection inspections, and consolidating database of all data mentioned under this measure for the purpose of effecting improvements.	The Board of Croatian motorways
4. OBJECTIVE: Ensuring the favorable motorway passage for animals and reducing the mortality of animals on the motorway		
4.1. Improve the treatment system in the appearance of animals on motorway	4.1.1. Develop a Single Protocol on the ways of Communication and the Treatment of Animals, which will unify the existing Protocol on the ways of Communication in case of animal disposal (where is involved only communication) and with an improved system of tracking data add	The Board of Croatian motorways

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	the method of disposal as well as define the treatments with live or injured animals on a motorway, for each of the following categories: strictly protected species (in accordance with the Nature Protection Act and the Ordinance on strictly protected species), hunting game (in accordance with the Hunting Act) and domestic animals. Also provide assistance to experts in identifying animal species that are more difficult to distinguish (as required) and all of the above mentioned can be achieved in accordance with applicable legislation, through cooperation with the Ministry of Agriculture (Veterinary Directorate) and other competent institutions.	
	4.1.2. Periodically educate maintenance staff on compliance with the procedures prescribed by the aforementioned Protocol. This applies also to the employees of the Implementing agency as well as to the staff of the Contractor with whom these jobs will be contracted through maintenance contracts or in any other way.	The Board of Croatian motorways
	4.1.3. Define areas with higher incidence of medium and large mammals within the fence	The Board of Croatian motorways
	4.1.4. Develop a Wildlife Safeguard Program (in accordance with the Hunting Act) and include the Croatian Hunting Association	The Board of Croatian motorways
4.2. Enhance the quality of passage for animals on green bridges	4.2.1. Carry out continuous monitoring of wildlife transitions across all green bridges, especially on A1 motorway and on the basis of data analysis take improvement measures.	The Board of Croatian motorways
	4.2.2. Revise the definition of favorable status on green bridges Carry out recommended measures from existing monitoring of motorway bandwidth for animals.	The Board of Croatian motorways
5. OBJECTIVE: Ensure the protection of water (water bodies) in the motorway area		
5.1. Continue monitoring separator and biodiesel effectiveness	5.1.1. In order to improve, periodically analyze the results of the separator and biodiesel monitoring effectiveness.	The Board of Croatian motorways

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	5.1.2. Optimize separator depletion monitoring dynamics (precipitate thickness) and customize dynamics of cleansing	The Board of Croatian motorways
	5.1.3. In the annual environmental report, in addition to the current state, include an analysis and action plan for reducing the reported negative effects in the previous / current year.	The Board of Croatian motorways
6. OBJECTIVE: Raise the level of implementation of basic, special and recognized rules of occupational health and safety (OHS)		
6.1. To hold workshops on themes: Basic, Special and Recognized Safety and Security Rules at Work	6.1.1. Create a Workshop Plan (Theoretical Training) for Individual Parts (Locations) of the Implementing agency.	The Board of Croatian motorways
7. OBJECTIVE: Raise level of supervision in carrying out various work in order to increase occupational health and safety (OHS)		
7.1. Carry out internal control over the occupational health and safety rules at work	7.1.1. Create a Supervision Implementation Plan for individual parts (locations) of the Implementing agency.	The Board of Croatian motorways
8. OBJECTIVE: Raise Quality Management Level of Implementing agency to Increase or Improve occupational health and safety (OHS)		
8.1. Organize workshops on the topic of integrated management system and occupational safety	8.1.1. Develop workshop plan for individual organizational units (locations).	The Board of Croatian motorways
9. OBJECTIVE: Raised levels of interdisciplinary human resource expertise for land acquisition and involuntary resettlement		
9.1. Training of Employees	9.1.1. Continuously invest in interdisciplinary training of employees by providing examples of best practice of land acquisition and involuntary resettlement.	The Board of Croatian motorways
9.2. Involvement of experts in sociology	9.2.1. When planning new routes, that is in the course of developing spatial planning studies, apart from experts in the field of environmental protection, involve other experts, even experts in sociology, for the purpose of considering sociodemographic and socioeconomic	The Board of Croatian motorways

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	needs of the inhabitants settling the area included in the location of the intended road project and for the purpose of establishing effective communication with local communities.	
10. OBJECTIVE: Raise the efficiency of the organization for land acquisition and involuntary resettlement		
10.1. Investing in information system	10.1.1. Improve real estate recording system (purchased, expropriated, unsolved, etc.) with a possibility of adding interactive interface and completely digitizing data.	The Board of Croatian motorways
10.2. Transparent investments in land acquisition real estate	10.2.1. Publish on website once a year all consolidated annual financial statements on the financial resources spent on settling property-related legal matters in the land acquisition procedures.	The Board of Croatian motorways
11. OBJECTIVE: Reduce organizational exposure to court proceedings		
11.1. Develop the Ordinance on Land Acquisition (Internal Regulation)	11.1.1. The Ordinance shall stipulate provisions that would further prescribe the treatment of employees in land acquisition procedures with proactive activity aim.	The Board of Croatian motorways
11.2. Legalization of facilities	11.2.1. Intensify conducting activities related to real estate legalization of constructed facilities and overall road infrastructure.	The Board of Croatian motorways
12. OBJECTIVE: Improve the company's public image		
12.1. Public participation and access to information	12.1.1. Proactive stance on involving the public in the process of obtaining project location permits and increasing the number of peacefully resolved property-related legal matters.	The Board of Croatian motorways
	12.1.2. Regular training concerning ways of communicating with and informing the public.	The Board of Croatian motorways