

TERMS OF REFERENCE

Slovakia: Zvolen District Heating Project – Environmental and social regulation compliance

This Open Tender and all issues related to it shall be subject to the relevant law of the EU, Slovakia and the Procurement Rules for Projects Financed by International Investment Bank¹ (“Procurement Rules”).

1. BACKGROUND

The International Investment Bank (the “IIB” or the “Bank”) is considering to provide a loan of up to EUR 30.9 million to the Zvolenská teplárenská, a.s. (the “ZVTP” or “Company”) in the City of Zvolen (“Zvolen” or the “City”) in the Central Slovakia.

The Bank’s financing is aimed to replace existing coal-powered combined heat and power plant (further as “CHP plant”) ceased to meet emission limits with wooden biomass fired heating plant including rehabilitation works, supply and installation of biomass and gas boilers. The Company plans to construct a new biomass-based district heating plant of total capacity currently planned at 77.5 MWt consisting of several heat-only boilers. The new district heating plant (further as “DH Plant”) will be located in already existing, but unused building on the main land of the Company near the existing heating plant and will be connected to the existing heat distribution network.

The rationale for the investment stems from the need to decrease the emission of SO₂, NO_x and dust in accordance with Directive 2010/75 / EU of the European Parliament and Decree of the Ministry of the Environment of the Slovak Republic No 410/2012. Continuing operations requires rebuilding the plant and installing modern technology, making it operational no later than on 30.6.2020 (the technical and commercial completion date of the new DH Plant). Since that date the Company will no longer be able to use coal for heat generation because of regulatory constraints.

The Company and the Bank have now agreed that the assistance of an experienced firm (the “Consultant”) is required in order to facilitate compliance with environmental and social regulation during preparation and implementation of the Project (by Project it is meant the implementation of DH Plant until successful operations). The Company is now looking for eligible firms to take part in the tendering procedure.

2. OBJECTIVES OF THE ASSIGNMENT

The overall objective of this Assignment (by Assignment in this Terms of Reference it is meant environmental and social regulation compliance) is to facilitate the timely and effective preparation and implementation of the Project by providing assistance in reaching compliance with environmental and social regulations of the European

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https://iib.int/attachments/procurement_rules_for_projects_financed_by_international_investment_bank.pdf

Union, Slovak Republic and IIB in a detailed manner in accordance with the best international practice and procedures of the Bank and pursuant to all other stipulations from the Facility Agreement signed between the Company and IIB (by Facility Agreement it is meant the loan agreement between the IIB and Zvolenská teplárenská. A copy of each Finance Document will be provided to the contracted Consultant under this Assignment upon signature of the contract provided that the Consultant signs a non-disclosure agreement acceptable to the IIB).

In order to meet the above objectives, the Consultant shall, inter alia:

- Identify and assess any potentially significant future adverse environmental and social impacts associated with the proposed Project, assess compliance with applicable laws, determine the measures needed to prevent or minimise and mitigate the adverse impacts, and identify potential environmental and social opportunities, including those that would improve the environmental and social sustainability of the Project,
- The assessment process will be commensurate with, and proportional to, the potential risks, aspects and impacts of the Project, and will cover, in an integrated manner, all relevant direct and indirect environmental and social aspects and impacts of the Project, and the relevant stages of the project cycle.
- The Environmental and Social Assessment (E&S Assessment) will also determine whether further studies are required,
- The Environmental and Social Audit (E&S Audit) is required to assess the Client's current and future operations and management practices in terms of compliance with national legislation, national or local permitting requirements, the relevant provisions of the IIB Environmental and Social Policy², IFC Performance Standards on Environmental and Social Sustainability (PSs)³, or EBRD Environmental and Social Policy EBRD Performance Requirements (2014)⁴ and relevant EU environmental standards. Further, the audit shall assess historical environmental and social issues likely occurring in the future. Reasonably available data shall be assessed to quantify the risks and assess any liabilities,
- Prepare and ensure proper implementation of Environmental and Social Action Plan and Stakeholder Engagement Plan,
- Ensure that tender documents for construction of new DH Plant contain relevant information regarding environmental and social compliance during construction for the contractor to be followed and adhered to.

It is expected that with the Consultant's involvement the Company will have access to the best international practice in providing environmental and social regulation compliance services in projects funded by Multilateral Development Banks (namely the following "best practice standards" - World Bank (WB)/International Finance Corporation (IFC) Performance Standards, and Environmental, Health and Safety (EHS) Guidelines; the European Bank for Reconstruction and Development (EBRD) Performance Requirements; the World Health Organization (WHO) standards), knowledge and experience with Slovak and EU environmental and social

² https://iib.int/attachments/iib_environmental_and_social_impact_guidelines.pdf

³ https://www.ifc.org/wps/wcm/connect/c8f524004a73daeca09afdf998895a12/IFC_Performance_Standards.pdf?MOD=AJPERES

⁴ <https://www.ebrd.com/news/publications/policies/environmental-and-social-policy-esp.html>

regulations and standards as well as receive advice on specific environmental and social issues.

Inception Report mean, in respect to the new DH Plant, written report issued by the Consultant within 30 days after signing of the contract for this Assignment addressed to the Company and Bank in form and substance satisfactory to the Bank.

Quarterly Progress Reports mean, in respect to the new DH Plant, written reports issued by the Consultant within 10 business days after end of each calendar Quarter addressed to the Company and Bank in form and substance satisfactory to the Bank.

Final Report means, in relation to the new DH Plant, the final written report issued by the Consultant 30 calendar days before the completion date of this Assignment and addressed to the Company and Bank in form and substance satisfactory to the Bank.

3. APPLICABLE REQUIREMENTS

The requirements are as follows:

- Applicable local, national and regional requirements, including those related with environmental and social impact assessments / EIAs and associated public disclosure and consultation requirements;
- The Project will be structured to meet relevant EU substantive environmental standards;
- Compliance with IIB Environmental and Social Policy, IFC Performance Standards on Environmental and Social Sustainability (PSs), or EBRD Environmental and Social Policy and EBRD Performance Requirements (2014)⁵ and relevant EU environmental standards;
- Public consultation and stakeholder engagement will be tailored for the Project, be meaningful and will allow for disclosure of information and public participation in decision-making;
- The Project shall include all reasonable measures to avoid, minimise or mitigate any adverse change in environmental and social conditions and impacts on public health and safety, especially with respect to any disproportionate impacts on any group of people as a result of their gender, age, ethnicity, disability, socio-economic status and/or other personal characteristics; and
- Relevant international conventions and protocols relating to environmental and social issues, as transposed into national legislation.

4. SCOPE OF WORK

The Consultant shall co-operate with the Company, other Consultants and the Bank. The project aims to support cooperation between the representatives of the Company on the Project site, Consultant acting as construction supervisor/FIDIC engineer and the contractors as well as to improve the project management mechanism.

⁵ <https://www.ebrd.com/who-we-are/our-values/environmental-and-social-policy/performance-requirements.html>

The Consultant will undertake the following work in accordance with the requirements of the IIB Environmental and Social Policy and EBRD Environmental and Social Policy:

- Identify existing and Project-related environmental and social impacts and risks;
- Describe and characterize a relevant environmental and social baseline commensurate with the risks posed by the current site operations and the Project;
- Carry out E&S Assessment and Audit and develop a draft E&S Assessment report in accordance with the Bank's requirements as defined in the ESP, including a Compliance Summary table with the Bank's PRs;
- Prepare a draft Stakeholder Engagement Plan (SEP), draft Environmental and Social Action Plan (ESAP) and draft Non-Technical Summary (NTS);
- Identify if any additional studies will be required to cover relevant aspects in greater detail (e.g. biodiversity, resettlement, retrenchment, etc.); and,
- Finalize all documentation further to the IIB, and Company's comments.

The following services are to be provided by the Consultant:

4.1 Review of Available Data

The Consultant will review the following studies and baseline data available from the Company:

- Any relevant maps, technical drawing and specifications for the proposed developments;
- Existing feasibility study and preliminary designs documentation
- Any existing environmental studies for the project site;
- Any local EIAs for the proposed development carried up to date (if any);

The Consultant will identify and assess relevant regional and strategic environmental and social assessments or studies that affect the Project. Where regional or strategic assessments or studies are identified and assessed, these will be included in the summary of tasks undertaken, including the Non-Technical summary.

The Consultant must be prepared to review, and also request, further documentation that does not appear above.

Following the review of available data, the Consultant will visit the site, to obtain any supplemental information needed to complete the E&S Assessment and carry out the on-site activities necessary to fulfil the E&S Audit.

The data review process will include comprehensive analysis to determine whether any relevant issues regarding the Project or Company have been reported through the media and to determine the importance of these through additional verification during the work. If no relevant issues are identified through this process the Consultant will include a statement to this effect in its report.

Following completion of the data review and site visit, the Consultant will deliver a summary of key findings.

4.2 Assist the Company in preparation of materials related to environmental and social matters in relation to permits for the construction of new heating plant

The Consultant shall actively assist the Company with preparation of inputs in environmental and social matters for application for approvals and permits by authorities. The approvals and permits shall include at least the following items, but shall contain all items essential to allow the construction of DH Plant according to applicable legislation.

- Decision from Environmental Impact Assessment (EIA) process (*the Consultant shall be responsible for providing assistance in preparation of all Environmental and Social Impact Assessment documentation*)
- Permit on construction of air polluting sources
- Issuing permit for the use of the building in accordance with § 79 of Act no. 50/1976
- Issue of consent to change technical-operating parameters and technical-organizational measures in accordance with § 3 of Act no. 39/2013 Coll.
- Issue of approval for the approval of the technical calculation of emission limit data acc. to § 3 of Act no. 39/2013 Coll.
- Issuance of consent to determine emission limits
- Issue of consent to change the permit for disposal of hazardous waste acc. to § 3 let. c6) of Act no. 39/2013 Coll.
- Consent to approving the procedure for calculating the amount of pollutants discharged
- Performing first discontinuous measurement of pollutant emissions
- Consent to the disposal of hazardous waste

The Consultant shall closely cooperate with another Consultant responsible for *Preparation of detailed designs and obtaining permits.*

4.3 Support in Ensuring Compliance with Finance Documents in environmental matters during project preparation and implementation⁶

During the project preparation and implementation, the Consultant will ensure that all applicable environmental procedures required by applicable law and the Bank are being adhered to, and that the Company is duly informed and supported in those procedures.

During project implementation the Consultant shall provide monitoring of ESAP and SEP implementation.

The Consultant shall provide assistance to the Company in preparation of the following matters:

- (i) Any measures necessary or desirable in connection with Environmental Claim⁷ commenced against the Company,

⁶ The Finance Document means the Facility Agreement, and any security document, any enforceable notarial deed and any other document designated as such by the IIB and Zvolenská teplárenská.

which is current, pending or threatened and reporting all information of such Environmental Claim to the Bank;

- (ii) Any measures to be taken in relation to the facts or circumstances which are reasonably likely to result in any Environmental Claim being commenced or threatened against the Company and reporting all pertinent information to the Bank
- (iii) handling matters related to compliance by the Company with all applicable environmental and social laws, including the results of any inspections carried out by environmental labour, and health and safety or other relevant authorities, any violations of any applicable environmental and social laws, reporting all pertinent information to the Bank and taking any remedial action relating thereto and any fines imposed for any such violations; and
- (iv) summaries of any notices, reports and other communications on environmental, labour, health and safety and social matters submitted by the Company to any relevant authorities.
- (v) within 60 days after the end of each half of each of its financial years:
 - (A) compiling a report on the health and safety record of the Company, including the rate of accidents and any initiatives in relation to health and safety matters which have been implemented or planned by the Company and submitting the report to the Bank;
 - (B) compiling a report on compliance by the Company with the IIB Environmental and Social Policy⁸ and the IIB Environmental and Social Exclusion List⁹ and any violations of same and remedial action relating thereto and submitting the report to the Bank; and
 - (C) compiling a report on the status of implementation of the Environmental and Social Assessment and Environmental and Social Action Plan pursuant to the Facility Agreement; and

⁷ Environmental Claim means any claim, proceeding, formal notice or investigation by any person in respect of any environmental and social laws.

⁸ Environmental and Social Policy means the environmental and social impact assessment guidelines of the Lender, contained in a document "Environmental and Social Impact Assessment Guidelines", as amended from time to time and published on the Lender's web-site (www.iib.int).

⁹ IIB Environmental and Social Exclusion List means the environmental and social exclusion list of the Lender, contained in a document "Environmental and Social Exclusion List", as it may be amended from time to time and published on the Lender's web-site (www.iib.int, Annex to the IIB Environmental and Social Impact Assessment Guidelines).

- (vi) within 60 days after the end of each of its financial years, an annual environmental and social performance report in form agreed with the Bank.

4.4 Carrying out environmental and social assessment

4.4.1 Project Description, Identification of Relevant Associated Activities & Operations

The Consultant will prepare a description of the Project including details of any alternatives considered for the project and information on neighbouring operations and activities. The Consultant will identify:

- Any potentially significant environmental and social issues or risks associated with relevant other activities or facilities, which are not part of the Project but which may be directly or indirectly influenced by the Project, exist solely because of the Project or could present a risk to the Project;
- Cumulative impacts of the Project in combination with impacts from other relevant past, present and reasonably foreseeable developments;
- Unplanned but predictable activities enabled by the Project that may occur later or at a different location; and,
- Environmental and social risks associated with the primary supply chains central to the Project's core operational functions.

4.4.2 Baseline Conditions

The environmental and social assessment will include a detailed review of the aspects of the physical, biological and socio-economic environment likely to be affected by the proposed Project. The environmental baseline for the environmental and social assessment will be largely based on data already gathered and available at the Company. Where available data is insufficient, and subject to contractual agreement on the scope and budget, the Consultant will be required to carry out further studies as defined during the review of available data.

The baseline assessment will include consideration of the inter-relationship between the relevant factors, as well as the exposure, vulnerability and resilience of these factors to natural and manmade disaster risks and climate change.

4.4.3 Assessment of Impacts

The Consultant will analyse the potential environmental and social impacts and risks of the Project, as well as opportunities that the Project may provide, including infrastructure development.

The environmental and social assessment will include a review of the likely effects of the proposed Project on the physical, biological and socio-economic environment to provide an identification and characterisation of potential environmental and social impacts, including beneficial (as well as adverse) impacts.

The level of analysis and reporting will be commensurate with the risk magnitude of the identified issues.

4.4.4 Environmental and Social Management Plan

Taking into account the findings of the environmental and social assessment process and the outcomes of stakeholder engagement, the Consultant will develop a programme of actions to address the identified project's environmental and social impacts and issues and other performance improvement measures to meet the Performance Requirements. For each identified adverse future impact, issue and/or risk, the Consultant will propose measures to avoid, minimise, mitigate or compensate for them.

The programme may consist of a combination of documented operational policies, management systems, procedures, plans, practices and capital investments, collectively known as Environmental and Social Management Plans (ESMP).

The ESMP will reflect the mitigation hierarchy and, where technically and financially feasible, favour the avoidance and prevention of impacts over minimisation, mitigation or compensation, and ensure that all relevant stages of the project are structured to meet applicable laws and regulatory requirements and the PRs. Where affected individuals or groups are identified as disadvantaged or vulnerable during the appraisal process, the ESMP will include differentiated measures so that adverse impacts do not fall disproportionately on them and they are able to take advantage of opportunities to benefit from the project. Where relevant, the ESMP will also cover management of third party and supply chain issues.

The level of detail and complexity of the ESMP will be commensurate with the project's impacts and issues addressing risks, impacts and opportunities specific to the project.

4.4.5 Preparation of Stakeholder Engagement Plan

The stakeholder engagement strategy will need to be developed carefully as the success of the project depends on the acceptance of the project by the residents of Zvolen area and other affected people.

The Consultant will prepare a draft Stakeholder Engagement Plan ("SEP"). The scope and level of detail of the SEP will be scaled to fit the needs of the Project. Following review of the Project operations, the Consultant will propose a format best suited for the specific Project needs.

4.4.6 Carrying out Environmental and Social Audit

The E&S Audit is required to review the current and, to a limited extent, past operational performance of the Client's existing operations and associated activities or facilities, as identified during the review of available data. The audit will make recommendations on potential need for further physical investigations. The Consultant will be guided by the relevant requirements of the IFC or EBRD E&S Performance Requirements.

4.4.7 Preparation of Environmental and Social Action Plan (ESAP)

The Consultant shall develop a comprehensive ESAP to address gaps and issues identified during the Project appraisal. When circumstances dictate, corporate level

provisions shall also be separately identified. Actions identified must be numbered, clearly defined, indicate a time frame for completion (with specific reference to those actions that must be completed before financial close if appropriate) and a responsible party specified.

Further, each item must contain a description of the factors that will be used to determine when the identified action is closed/completed. The Consultant should also inform the Client about any material budget implications of ESAP items.

4.4.8 Preparation of Non-Technical Summary (NTS)

The Consultant will prepare, in consultation with the Client, a concise, over-arching, standalone NTS. The NTS will be written in non-technical language and the Consultant will ensure that the NTS can be used to demonstrate compliance with the IIB, IFC and/or EBRD requirements, and provide confirmation that the documents are ready for public disclosure.

4.5 Preparation of Quarterly Progress Reports

The objective of Quarterly Progress Reports is to provide clear understanding and confirmation to the Bank in relation to the environmental and social matters of the project in form and substance satisfactory to the Bank before the third and each next disbursements (i) setting out photographs and video materials documenting the progress of the new DH Plant and (ii) in which the Consultant confirms, among other things, the following matters related to environmental and social matters:

- (a) whether the relevant Zero Report (*note: Zero Report will be prepared by the Consultant responsible for Review of Feasibility Study*) or the latest relevant Progress Report (if any) is still complete, correct and up to date (as of the date on which it was prepared), informing the Bank in particular of any change in the relevant supply documents, permits and specifications (including any partial or full cancellation or revocation thereof) and of any applicable legal regulations relating to the new DH Plant, which could cause the relevant projected costs of the Project to exceed the relevant budgeted costs or could cause delay to the practical completion as set against the relevant specifications or beyond the required completion date;
- (b) compliance of the new DH Plant with the relevant permits, specifications and supply documents (including compliance with the timetable and identifying any delays and shifts in the approved timetable);
- (c) whether any risks have emerged or are expected to emerge in the course of the new DH Plant and, if so, the steps taken or to be taken to mitigate those risks;
- (d) whether any damage has occurred to any part of the new DH Plant and, if so, the steps taken or to be taken to remedy it;
- (e) confirming that the current stage of the new DH Plant is in compliance with the ESAP and SEP or all their relevant parts (and, if there are any

discrepancies, providing justification and comments on these discrepancies); and

- (f) whether any risks or damages have occurred to any third party or to the environment due to the new DH Plant construction and, if so, the steps taken or to be taken to mitigate those risks and losses;
- (g) any other matter required by the Bank (acting reasonably) to be included in that report, which matters have not been reasonably foreseeable as of the date of the Facility Agreement, upon having given reasonable notice to the Consultant, with a copy to the Company.

4.6 Preparation of the Final Report

The Consultant will be responsible for preparation and compilation of the Final Report for environmental and social matters. The Consultant shall also provide relevant inputs to the Consultant acting as Implementation Support and Contract Administration Consultant.

The objective of Final Report is to provide clear understanding and confirmation to the Bank in relation to the project in form and substance satisfactory to the Bank not later than 30 calendar days after technical and commercial completion of the new DH Plant, at least of the following matters:

- (a) a confirmation that the new DH Plant (including all buildings and technology) was completed in compliance with the environmental and social standards, ESAP and SEP have been duly adhered to by the Contractor and the Performance requirements have been followed.
- (b) a list of defects (*vady*) and incompletions (*nedorobky*), if any, which have direct or indirect impact on compliance with environmental and social standards.
- (c) any other matters related to environmental and social area that are reasonably required by the Bank to be included in that report, which matters have not been reasonably foreseeable as of the date of the Facility Agreement, upon having given a reasonable notice to the Consultant with a copy to the Company.

4.7 Support in procurement documentation preparation

The Consultant shall provide inputs, namely Environmental and Social Action Plan and Stakeholder Engagement Plan to the Implementation Support and Contract Administration Consultant to be included to the tender documents for (1) construction supervision, role of FIDIC engineer (consultancy contract) and (2) DH Plant rehabilitation works, supply and installation of biomass and gas boilers (Contract for supply and installation of DH Plant and equipment).

Shall other documents, reports or opinions to be provided in this regard, the Consultant shall provide them in efficient and timely manner.

4.8 Monitoring of Project Implementation in environmental and social area

The Consultant shall ensure that health and safety requirements (including on-site movements) are met and that the minimum disruption to operations is caused by the contract works as required by ESAP and/or SEP.

The Consultant shall also ensure that Environmental and Social Action Plan, Stakeholder Engagement Plan and environmental and social monitoring plan and all other applicable environmental and social procedures required by the Bank and the Company are being adhered to and that the Company is duly informed about them.

The Consultant shall report the progress on the implementation of ESAP and SEP in Quarterly Progress Reports.

5. IMPLEMENTATION ARRANGEMENTS AND DELIVERABLES

5.1 Implementation Arrangements

The Consultant will report to the Company on all aspects of this Assignment. The Consultant will sign the contract with the Company. The Assignment is expected to start in June 2019 and have duration until July 2020.

The Consultant will be responsible for arranging accommodation and local and international transportation. The Consultant will be responsible for all salaries, fees, allowances, insurance, leave pay and taxes.

The Consultant including its engineering staff (where relevant) shall hold relevant licences, certifications, permits in relation to perform engineering, design or other specialised services within Slovakia / European Union related to the Project.

It is expected that the Company will provide the Consultant free of charge with furnished, office accommodation and access to telephones, fax and internet. All calls and internet service costs are to be paid by the Consultant.

All available project information, reports, and documents will be made available for the Consultant by the Company at the start of the assignment.

All documentation related to the contract will remain the property of the Company after completion of the assignment. The Consultant shall not publish, use or dispose of this documentation without the written consent of the Company.

The Company may from time to time request the Consultant to produce an ad hoc report. The reports shall be prepared in both English and Slovak.

The Consultant shall cooperate closely with other consultants in the project, as the inputs like detailed designs are yet to be prepared by another specialised consultant under assignment “Preparation of detailed designs” or tender documents being prepared by consultant responsible for “Implementation support and contract administration”.

5.2 Deliverables

In the course of the assignment the Consultant shall prepare the following Reports in both English and Slovak:

The Consultant will submit the following deliverables to the Company for the Assignment:

- Inception Report
- Environmental and Social Assessment
- Environmental and Social Action Plan
- Stakeholder Engagement Plan
- Environmental and Social Management Plan
- Non-technical Summary
- Quarterly Progress Reports
- Final Report

The deadlines for the submission of the deliverables will be agreed with the Company in advance.

All tender documents must be approved by the Bank prior to their dissemination.

Inception Report

The Inception Report means an initial report prepared by the Consultant under this Assignment and inter alia it shall include: (i) a summary of the initial findings and assessment regarding Project, and any unexpected problems of staffing, access to information, data, etc.; (ii) provide review of available data and assessment of baseline conditions; and (iii) provide recommendations, if needed, on amendments to the scope of work under this Assignment or proposals for other initiatives.

The draft of Inception Report shall be delivered within 1 month after signature of the Contract for this Assignment and deliver it to the Company and the Bank. The comments of the Company and the Bank shall be incorporated within 1 week and Final version of the report shall be delivered.

Quarterly Progress Reports

Quarterly Progress Reports shall be delivered within 10 business days after end of each calendar Quarter addressed to the Company and Bank in form and substance satisfactory to the Bank.

Final Report

The final written report issued by the Consultant shall be delivered to the Company and Bank 30 calendar days before the completion date of this Assignment and addressed to the Company and Bank in form and substance satisfactory to the Bank.

5.3 Consultant

The Consultant shall provide adequate staff in terms of expertise and time allocation, as well as needed equipment in order to complete the activities required under the

scope of work and to finally achieve the objectives of the project in terms of time, costs and quality.

The Consultant shall be responsible for mobilisation of qualified project manager with preparation and implementation experience from MDB funded projects (multinational development banks such as the IIB, EBRD, World Bank, EIB or other applicable) and engineers with proven experience in supporting implementation of projects financed by MDBs. The experts shall be experienced in preparation and/or implementation of projects, including district heating. Where staff does not speak the local language, interpretation and translation will be the responsibility of the Consultant. All proposed experts of the Consultant shall have valid work permits applicable for Slovakia or to be citizens or lawful residents of the EU Member States, or shall reasonably demonstrate at the time of bid submission that such work permits will be obtained by the time of contract signature without causing delays in the Assignment.

It is anticipated that the Consultant's team shall include the following expertise:

- Team leader/project manager;
- Local project manager;
- Engineers:
 - 2 Environmental and social experts;
 - Civil / mechanical;
 - District heating.

All experts shall preferably have a minimum of 5 years' experience of the activity which they are proposed for, except for Team leader/project manager where 8 years of experience is required. The experts shall also have the following experience for positions they are proposed, including:

- project management experience;
- advisory and consultancy experience in public sector clients gained in countries with conditions similar to Slovakia;
- experience with district heating projects;
- experience from infrastructure projects financed by various MDBs;
- experience with EIA in the Slovak Republic;
- experience with preparation of ESAP and SEP under environmental and social policies of MDBs, preferably at public sector infrastructure projects;
- experience in ESAP and SEP implementation in MDB funded projects;
- experience in preparation / implementation of infrastructure projects incl. district heating rehabilitation and upgrade projects;
- experience in (i) project planning activities; (ii) providing assistance with environmental impact assessment activities; (iii) project management; (iv) project management assistance; (v) preparation / implementation of projects financed by various MBDs; (vi) working knowledge of IIB Environmental and Social Policy, or IFC Performance Standards on Environmental and Social Sustainability (PSs), or EBRD Environmental and Social Policy and EBRD Performance Requirements and relevant EU environmental standards;
- good knowledge from projects tendered under procurement procedures and rules of multilateral development banks, such as the IIB, EBRD, World Bank, EIB

- good knowledge of FIDIC Red Book;
- good knowledge of requirements of Slovak and EU legislation concerning construction, engineering, environmental and social issues.
- be able to work proficiently in English, fluency in Slovak would be an advantage.