



## **Greenfield Wind Code of Conduct**

Communication is the keyword when working with Greenfield Wind. We help landowners to develop wind power on their land and we are always available to answer any questions related to our projects.

Greenfield Wind values honesty, respect and trust and all employees work accordingly. We always act within the boundaries of legal and international conventions. We respect, and follow through, on our commitments. We are proud to say that all Greenfield Wind's employees work by the following rules:

- Be open and honest in all communication
- Show openness and transparency to all parties concerned
- Treat the people you meet and all concerned parties with respect
- Counter false statements with facts
- Always make sure that the information communicated is as accurate as possible
- Measure your performance with your results and not your excuses

Everybody at Greenfield Wind follows this practice and we expect our business partners to do the same. All managers are obliged to ensure that both new employees and business partners are aware of the Code of Conduct and demand that it is followed. If, for any reason, the code is violated according measures will be taken.

## Project Communication

<b>Preparatory work</b>	Carry out a dialogue with landowners, municipalities and County Administrative Boards.
<b>Pre-study</b>	Organize a strategy for meeting the information and communication needs of the target groups'.
<b>Project planning</b>	<p>Establish channels for giving and receiving information and opinions. Carry out open discussions if there are any problems and conflicts of interest in the area and how to handle them.</p> <p>Carry out discussions with interest organizations on special investigative needs. Inform the public on what investigations will be conducted and how the results will be presented.</p> <p>Send out invitations for information meetings and public consultations in a timely manner. Carry through a public consultation process, even if not required in the Environmental Code.</p> <p>Check the facts and indicate any limitations. Clarify the limitations of photomontages and/or graphic illustrations and audio illustrations.</p> <p>Let things take time - provide information about the project in the consultation documents and possibly in an exhibition before the information meeting, in order to give concerned parties the opportunity to take part of the plans.</p>
<b>Procurement</b>	Maintain communication channels and information about what is happening in the project and provide information on any interesting news.
<b>Building phase</b>	Make sure it is possible to follow the project through channels such as websites, written information, study visits and through media.
<b>Operational phase</b>	Inform local residents of the completion of the project and what the following steps are, for example by the installation of the wind turbines.

As the role of wind power in both Poland and the EU will increase. The EU countries have committed themselves to increase the share of renewable energy. Two arguments to invest in wind energy in Poland have been put forward, one being the relatively sparse development as yet in this country and the second being the favourable wind conditions. Moreover, the public opinion in Poland is positively set. To maintain the positive image of wind power, as well as to expand it, it is important to work with the way wind power is presented and introduced around the country.

**Communication Matrix**

	<b>Preparatory work</b>	<b>Pre-study</b>	<b>Project planning</b>	<b>Procurement</b>	<b>Building phase</b>	<b>Operational phase</b>
<b>Who?</b>	Land owners, municipalities and the County Administration Board.	Land owners, municipalities, the County Administration Board and the public.	Land owners, municipalities, The County Administration Board, the public, local stakeholders and the media.	The ones showing interest.	Landowners, the public, municipalities, local stakeholders and the media.	The public.
<b>What?</b>	Interest in exploring the possibility of a wind power establishment. How do municipalities and county administration boards wish to be informed about the continuation of the project? Landowner agreements.	Investigations and measurements for a possible wind power establishment will be conducted.	Project planning begins with the declaration of what has happened and what will happen.	Status of the project and what will happen.	Status of the project and what will happen. How will this affect local residents?	What has happened, the current status and what will happen.
<b>How?</b>	Meetings and discussions where the developers themselves participate.	Inform the County Administration Board and the municipality on the status of the project.	Public consultation. Possibly in dialogue with local stakeholders, which are given time to reflect on the project beforehand, e.g. through exhibitions, meetings, talks, newsletters, website, advertisement and media.	Web page, media if/when asked for.	Appropriation, web page, advertisement, media.	Appropriation, web page, advertisement, media, inauguration, study visits.
<b>When?</b>	Initial phase.	During the pre-study. In order to obtain feedback or communicate the results of the pre-study.	Both initially and during the phase, as the majority wish to receive information early. <u>NOTE:</u> Information and communication needs to be updated.	When something of interest happens.	Initially and when/if something interesting happens.	Initially and continually.
<b>Where?</b>	Locally and on site (personal presence).	Locally with a focus on local residents in affected areas.	Information leaflets to local residents in agreement with the County Administrative Board's recommendation.	Locally.	Locally and regionally for bulk transports	Locally.