

INTEGRA Group Yearbook 2024

Our vision

Company development in accordance with the principles of sustainability through our professional services.

Mission of INTEGRA Group

We promote sustainable development by providing expert services, sharing our knowledge and experience, implementing innovative solutions, and establishing partnerships. We aim to foster a world where human advancements coexist harmoniously with a healthy environment.

Dear partners and other readers.

We are pleased to present the INTEGRA Group Yearbook for 2024. This year has once again been filled with dynamic activities and diverse projects that we have implemented not only in the Czech Republic and Slovakia, but also across many other European and Asian countries.

We are proud that our expertise spans multiple fields, ranging from environmental impact assessment and nature and landscape protection to road ecology and capacity development. Our activities increasingly focus on promoting sustainability and addressing the challenges related to climate change, as well as on innovative solutions and the development of new legislative and practical tools. This is driven by the changing climate, along with shifting social and societal conditions.

Thank you for your trust and cooperation. We look forward to upcoming joint projects and challenges that lie ahead.

On behalf of the management of the business group,



INTEGRA
group

Michael Hošek

Jan Dušek

Martin Smutný

Jiří Dusík

Vladimír Rimmel

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Introduction of the Consortium



Integra Consulting specializes primarily in Environmental Impact Assessment (EIA) and Strategic Environmental Assessment (SEA). It collects and evaluates data related to strategic planning and implementation of measures aimed at preventing or mitigating negative impacts on the environment and human health. Integra Consulting serves as the consortium hub, with offices in Prague, Ostrava, and Bratislava.

Aquagen offers experience in water management as well as management of vegetation and other components related to transport infrastructure. It provides design in the revitalization of small watercourses and planning measures to enhance the water regime in the landscape. You can visit the company office in Liberec.

DHP Conservation covers the field of nature conservation and biodiversity. It is active not only in the Czech Republic but also significantly in candidate and partner countries of the European Union, where it provides support in the transposition and implementation of the EU legislation. At the global level, it takes part in the processes of preparation and approval of global strategies and concepts in the sector of biodiversity conservation. Besides research, it focuses on providing biological assessments and impact assessments for Natura 2000 sites, not only in the Czech Republic. The company is based in Prague.

EIA Regional Centre is the oldest Czech company focusing on EIA and SEA processes, having been active in the field for more than 30 years. It is based in Klimkovice, where you can also visit its [wine cellar](#).

The expertise of our companies allows us to integrate our individual professional skills into innovative approaches. We are therefore active in the field of SMART Cities, in applied research projects, and of course in the assessment of climate change impacts (climate proofing, GHG emissions), including the preparation for the implementation of emerging standards and legislation (e.g., the EU Nature Restoration Law).

Voices of partnership

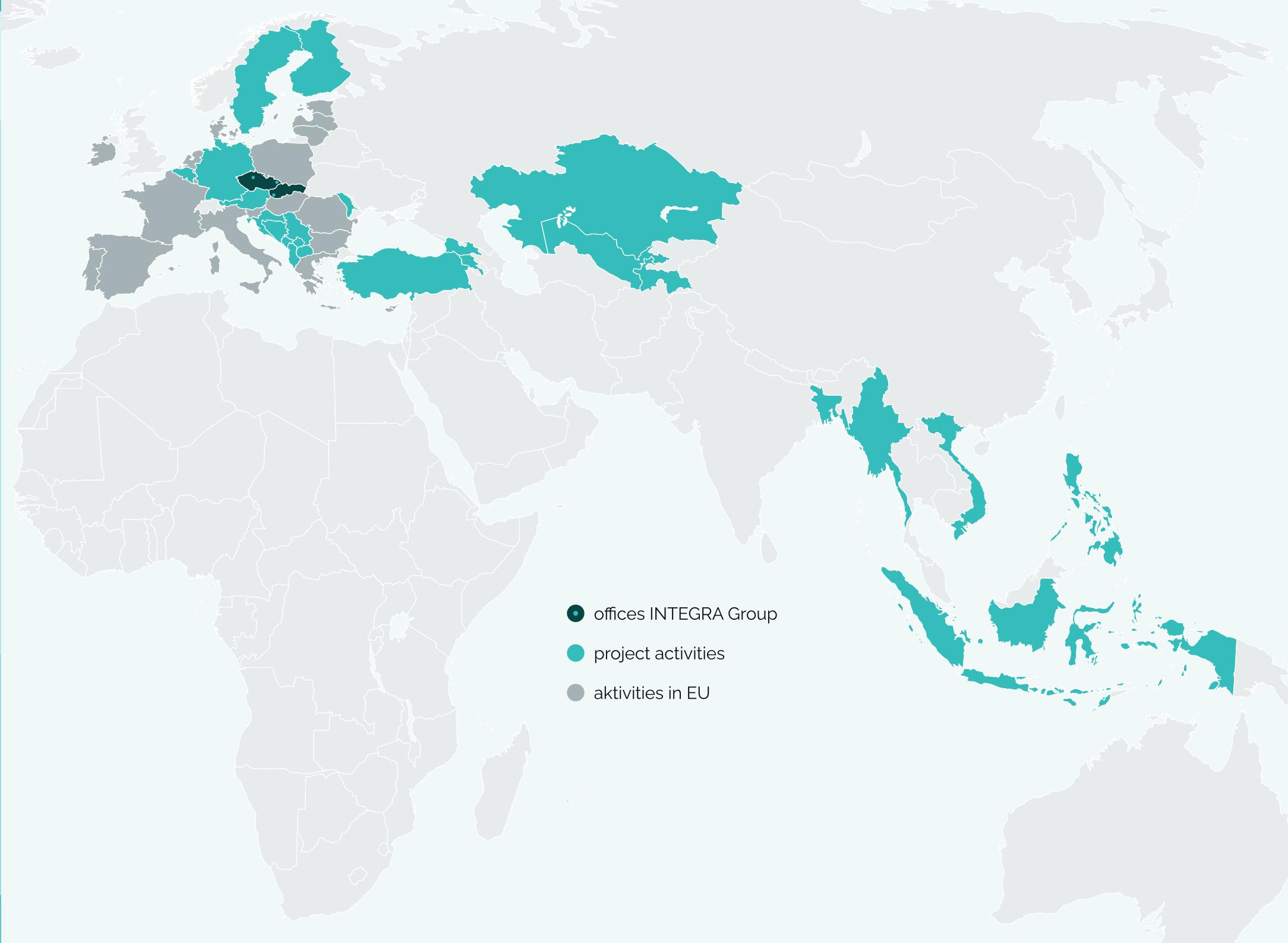




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Experts from INTEGRA Group have long been successfully involved in development projects of the Czech Republic in Georgia focused on environmental protection. They participated in creating rules for designation and management of protected landscape areas, cooperated on preparing management plans for several protected landscape areas, and developed an Environmental, Gender and Social Impact Analysis (EGSIA) for an extensive Czech Development Cooperation programme in the Aragvi Protected Landscape. Through these activities, INTEGRA Group contributes to sustainable development while strengthening the reputation of the Czech Republic in Georgia.

Jana Zelingerová, Head of Development Cooperation Section, Embassy of the Czech Republic in Georgia



Activities

On the following pages, you will find a selection of our key focus activities from the past year. The purpose of the yearbook is certainly not to provide a comprehensive overview. It rather describes the core activities we have undertaken in each area, highlighting specific or innovative aspects, and providing a few examples of projects.



Environmental Impact Assessment

Environmental impact assessment, at both the strategic (SEA) and project (EIA) levels, is one of the key areas of our expertise, in the Czech Republic and abroad. We provide comprehensive coordination of individual assessments, including the preparation of partial analyses, communication with the respective public authorities, and facilitation of the necessary consultations. Our team includes authorized experts who prepare EIA documentation and expert opinions in accordance with Act No. 100/2001 Coll., on Environmental Impact Assessment, as amended, and provide assessments of impacts on Natura 2000 sites and biological assessments under Act No. 114/1992 Coll., on Nature and Landscape Protection, as amended.

In 2024, we prepared EIA documentation for the construction of wind farms in Kobylá nad Vidnavkou and in the Třebom–Sudice area (the latter being subject to transboundary assessment). We also completed the SEA process for the Concept of Navigability of the Middle Elbe.





Background noise measurement at the Kobylá wind farm site

From early 2023, we conducted an impact assessment of the sixth update to the Spatial Development Principles for the Ústí nad Labem Region. The amendment concerned the delineation of areas for lithium mining and processing, as well as other related areas and corridors. In September 2024, the Ministry of the Environment approved this amendment to the Regional Development Principles.

In addition to standard environmental assessments, in 2024 we implemented or participated in projects focused on capacity building for SEA and EIA, and on analysing the compliance of the Czech EIA system with the requirements of international financial institutions. Such analyses included, for example, the environmental and social due diligence assessment of the HSL Moravian Gate Project (high-speed railway), verifying compliance with the environmental and social standards of the European Bank for Reconstruction and Development (EBRD) and the European Investment Bank (EIB).

In 2024, we also continued our participation in the project "Improving Regional and Sectoral Development Plans using SEA in the Aral Sea Region," funded by the German Development Agency (GIZ), under which we completed a pilot SEA for the Forestry Development Concept of Uzbekistan. Our experience with the EU Taxonomy and its relation to environmental impact assessment was presented at the international symposium on Linkages Between Sustainable Finance and Environmental Procedures organized by the Regional Sustainable Finance and Impact Assessment knowledge-sharing platform (RSFIA) in October 2024 in Dubrovnik, Croatia. Within the EU project "Technical Assistance for the Preparation of Meriç-Ergene Basin Flood Risk Management Plan" in Turkey, our expert conducted SEA training for flood risk management plans and carried out a quality review of SEA documentation.

Nature and landscape

A significant part of our work consists of specific assessments of impacts on nature and landscape, along with the related proposals for practical measures towards preserving or improving the state of habitats and species. Within the consortium, this field is covered primarily (though not exclusively) by DHP Conservation.

In 2024, the re-emerging development of renewable energy sources began to manifest itself, along with the related need to prepare documents for the permitting process for these projects. We have newly seen client demand for documentation for the licensing of power balance service facilities (battery storage systems). New this year is also the introduction of a unified environmental opinion in the process of project permission. From the perspective of nature and landscape impact assessment, the unified environmental opinion does not change the established practice. Nevertheless, this allowed our company to focus on other environmental components that are part of the unified environmental opinion and thus provide our clients with all the necessary related documentation in a single package.



In 2024, we carried out dozens of assessments of impacts on Natura 2000 sites and assessments of impacts on nature and landscape in the Czech Republic. Our team gained new in-house experts authorized for both types of assessments. When such capacities are exceeded, we cooperate with external authorized experts.

In addition to authorized assessments, we conduct biological field surveys. On selected construction sites, we also provide biological supervision, thus helping reduce the risk of harm to nature where development is necessary or appropriate.

We are engaged in nature conservation not only in the Czech Republic but also in countries with insufficient expert capacities. We have long been involved in identifying and mitigating impacts on biodiversity related to the Alpaslan II Dam and Hydropower Project in Turkey. In 2024, our team of experts visited the site in person to consult with local experts on the effectiveness of the implemented measures. We jointly created several amphibian ponds directly in the field.



Road ecology and biological supervision

Since the beginning of our existence, we have been striving to find solutions to complex issues that affect the landscape and biodiversity. As transport infrastructure is one of the key factors through which humans affect their environment, we focus on environmental activities in the vicinity of the road network. All INTEGRA Group companies are involved in this area, particularly in the Czech Republic and Slovakia.

In 2024, we primarily focused on providing biological supervision and conducting biomonitoring as part of environmental monitoring at several highway construction sites (e.g., the D6 and D7 highways). We also carry out biological supervision on projects beyond transport infrastructure, for example, within the Restoration of the Natural Water Regime of the Revitalization System in SAC Soutok–Podluží.

We also apply our experience from road ecology in EIA processes, such as the assessment of the I/7 Hora Svatého Šebestiána rest area or the Rohožník junction on the D2 motorway in Slovakia.

Our activities in the transport sector are not limited to roads. In 2024, we participated in the preparation of the HSL Moravian Gate Project (high-speed railway) and in the assessment of impacts of navigation on the Middle Elbe.



Revitalization measures in SAC Soutok–Podluží



Construction of the weir and control structure on the Dyje River – Pohansko Weir



Construction of the D6 motorway – Hořovičky bypass section

Capacity development

Advancement and linking people where needed for the development of society is at the heart of our mission. What have we done in this respect in 2024?

Integra Consulting has long been an expert guarantor of the Adapterra Awards. This provides us with a tool to discover new ways of adapting to climate change and to inspire others with good examples.

For the State Nature Conservancy of the Slovak Republic, DHP Conservation delivered training on crisis communication in nature conservation, resulting in a practical manual for staff. More than 70 experts participated in the training.

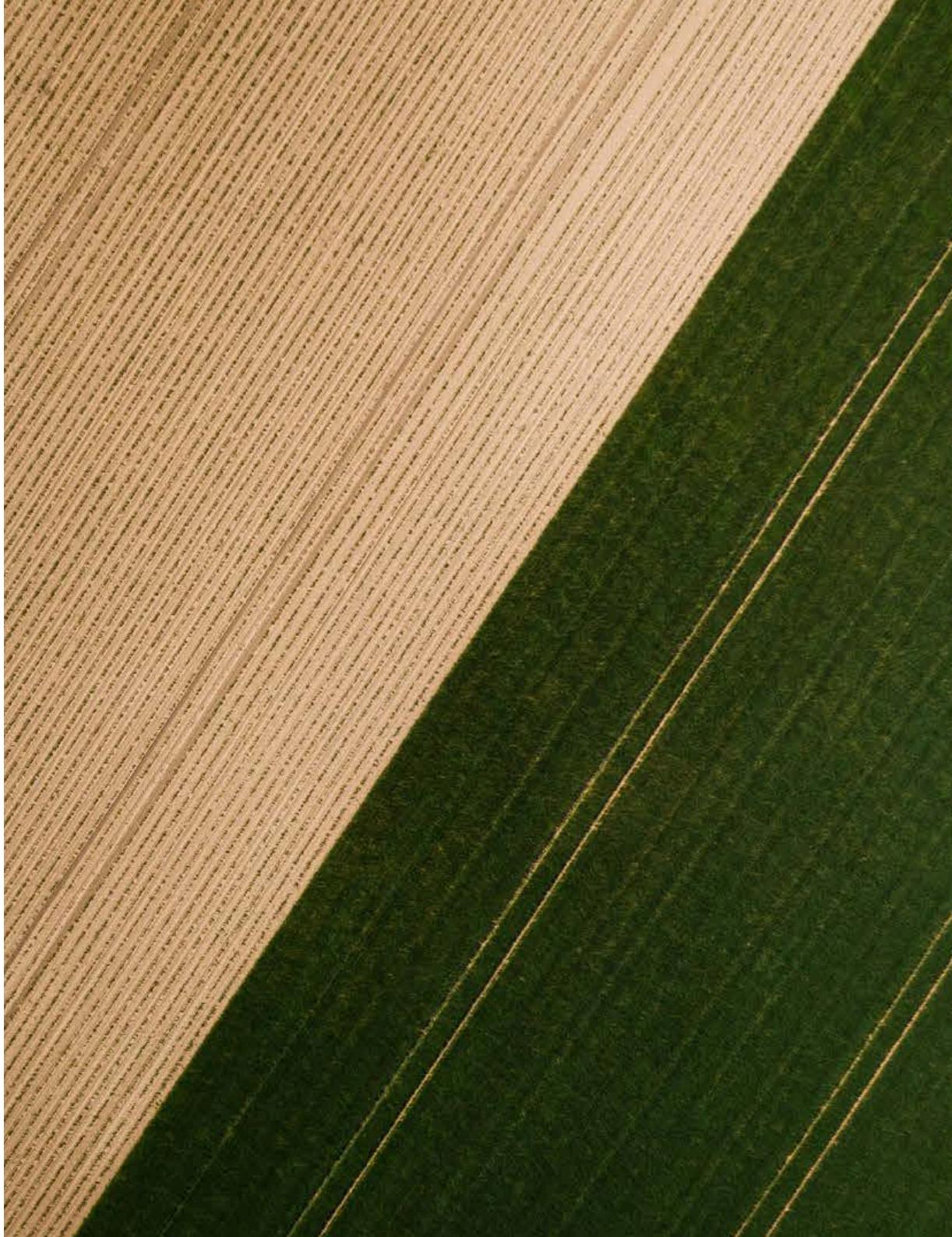


Research and innovation

We regularly participate in applied research projects and monitor developments in legislation and sustainability trends. The two segments are inseparable. Both also involve research and equally the search for new solutions to societal challenges.

In the applied research project of the Technology Agency of the Czech Republic (TA CR), DHP Conservation in the consortium together with Ekotoxa and GISAT developed and verified in the field a methodology for detailed delineation of floodplains. The proposed methodology was subsequently certified by the Ministry of the Environment.

Aquagen participates in the TA CR project "Optimization of a Set of Measures for Agricultural Catchment Areas within the Process of Land Improvement". Together with the Technical University of Liberec – Institute for Nanomaterials, Advanced Technologies and Innovations and the Research Institute for Soil and Water Conservation in Prague, it verifies the potential for degradation of pesticides and their residues in drainage water using biological materials in underground tanks and surface pools.



For the Union of Towns and Municipalities of the Czech Republic, we have prepared a methodology for the implementation of the "Do Not Significant Harm" principle (DNSH) for applicants for EU funds in the Czech Republic. The methodology was developed as a practical tool for municipal representatives, project managers and authority staff to address environmental requirements in the preparation of EU-funded projects and other sustainable development requirements for responsible public procurement.

The web presentation of the Methodology allows better orientation in the texts of individual chapters and provides a tool to search for specific conditions for the implementation of the DNSH principles according to the type of activity, area and specific conditions.

Within the framework of the Strategy for Designing Blue-Green Infrastructure, part of investment projects of the Prague Technical Administration of Roads, we have prepared the Methodology of Searching for Sites for Planting and Restoration (Revitalization) of Trees, Principles of Planting New Trees and Establishment of Grass and Herbaceous Vegetation Usable in the Design of New Constructions, Design of Retention of Rainwater and Minimization of Drainage of such Water into Sewers and a Review of the Possibilities of Using Biomass Obtained from Vegetation Care. We have also used our experience in technical assistance for environmentally focused grant programmes.

Under the topic Climate Proofing (part of the adaptation of projects to climate change), we carry out climate impact analyses for specific projects, assessing climate change related risks. In the past, this included photovoltaic power plant projects or town square revitalization projects. The assessments have been used for Do Not Significant Harm (DNSH) reporting. Adaptation assessments have also been carried out for amendments to land development plans for the SEA stage.

Corporate social responsibility and sustainability

We actively contribute to the improvement of the environment through our own activities, thus demonstrating our strong social responsibility. In addition, we regularly support the Nature Conservation Forum, a platform for professional cooperation in nature conservation in the Czech Republic. DHP Conservation is also a member of the EUROPARC Federation, which brings together nature conservation organizations (not only) in Europe with links to protected areas.

Through these efforts, INTEGRA Group contributes to sustainable development and the protection of natural resources, thereby fulfilling its mission and values.



Our team: meet us

None of what we have described on the previous pages would be possible without a quality team of outstanding experts. Meet our team:





Michael Hošek

Managing Partner – Director

He specializes in biodiversity protection, although he needs to enjoy all activities of INTEGRA Group, including operational matters. He also links expert activities with capacity building through training, facilitated meetings, and communication with the general public.



Jan Dušek

Managing Partner

A zoologist by training, he is involved in a wide range of professional activities, including the preparation of methodologies and strategic documents or process analyses. He leads work teams and is responsible for communication with clients.



Martin Smutný

Managing Partner

He has more than 20 years of experience in environmental impact assessment. Since 2003, he has been involved as a team leader or team member in more than 50 SEA and EIAs for various types of plans, programmes and projects in the Czech Republic, Slovakia, and countries in Eastern Europe, Southeast Asia and the former Soviet Union. He has also been involved in the preparation of SEA and EA legislation and methodologies in many countries. Within the company he coordinates activities in the field of environmental impact assessment.



Vladimír Rimmel

Managing Partner

Graduated economist, an environmental consultant throughout his professional life, since 1993 holder of EIA authorization and for the last 20 years sommelier and operator of the Chateau Wine Cellar in Klimkovice.



Vlastimil Bogdan

Senior Consultant

Graduated ecologist who is dedicated to leading projects focused on mapping and monitoring nature. In the field of applied ecology, he has worked as a biological supervisor, coordinator of environmental monitoring or author of migration studies.



Přemysl Bureš

Senior Consultant

Trained as a landscape engineer, primarily concerned with water retention in the landscape and biodiversity development in connection with water features and structures. He addresses both the conceptual and practical aspects of projects, from client meetings and stakeholder consultation to actual constructions, including engineering.



Martin Dušek

Senior Consultant, Managing Partner of Aquagen

Graduated ecologist, he is involved in management at Aquagen and expertise in the areas of road ecology, aquatic ecosystems and habitats, compensation measures and hydrobiology. He conducts biological supervision.



Lenka Gillová

Senior Consultant

Specialist in nature conservation with many years of experience in public administration. She focuses primarily on impact assessments from the perspective of nature conservation.



Kateřina Gombošová

Junior Consultant

She is involved in the maintenance of greenery ranging from administrative activities to pre-implementation preparation. She participates in biological supervision and implements environmental measures.



Radek Hromádka

Senior Consultant, Managing Partner
of Aquagen

He specializes in amphibian transfers and wildlife fences for amphibians. He is also involved in projects and maintenance of roadside vegetation, both in open landscapes and built-up areas.



Klára Jiřincová

Junior Consultant

She began working with us as an intern during her university studies. She specializes in carbon and biodiversity compensation and participates in EIA/SEA assessments.



Jitka Kaslová

Senior Consultant

Environmental engineer by training, she focuses mainly on assessing the impacts of projects and plans on the environment. Since 2003, she has been organizing the professional EIA/SEA conference.



Michal Kešner

Senior Consultant

He leads specific project teams and field teams for biological surveys. He also focuses on projects in GIS environments and mobile passporting technology. Additionally, he is involved in environmental impact assessments and methodology development.



Eliška Kosová

Junior Consultant

A University of Glasgow graduate with international work experience, she focuses on preparing and implementing conceptual documents and on communication and educational activities within the team.



Julie Lusková

Junior Consultant

She is involved in projects and methodology development for nature conservation and sustainable use of natural resources. She focuses on coordinating environmental assessments and biodiversity conservation activities.



Michal Musil

Senior Consultant

A graduate of Central European University in Budapest (Environmental Science and Policy) and Charles University in Prague (Geography and History), he has over 15 years of practical experience in environmental impact assessment in the Czech Republic and abroad. He specializes particularly in strategic environmental assessments (SEA) and environmental and social impact assessments of major projects (ESIA).



Timea Rizikyová

Head of Office

She ensures the smooth operation of the office and coordinates consortium administration. She manages records, including HR, collaborates on project coordination, and contributes to the development of internal systems.



Rastislav Rybanič

Senior Consultant

He has put his education in nature conservation to full use in his career in both the NGO and government sectors. He is currently involved in natural resource protection activities mainly in Slovakia.



Kateřina Zemanová

Junior Consultant

Environmental engineer by training,
she is involved in environmental
impact assessment (EIA), with a focus
on the technical components
of the environment.

Let's meet!

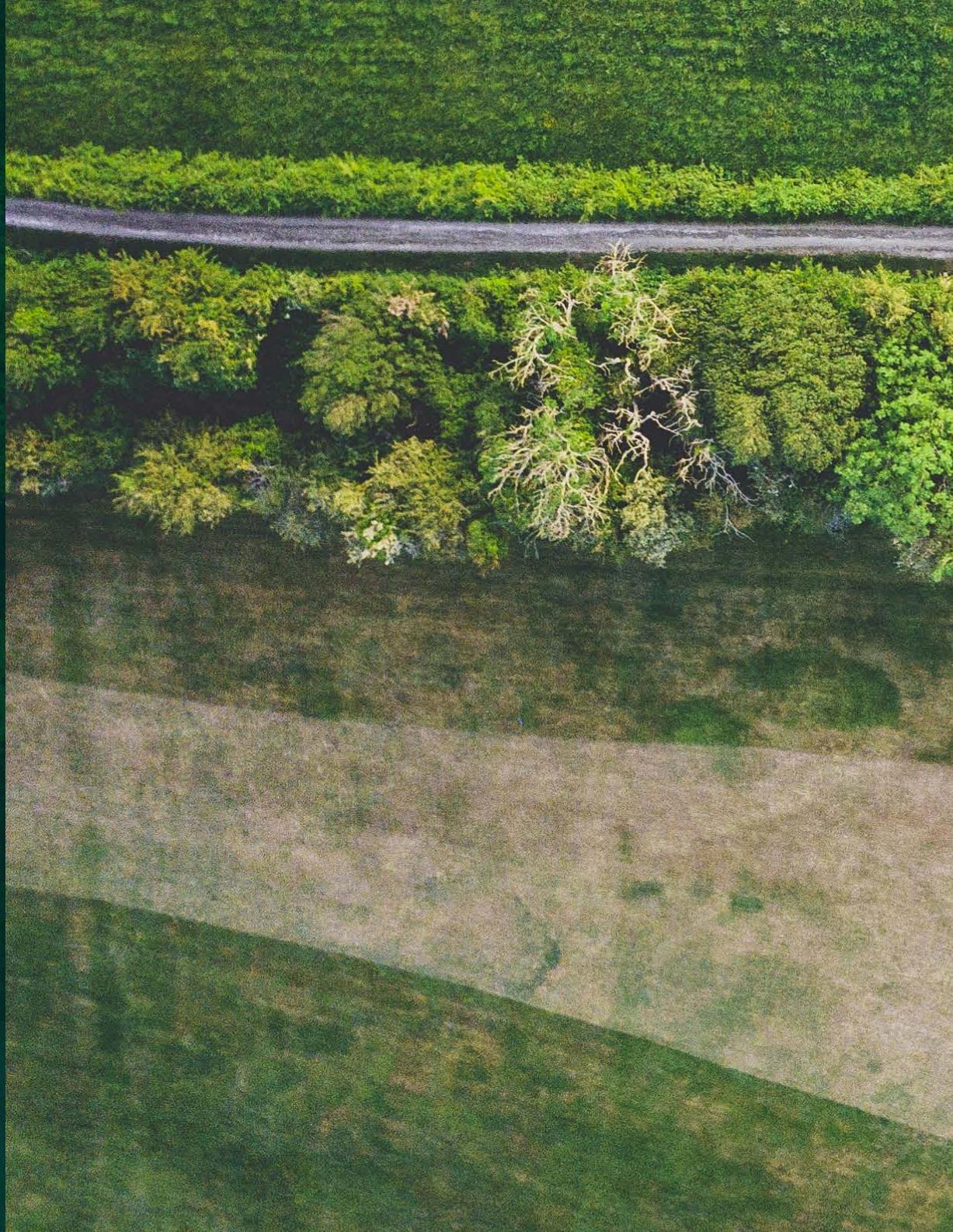


INTEGRA
group



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Service details



Strategic Environmental Assessment (SEA)

We provide coordination of all phases of Strategic Environmental Assessments (SEAs), including baseline surveys and specialist assessments, communication with relevant governmental authorities, and facilitation of required consultations. Our team includes professionals experienced in conducting SEAs in accordance with the EU SEA Directive, the UNECE Protocol on SEA, and guidelines developed by the OECD or European Commission.

REFERENCES

We have prepared more than 50 SEAs at the national, regional and local levels in the Czech Republic and abroad. Examples include the SEA of the Operational Program Just Transition for the period 2021–2027 (for the Ministry of the Environment, 2019–2021), SEA of the Master Plan for Acceleration and Expansion of Indonesian Economic Development 2011–2025 (for Danida, 2013–2015), or SEA of the Transport Infrastructure Development Plan of the Slovak Republic (for the Ministry of Transport, Construction, and Regional Development, 2016).

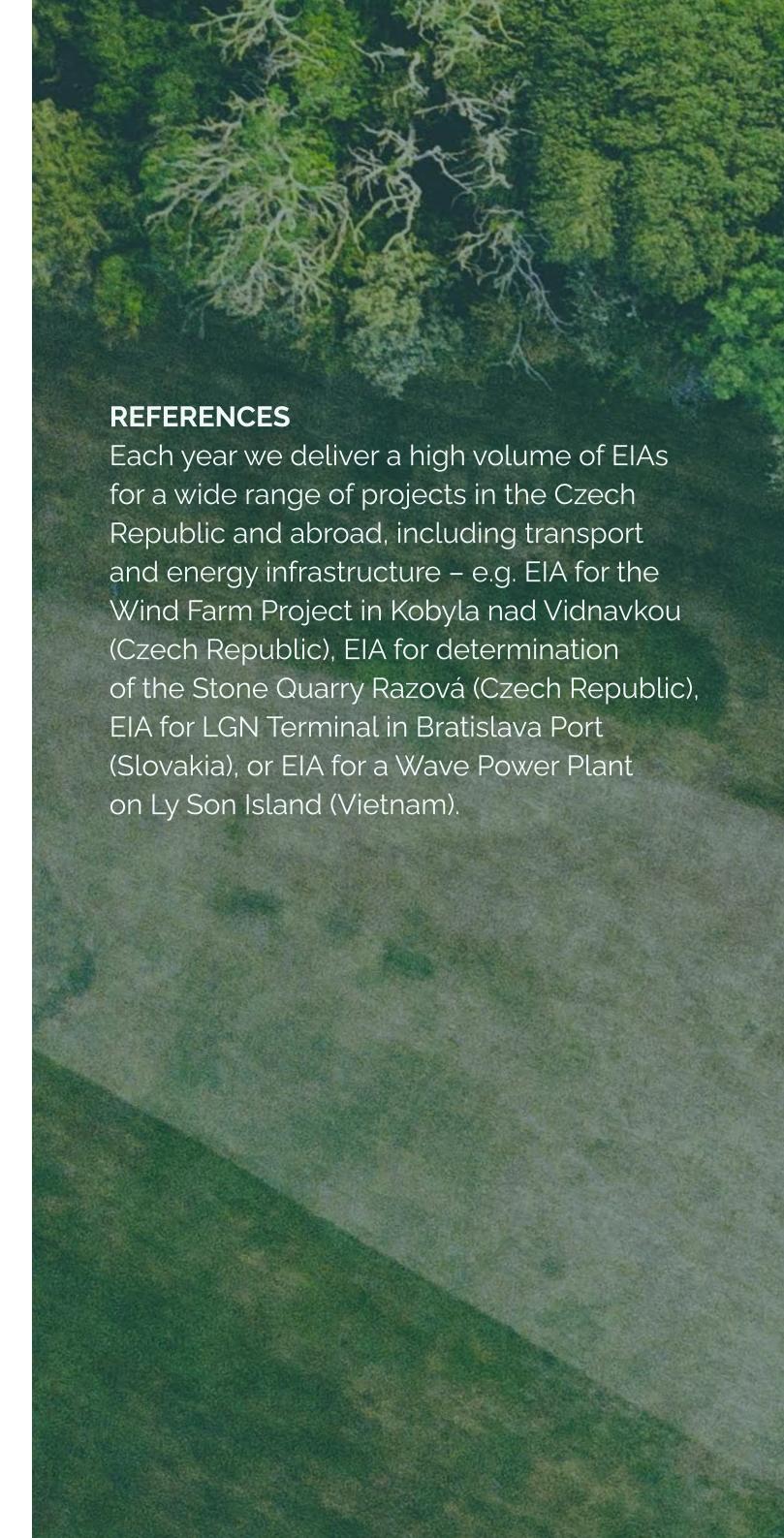


Environmental Impact Assessment (EIA)

We provide comprehensive EIA-related services for your project, including baseline surveys and specialist assessments, communication with relevant governmental authorities, and facilitation of the required consultations. Our team includes professionals with extensive experience in conducting EIAs in accordance with the EU EIA Directive and the UNECE Espoo Convention, national legislation and donor requirements, including the International Financial Institutions (e.g. the EBRD).

REFERENCES

Each year we deliver a high volume of EIAs for a wide range of projects in the Czech Republic and abroad, including transport and energy infrastructure – e.g. EIA for the Wind Farm Project in Kobyla nad Vidnavkou (Czech Republic), EIA for determination of the Stone Quarry Razová (Czech Republic), EIA for LGN Terminal in Bratislava Port (Slovakia), or EIA for a Wave Power Plant on Ly Son Island (Vietnam).

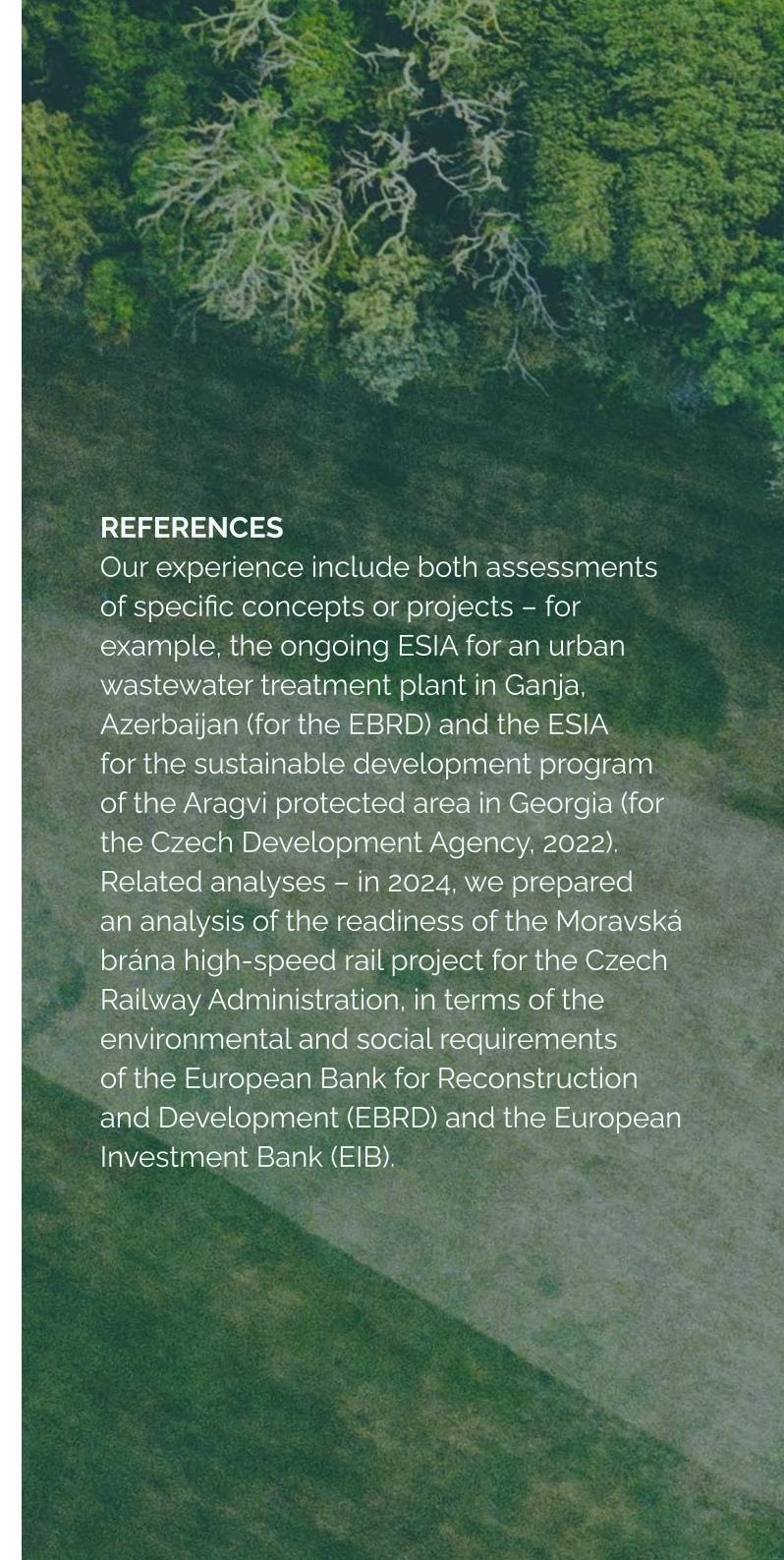


Environmental and Social Impact Assessment (ESIA)

In accordance with the requirements of international financial institutions, we carry out Environmental and Social Impact Assessments at both the strategic and project levels, including baseline surveys and specialist assessments, communication with relevant public authorities, and facilitation of the required consultations.

REFERENCES

Our experience include both assessments of specific concepts or projects – for example, the ongoing ESIA for an urban wastewater treatment plant in Ganja, Azerbaijan (for the EBRD) and the ESIA for the sustainable development program of the Aragvi protected area in Georgia (for the Czech Development Agency, 2022). Related analyses – in 2024, we prepared an analysis of the readiness of the Moravská brána high-speed rail project for the Czech Railway Administration, in terms of the environmental and social requirements of the European Bank for Reconstruction and Development (EBRD) and the European Investment Bank (EIB).



Biological Assessment under §67 of the Czech Nature and Landscape Protection Act

If your project is subject to requirements under the Czech Nature and Landscape Protection Act, you may need to carry out a biological assessment under §67, rather than just a standard biological survey. A biological assessment under §67 can only be carried out by authorized professionals – and our team includes experts who hold this official authorization. We offer full field data collection and interpretation, and assessment including recommendations for appropriate mitigation and compensation measures.

Note: This service is only relevant within the Czech legal system.

REFERENCES

Our team regularly prepares biological assessments, including field surveys and data collection on nature and biodiversity, for wind farms, solar power plants, road and rail infrastructure, and other developments requiring compliance with Czech environmental legislation.



Assessment of impacts on Natura 2000 sites – Appropriate Assessment

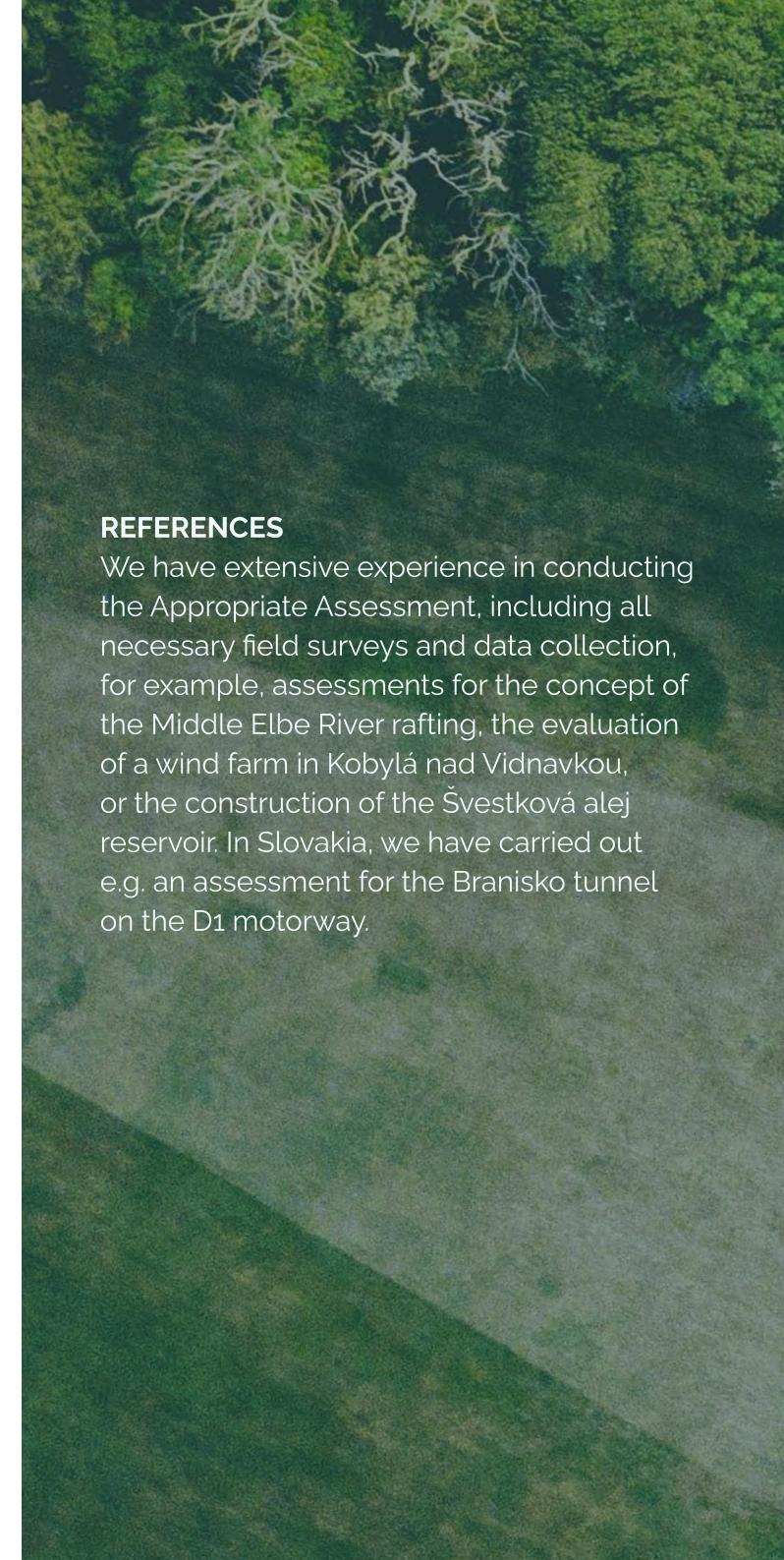
Our Natura 2000 specialists provide preliminary screening of potential impact as well as full Appropriate Assessment according to the EU Habitats Directive. We offer full field data collection and interpretation, and assessment including recommendations on appropriate mitigation and compensation measures.

Between 2023–2025, we updated the national assessment methodology for the Czech Ministry of the Environment as part of a research project for the Technology Agency of the Czech Republic. This project gave us excellent in-depth knowledge of the technical process of the assessment

Note: This service is only relevant within the Czech legal system.

REFERENCES

We have extensive experience in conducting the Appropriate Assessment, including all necessary field surveys and data collection, for example, assessments for the concept of the Middle Elbe River rafting, the evaluation of a wind farm in Kobylá nad Vidnavkou, or the construction of the Švestková alej reservoir. In Slovakia, we have carried out e.g. an assessment for the Branisko tunnel on the D1 motorway.



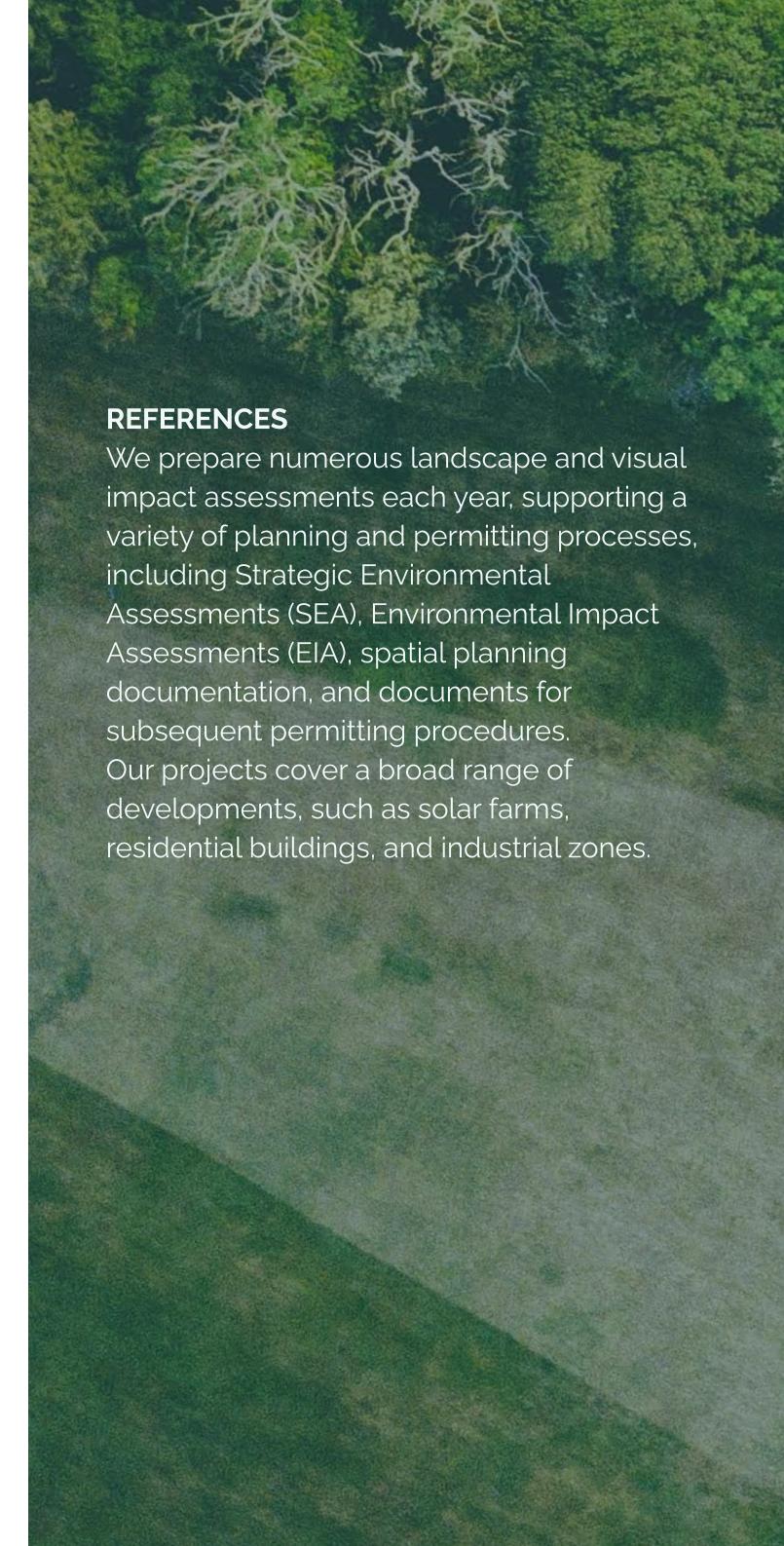
Landscape and Visual Impact Assessment

Our team has extensive experience in preparing expert Landscape and Visual Impact assessment in accordance with §12 of the Czech Nature and Landscape Protection Act. We assess the relationship between the proposed project to characteristic landscape features – such as settlement profile, key viewpoints, cultural landscape features or dominant landscape elements. Our assessments are based on field surveys, GIS analyses, and visualisations, including the use of the WindPro application.

We deliver complete assessments, including recommendations for mitigation or compensation measures and, if needed, consultations with the relevant nature protection authorities.

REFERENCES

We prepare numerous landscape and visual impact assessments each year, supporting a variety of planning and permitting processes, including Strategic Environmental Assessments (SEA), Environmental Impact Assessments (EIA), spatial planning documentation, and documents for subsequent permitting procedures. Our projects cover a broad range of developments, such as solar farms, residential buildings, and industrial zones.



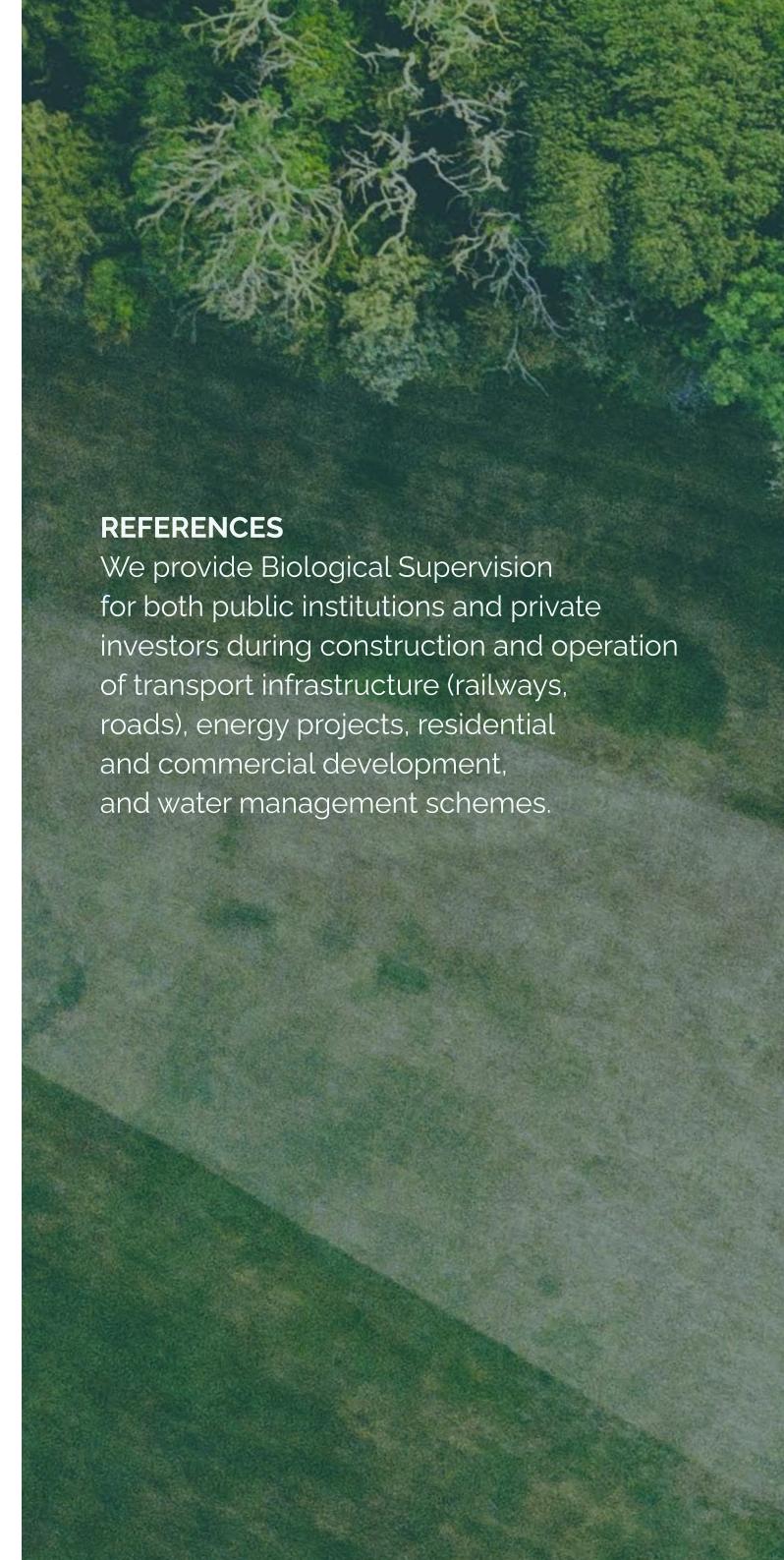
Biological Supervision during construction and operation

Biological supervision is a key on-site tool to ensure that nature protection conditions are respected during construction. It ensures compliance with measures defined in EIA documentation or binding decisions issued by environmental authorities. It also helps prevent unnecessary harm, misunderstandings or delays.

Our team provides supervision for a wide range of construction and infrastructure projects. During supervision we cooperate closely with contractors, designers and relevant authorities.

REFERENCES

We provide Biological Supervision for both public institutions and private investors during construction and operation of transport infrastructure (railways, roads), energy projects, residential and commercial development, and water management schemes.



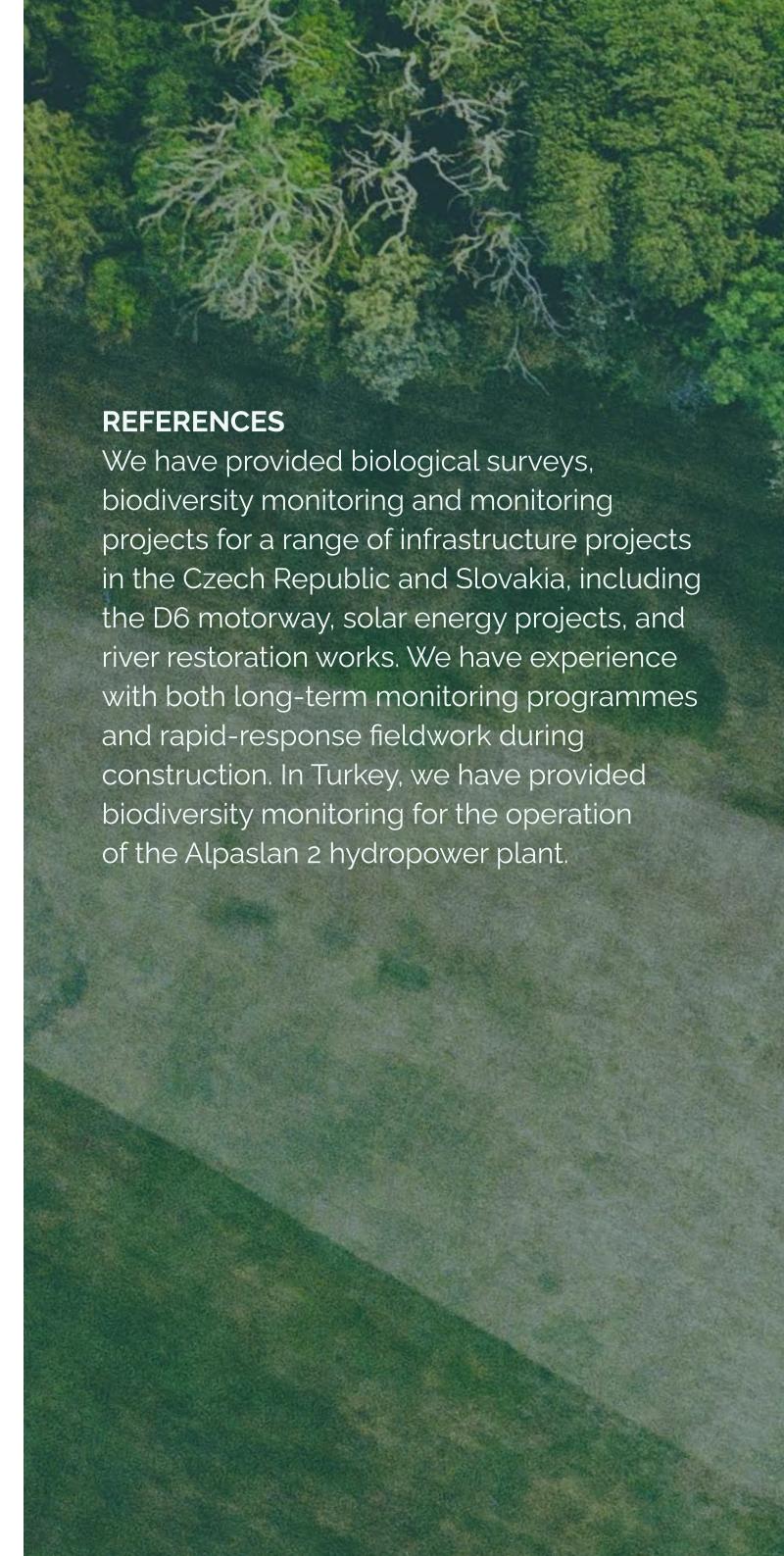
Biodiversity Surveys and Monitoring

Our team provides biological surveys and species and habitat monitoring before, during and after construction, and preparation of monitoring projects. The results support compliance with the requirements of the EIA process and nature conservation, effective design, implementation and development of mitigation or compensation measures. We use a combination of standard zoological and botanical survey methods with modern tools.

We tailor surveys and monitoring to the specifics of each project and site – from linear infrastructure (motorways, railways), energy infrastructure (wind or solar farms), industrial areas to water management projects.

REFERENCES

We have provided biological surveys, biodiversity monitoring and monitoring projects for a range of infrastructure projects in the Czech Republic and Slovakia, including the D6 motorway, solar energy projects, and river restoration works. We have experience with both long-term monitoring programmes and rapid-response fieldwork during construction. In Turkey, we have provided biodiversity monitoring for the operation of the Alpaslan 2 hydropower plant.



Environmental Permitting

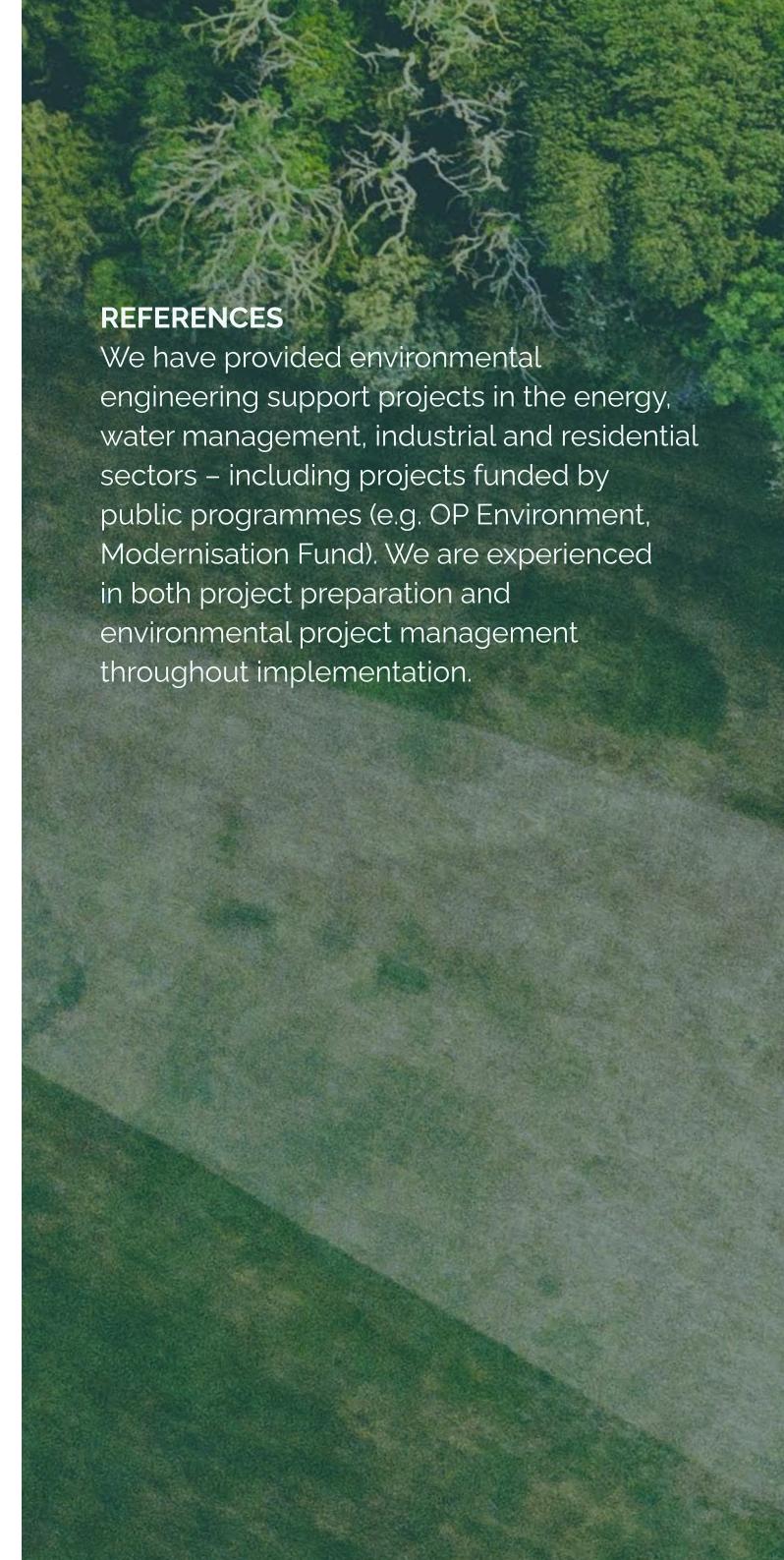
Environmental Permitting is becoming an increasingly complex process, and a well-managed approval procedure is often critical to the project's success. Our goal is to guide you through these procedures efficiently, with confidence and full compliance with both legal requirements and environmental protection standards.

We offer comprehensive environmental permitting services, including preparation and drafting of applications under the Czech environmental, construction, and water legislation. We coordinate the Unified Environmental Statement (so called "JES"), including all required expert inputs (introduced by Act on the Unified Environmental Statement). We negotiate with relevant authorities, participate in administrative procedures, and represent the investor.

Note: This service is only relevant within the Czech legal system.

REFERENCES

We have provided environmental engineering support projects in the energy, water management, industrial and residential sectors – including projects funded by public programmes (e.g. OP Environment, Modernisation Fund). We are experienced in both project preparation and environmental project management throughout implementation.



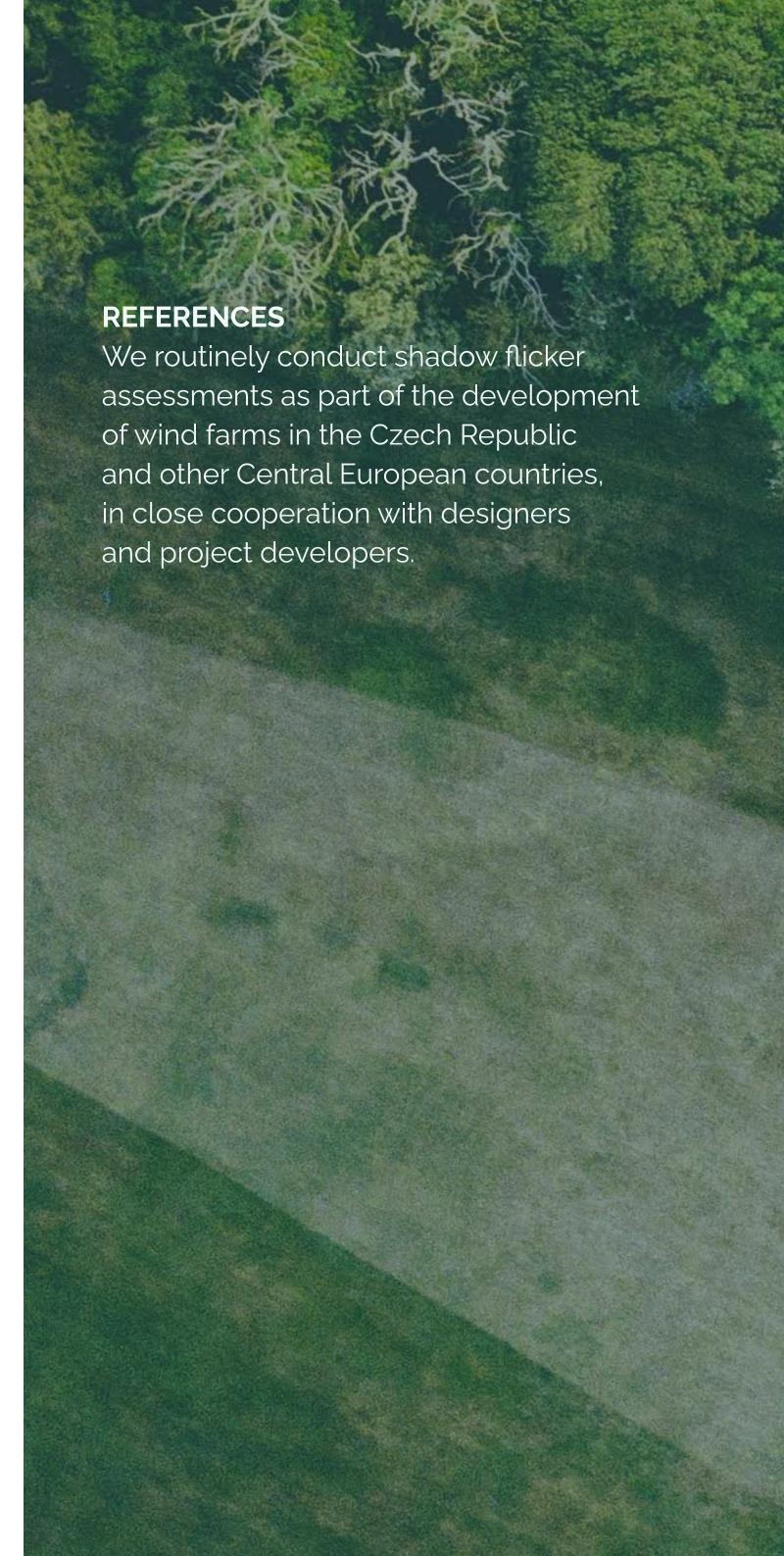
Shadow Flicker Analysis

Shadow flicker is a visual effect that occurs near wind turbines when rotating blades cast moving shadows, impacting local communities. As part of wind energy project development, we provide shadow flicker analysis and impact assessment, usually within Environmental Impact Assessments, planning documentation, or permitting processes.

We use WindPro software to simulate the intensity and frequency of shadow flicker at specific locations around the proposed wind farm, taking into account local conditions. Based on the results we propose effective mitigation measures.

REFERENCES

We routinely conduct shadow flicker assessments as part of the development of wind farms in the Czech Republic and other Central European countries, in close cooperation with designers and project developers.



Environmental Screening

Successful project development requires thorough environmental screening at the earliest possible stage. Environmental screening through identifying landscape, biodiversity and land use limits from the beginning supports better site selection, smoother permitting, and more robust project design.

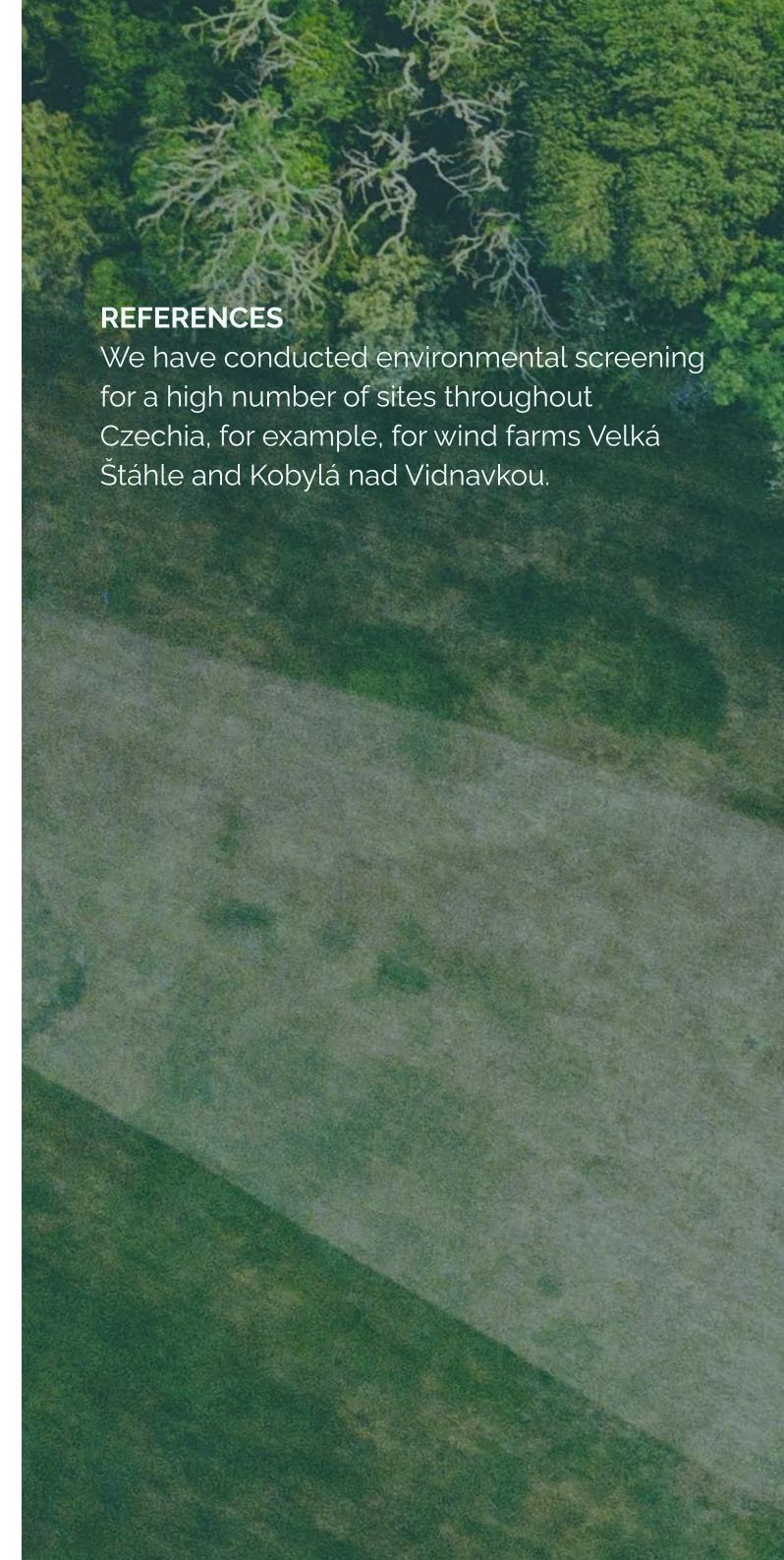
We offer screening and initial environmental assessment tailored to the project. The screening provides a comprehensive basis for investor decision-making, discussions with relevant authorities and preparation for the EIA process or permitting under the Building Act. This may include recommendations for mitigation and compensation measures.

Environmental screening serves as a decision-making tool for investors, municipalities, and permitting authorities, and can be used as a baseline for EIA, zoning processes or stakeholder consultations.

Note: This service is only relevant within the Czech legal system.

REFERENCES

We have conducted environmental screening for a high number of sites throughout Czechia, for example, for wind farms Velká Štáhle and Kobylá nad Vidnavkou.



Education and Training Programmes and Courses

Building professional capacity is essential for effective nature conservation and environmental decision-making. We believe education should be practical, accessible, and responsive to new trends and interdisciplinary connections.

We design and deliver training programmes and expert courses in the fields of nature conservation, landscape management and environmental assessment. Our educational content is developed in cooperation with practitioners, academic institutions and protected area authorities. We combine high-quality expertise with practical application and provide space for peer learning and exchange.

REFERENCES

We have provided trainings in the Czech Republic, Slovakia and other European countries – from introductory EIA courses to advanced skills training in communication for complex permitting processes, specifically:

- long-term educational programmes (e.g. Nature Conservation Trends – professional development programme for nature conservation staff in the Czech Republic);
- practical training on communication, negotiation and stakeholder engagement (regularly delivered for Slovak protected area administrations, including tailored handbooks);
- courses and workshops on EIA/SEA, including organisation of the annual professional EIA/SEA conference;
- online training, interactive workshops and customised e-learning modules for public authorities, consultants, practitioners and students.



Ecological Report for BREEAM Building Certification (SQE)

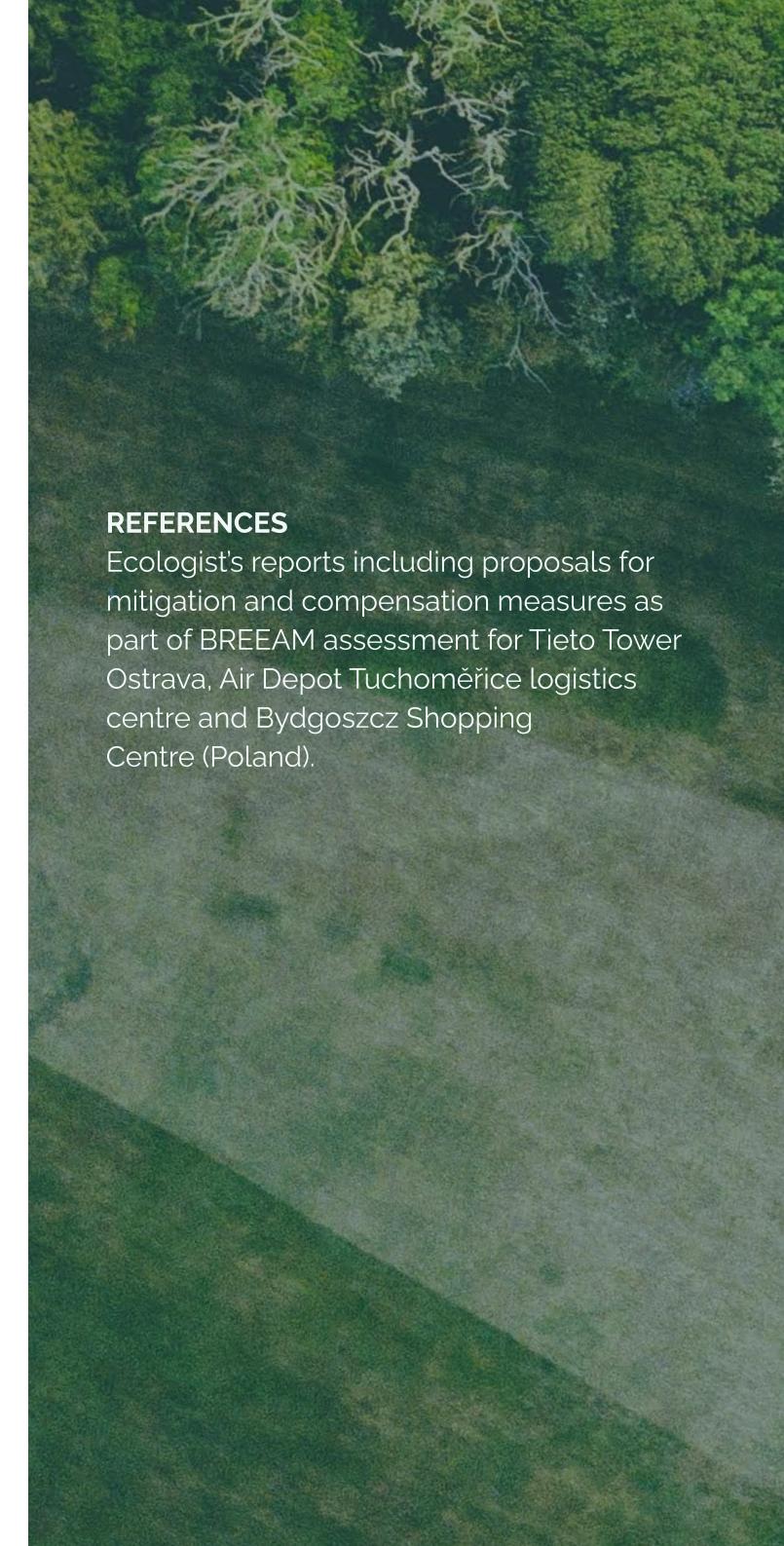
One of the key assessment categories is "Land Use and Ecology", where input from a Suitably Qualified Ecologist (SQE) is required. An ecological report prepared by a certified expert is essential for obtaining relevant credits and ensures that the project complies with sustainability principles.

We provide ecological reporting in line with BREEAM requirements, including:

- assessment of the baseline ecological condition and biodiversity value of the site;
- recommendations for minimising construction impacts on natural features and supporting ecological functions on site;
- proposals for biodiversity enhancement measures, including planting schemes, habitat creation and green space management;
- SQE supervision of the implementation and maintenance of ecological measures during construction and operation.

REFERENCES

Ecologist's reports including proposals for mitigation and compensation measures as part of BREEAM assessment for Tieto Tower Ostrava, Air Depot Tuchoměřice logistics centre and Bydgoszcz Shopping Centre (Poland).

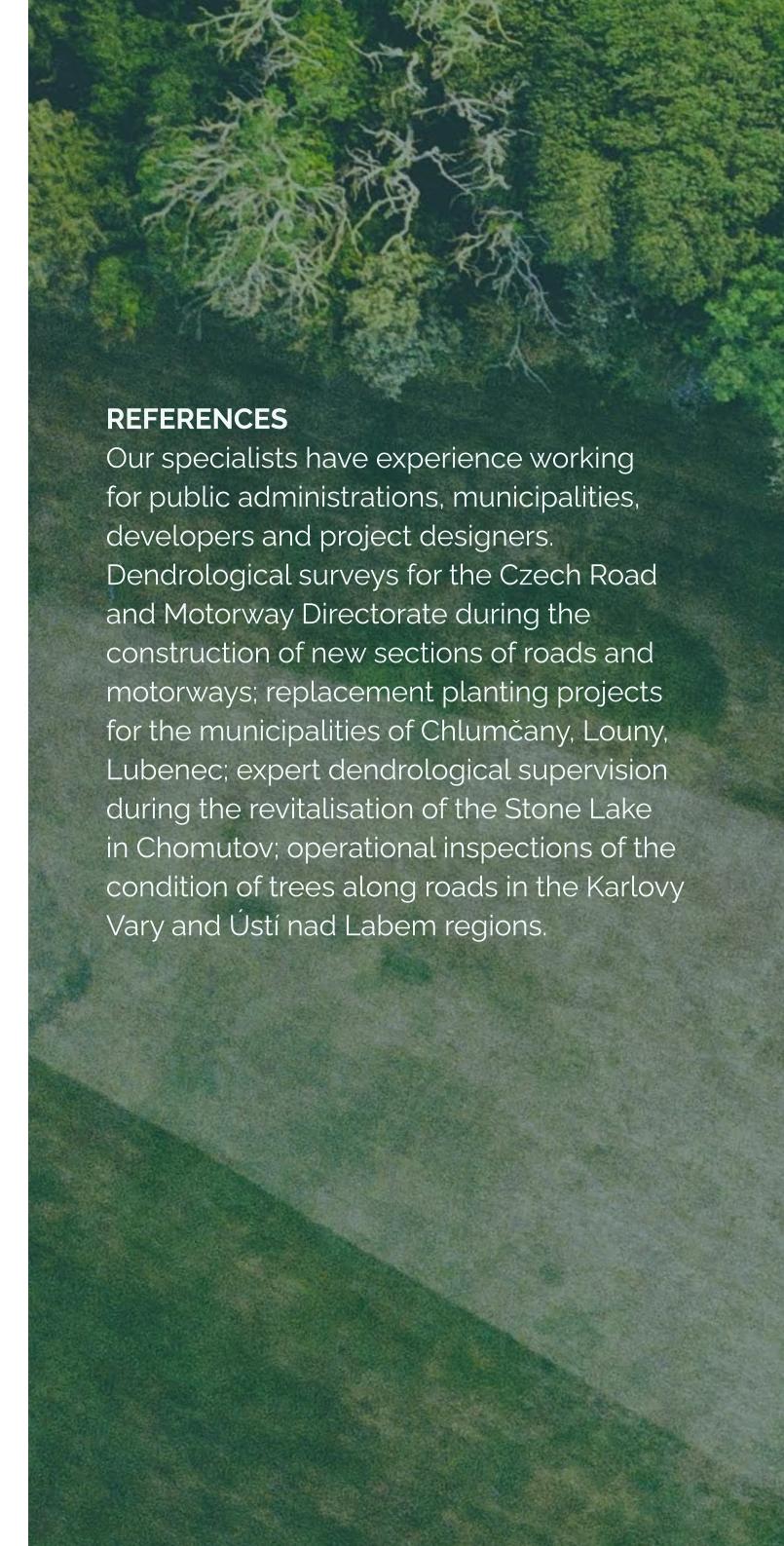


Dendrological Surveys and Felling Permits

We offer comprehensive dendrological surveys and documentation for interventions in trees including felling, professional assessment of tree health and mechanical condition, tree operational safety and growth prospects, preparation of permit applications to cut down trees according to legislation, projects of replacement plantings, including communication with municipalities, dendrological supervision on construction sites, consultation in planning interventions in green space.

REFERENCES

Our specialists have experience working for public administrations, municipalities, developers and project designers. Dendrological surveys for the Czech Road and Motorway Directorate during the construction of new sections of roads and motorways; replacement planting projects for the municipalities of Chlumčany, Louny, Lubenec; expert dendrological supervision during the revitalisation of the Stone Lake in Chomutov; operational inspections of the condition of trees along roads in the Karlovy Vary and Ústí nad Labem regions.



Design and Implementation of Water Ecosystem Restoration

Water is a vital element of both landscapes and settlements – shaping microclimates, biodiversity, and the quality of public spaces. Restoring or improving the water regime brings ecological, social and aesthetic benefits, especially in times of increasing climate instability.

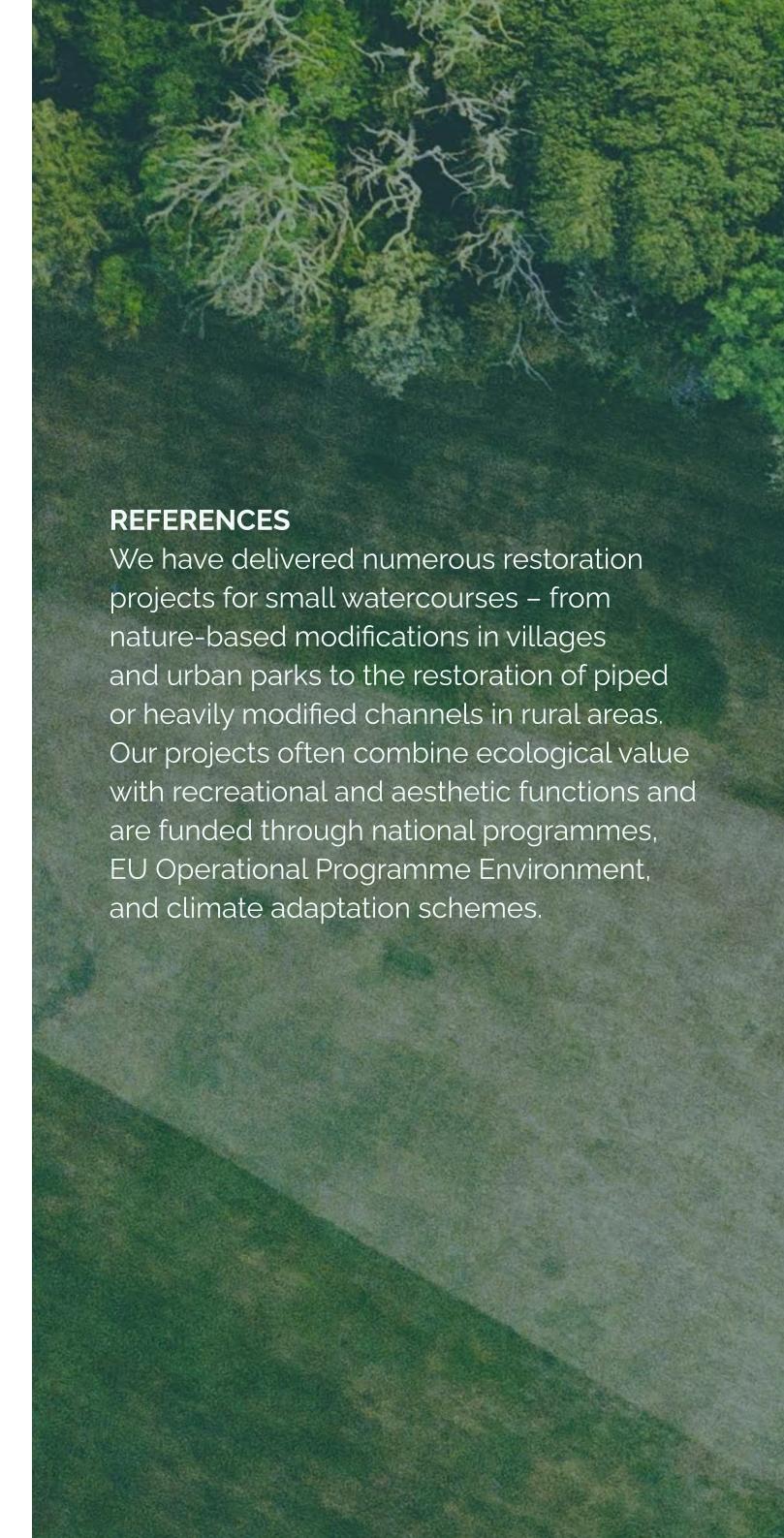
Our team specialises in the design and implementation of restoration projects for small watercourses and their surroundings, in both open landscapes and built-up areas. We offer services across the entire project cycle:

- Restoration of natural water regimes, including channel reconfiguration, removal of inappropriate modifications, and creation of pools and wetlands;
- Enhancement of ecological quality of streams and riparian vegetation, including planting plans and the use of natural processes;
- Integrated measures in urban and rural areas, such as combining water features with recreational use, urban greenery, or biodiversity-supporting elements;
- Water retention projects in the landscape, linking restoration to local climate adaptation strategies.

All restoration plans are based on site-specific conditions, expert surveys, and open dialogue with landowners, local governments and relevant institutions. If needed, we also provide support with permitting processes, stakeholder consultations, and on-site ecological supervision during implementation.

REFERENCES

We have delivered numerous restoration projects for small watercourses – from nature-based modifications in villages and urban parks to the restoration of piped or heavily modified channels in rural areas. Our projects often combine ecological value with recreational and aesthetic functions and are funded through national programmes, EU Operational Programme Environment, and climate adaptation schemes.



Biodiversity Offsets and Environmental & Social Impact Management

Development projects, especially in energy, infrastructure, mining or industrial sectors, often have significant impacts on biodiversity and local communities. Ensuring their sustainability requires timely, professional and transparent management of environmental and social impacts.

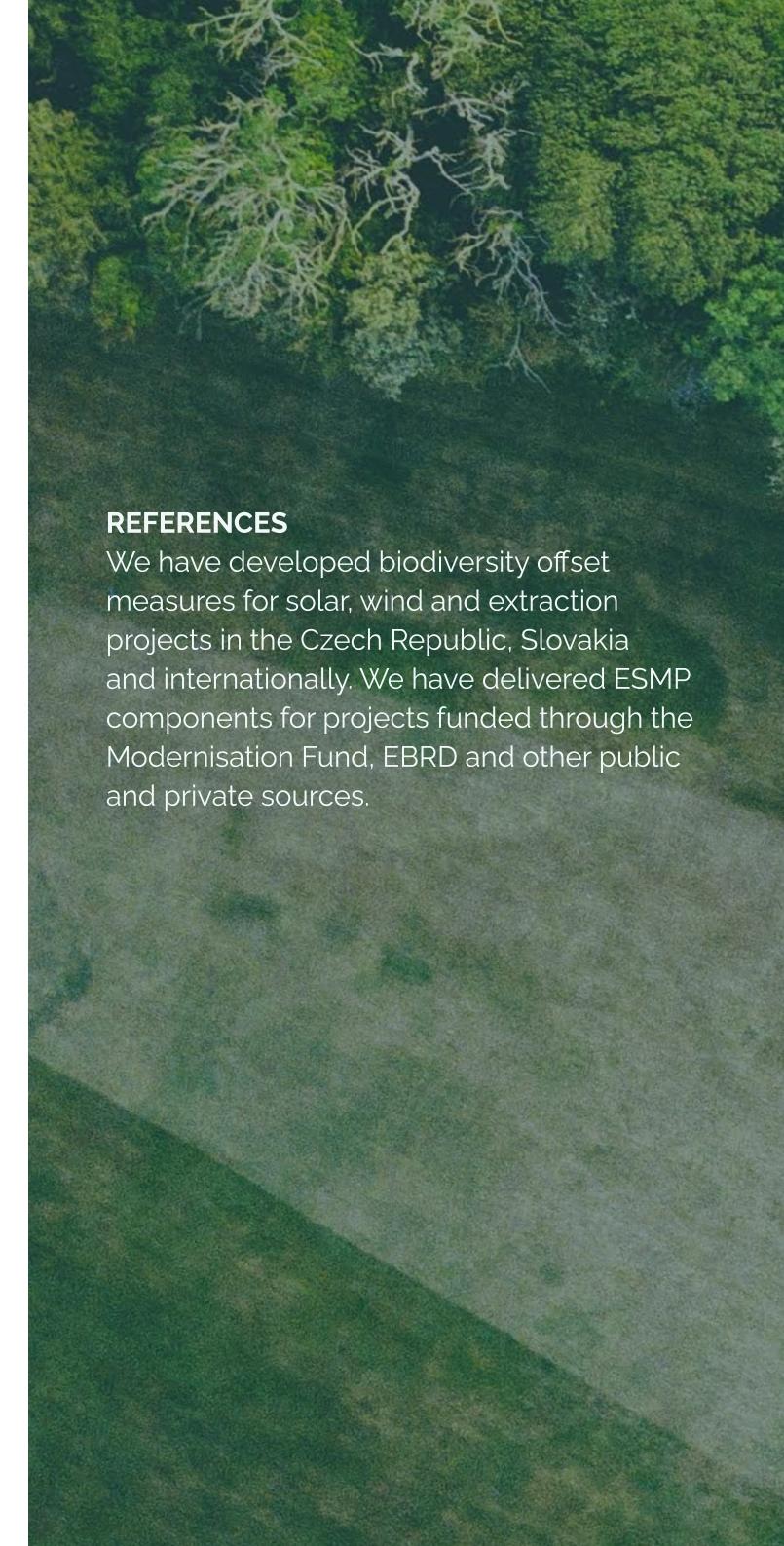
We provide biodiversity impact assessments and design effective mitigation and compensation measures, including:

- Preparation of Environmental and Social Management Plans (ESMPs) or their components, in compliance with national regulations and international standards (e.g. EBRD, WB);
- Design of biodiversity offsets, including long-term management and monitoring of compensation or replacement areas;
- Expert assessment and planning of ecological management along linear infrastructure (e.g. high-voltage transmission lines), considering habitat restoration, biodiversity value and landscape fragmentation;
- Facilitation of consultations and stakeholder engagement, including municipalities, landowners, the public and technical experts.

Our goal is not only to minimise negative impacts but to propose meaningful measures that contribute to ecosystem restoration and help build local support of projects.

REFERENCES

We have developed biodiversity offset measures for solar, wind and extraction projects in the Czech Republic, Slovakia and internationally. We have delivered ESMP components for projects funded through the Modernisation Fund, EBRD and other public and private sources.



Strategic Environmental Planning

Effective strategies are not developed behind closed doors. Their strength lies in the integration of scientific objectives with real-life conditions in the area, as well as with the needs and perspectives of local communities.

We provide professional guidance and coordination throughout the entire process of the strategy development process – from the analytical phase through the design phase to final approval. Our expertise covers strategies related to nature conservation, climate change adaptation, landscape planning, and green infrastructure.

Our services include:

- Methodological leadership and structuring of strategic documents;
- Facilitation of public consultations and expert workshops;
- Stakeholder engagement – from actor mapping to consultation and consensus-building;
- Participatory ecosystem services assessment as a tool for building a shared understanding between experts, local authorities, and the public.

REFERENCES

We have coordinated or contributed to the development of strategies at the national, regional, and local levels – including the Czech Landscape Policy, the National Biodiversity Strategy, the Czech State Nature Conservation Programme, and the Czech National Adaptation Plan on Climate Change. As negotiators and Lead Authors, we were part of the Czech delegation (coordinating on behalf of EU all Member States during the Czech EU Presidency) for the negotiations of the Global Biodiversity Framework under the Convention on Biological Diversity. We have experience leading interdisciplinary teams and engaging underrepresented stakeholder groups.

