

SELECTED CSR ACHIEVEMENTS OF AGORA GROUP IN 2019

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- March 2019.: [Record number of activities of Agora Group in Responsible Business in Poland. Good Practices 2018 report](#)
- April 2019.: [Agora wins CSR Silver Leaf of Polityka weekly](#)
- May 2019.: [Agora wins the title Transparent Company of 2018](#)
- May 2019.: [30th Anniversary of Agora](#)
- June 2019.: Agora joins of Dwie godziny dla rodziny (Two Hours for the Family) campaign for the second time
- August 2019.: Agora Group presents their environmental impact in an interactive report Agora Group Responsibility Report 2018
- October 2019.: [School with Class wins 30x30 ranking of the best CSR projects of the last 30 years](#)

AGORA GROUP RESPONSIBILITY REPORT

| 87

GRI indicators and

| 65

good practices presented in 2018 report.



Responsible everyday: diversity, relations, growth – is the motto of the interactive report of Agora Group describing our strategic approach to corporate responsibility. The report includes information on age and gender diversity of the employees of Agora Group, our engagement in community projects of our clients and business partners and about our commitment to protecting the environment.

The new report of Agora Group focuses in particular on the achievement of UN Sustainable Development Goals (SDGs) and the pillars of the group's CSR strategy: diversity, relations and growth. The report covers areas: workplace, human rights, ethics and compliance, responsibility towards clients and suppliers, social and environmental impact as well as corporate governance and business model.

- Section DEVELOPMENT OF CSR STRATEGY covers Agora's approach to responsibility, goals and results of the strategy implementation, map of stakeholders and principles of dialogue therewith and management of non-financial risks.
- Diversity offers information on employment structure, professional development opportunities and employee training as well as health and safety in the workplace
- Additionally, along with projects promoting health, culture and fitness among the employees, the section describes activities to support healthy work-life balance and prevention of discrimination and mobbing in the workplace.
- Relations presents the ethics system introduced in 2018 as well as Agora Code of Ethics and the principles of whistleblowers protection. The section also covers the values chain and the principles of building relationships with clients, suppliers and contractors.
- Growth summarizes the company's good practices in community engagement and public benefit (including education, culture and charity),and environmental indicators.

The report is available in Polish and English on dedicated website raportCSR.agora.pl. To present the impact of Agora Group on the environment in an optimally clear and straightforward manner, the interactive offers infographics, descriptions of 65 good practices, as well as over 50 tables and listings with information and data. Over 120 figures highlight key results and effectiveness indices.

The report also lists references to 87 GRI (Global Reporting Initiative) indicators listed in an interactive table.. On raportCSR.agora.pl all visitors can fill a questionnaire and provide feedback on the current report as well as expectations towards future reports.

AGORA WINS CSR SILVER LEAF OF POLITYKA WEEKLY



Agora received the second Silver Leaf for commitment to social responsibility and was included in the list of *Polityka* developed with Deloitte and Responsible Business Forum. Agora received CSR Silver Leaf for catering to all key elements of social responsibility ISO 26000 standard in their everyday operations. Winners of the eighth CSR Leaves contest were announced at a special gala held on 16 April 2019.

Agora won Silver CSR Leaf for implementing all key management categories of ISO 26000 standard (including: organizational governance, ethics, human rights, labour practices, environmental impact management, fair operating practices and consumer issues, as well as community involvement and development). In 2018 Agora received CSR White Leaf.

SCHOOL WITH CLASS (SZKOŁA Z KLASĄ) IN 30×30 RANKING - CSR PROJECTS OF THE 30 YEARS



School with Class is a campaign conducted jointly by Centre for Citizenship Education and Gazeta Wyborcza in 2002-2005 was listed among national CSR projects of the highest value for the community in the past 30 years. The list of local and national projects was announced at a conference Społeczne wyzwania biznesu po 30 latach

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gospodarki wolnorynkowej w Polsce (Social Challenges to Business after 30 Years of Free Market Economy in Poland), held on 10 October 2019 at Ministry of Investment and Economic Development.

School with Class was launched in 2002 by Gazeta Wyborcza and Centre for Citizenship Education. The campaign was addressed to primary and secondary schools, was designed to promote civic and interactive teaching standards and attracted participation from thousands of schools countrywide. School with Class is based on six smart-school principals, for creating a school welcoming to students, teachers and parents. Challenges were developed corresponding to each principle and schools participating in the programme were tasked with achieving one challenge for each principle. For unlocking all achievements, the school received the title of School with Class.

The campaign was recognized in the 30×30 Ranking of national CSR projects of the highest value for the community in the last 30 years (Ranking 30×30 – CSR projects of the last 30 years).

In the 30×30 Ranking - CSR projects of the 30 years – 30 national and local projects were selected, representing various categories. In total, 60 social projects conducted by business that had the highest impact on the society over the last 30 years. The projects were selected by a group of CSR experts. The project is organized by THINKTANK, and coordinated by Responsible Business Forum.

The ranking is available on [website](#).