

HEALTH AND SAFETY

Workplace health and safety is very important to Agora Group. We take measures beyond ensuring compliance with legal and formal obligations. We strive to prevent workplace accidents and work-related diseases by regularly organizing internal training for employees - periodically repeated health and safety training as well as fire prevention and first aid instruction sessions.

HEALTH AND WORK SAFETY

FIRST AID TRAINING

| 82

employees attended first aid training workshops



In November 2019 a series of first aid workshops was organized for Agora employees. The course, composed of theoretical and practical sessions, was open to the employees from Warsaw and other locations. The instructors were certified paramedics.

The programme covered: making a victim secure, first aid kit, handling victims with injuries, basic resuscitation, operating AED defibrillator. All attendees who completed the course received certificates. 82 individuals from Warsaw, Łódź, Poznań, Gdańsk and Katowice participated in seven one-day workshops.

45 employees attended the course in 2018.

ZDROWIE NA ETACIE (HEALTHY EMPLOYEE)



As an employer Agora strives to help our employees to maintain a healthy work-life balance and a healthy lifestyle. To this end, new solutions are introduced in the company's head office.

In February 2019 Agora joined forces with Benefit System to organize a series of workshops, workouts and consultations Zdrowie na etacie. The aim of the project was to show employees how to maintain a healthy lifestyle consciously and reasonably. The event was open to the public and free of charge. Additionally, the lectures were made available to the employees in other locations through live broadcasts. Day one started from a brief presentation about workplace ergonomics. Personal coaches showed the employees correct working position in their worksite. Participants could also attend a self-massage workshop and "Ten Crucial Workout Tips" presentation. Day two offered advice from diet experts, body composition testing and individual healthy diet consultation sessions. Participants could also attend a lecture about MIND diet and receive self-massage training again.

QUALITY MANAGEMENT SYSTEM IN AGORA PRINTING PLANTS

On 24 July 2018 Print Segment of Agora S.A. and Agora Poligrafia Sp. z.o.o. introduced Quality Management System based on ISO 9001:2015 standard. The new system replaced its earlier version based on ISO 9001:2008 standard. The main goal of the new management system introduced on 24 July 2018 is: continue quality improvement through meeting the requirements and expectations of clients, while maintaining profitability increase and

AGORA Report 2019

financial security of Agora.

Due to closing down the operations of Tychy and Piła printing plants in June 2019, goals in Print segment were redefined. The main goal was to ensure continuity in the production of Agora's newspapers and magazines after closing down the two plants.

It was also decided that the Warsaw printing plant would not pursue Quality Management System certification.

MONITORING OF ACCIDENT RATE

Agora regularly monitors threats and accident rates. Registers of accidents are kept by Agora's entities and the group as a whole, following a specified protocol of registering and submitting information about accidents in the workplace and on the way to or from work. Health and safety training is provided to the employees in accordance with relevant regulations. The training programme covers: reporting accidents in the workplace, key conclusions and recommendations from earlier incidents, and post-specific occupational risk levels. Managers are updated regularly on procedural health and safety requirements and are in touch with the company's Health and Safety Officer.

Accidents and sickness absenteeism by gender

Wypadki oraz nieobecność w pracy z podziałem na płeć - 2019 rok

	Agora Group			Agora S.A.		
	Women	Men	Total	Women	Men	Total
Number of accidents in the workplace						
minor	0	0	0	0	0	0
serious	4	3	0	1	1	2
fatalities	0	0	7	0	0	0
Accidents rate	2.7	2.6	2.7	1.2	1.5	1.3

	Agora Group			Agora S.A.		
	Women	Men	Total	Women	Men	Total
Sickness absenteeism	7.8	3.8	6.0	13.3	6.7	10.5

Source: Human Resources, Agora Group.

Accident at work rate: number of people injured in workplace accidents by total number of employees as of the end of reporting period, multiplied by 1000. Sickness absenteeism: total days of sick absence divided by total employment as of the end of financial year (source: Accidents Statistics, GUS Z-KW).

Wypadki oraz nieobecność w pracy z podziałem na płeć - 2018 rok

	Women	Men	Total	Women	Men	Total
Number of accidents in the workplace						
minor	2	10	12	0	7	7
serious	0	0	0	0	0	0
fatalities	0	0	0	0	0	0
Accidents rate	1.2	7.4	4.0	0	8.7	4.1
Sickness absenteeism	10.3	3.9	10.2	13.7	6.2	10.2

Source: Human Resources, Agora Group.

Accident at work rate: number of people injured in workplace accidents by total number of employees as of the end of reporting period, multiplied by 1000. Sickness absenteeism: total days of sick absence divided by total employment as of the end of financial year (source: Accidents Statistics, GUS Z-KW).

AGORA Report 2019

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