

## **PREVENTING WORKPLACE DISCRIMINATION**

Agora and its subsidiaries (AMS, Grupa Radiowa Agory, Helios, Yieldbird) adopted Policy for Preventing Workplace Discrimination and Mobbing (Policy) to better serve the goal of creating a welcoming workplace that promoting diversity.

Key elements of the Policy are:

- The function of Anti-discrimination and Anti-mobbing Officer was established. The duties of the officer are performed by Director of Human Resources. The officer is responsible for measures for preventing workplace discrimination and mobbing, including awareness-raising and educational activities. Every employee or collaborator of Agora can contact Anti-discrimination and Anti-mobbing Officer to ask questions, consult issues or report cases of misconducts;
- Expanded choice of channels for submitting questions or reporting on misconduct was expanded. Along with Agora Code of Ethics, an anonymous, confidential and safe channel was introduced - Ethics Line is operated by a specialized external organization;
- Emphasis on the responsibility of management was emphasized, tasked with monitoring and responding to situations and behaviours that bear the signs of discrimination or mobbing;
- Examples of misconduct were added to the policy that might represent discrimination or mobbing, plus a report on misconduct template.

In 2019 Policy was updated in line with newly introduced changes to Labour Code.

## **INFORMATION AND EDUCATION CAMPAIGN**

In 2019 anti-discrimination and anti-mobbing activities focused on subsidiaries Agora S.A. that adopted the Policy for Preventing Workplace Discrimination and Mobbing. As part of this process, presentations were delivered to the executive teams of each entity.

### **ANTI-DISCRIMINATION AND ANTI-MOBGING TRAINING**

| 88

participants of anti-mobbing and anti-discrimination training

In 2019 a series of anti-discrimination and anti-mobbing training sessions was delivered for the employees of Agora Group entities.

88 employees were trained, including 81 senior managers and seven specialists (four one-day sessions).

Rules of anti-discrimination and anti-mobbing in the workplace are also presented as a part of Welcome to Agora orientation training for new employees.

## WORKPLACE DISCRIMINATION AND MOBBING GRIEVANCE MECHANISMS

| 7

number of cases reported and processed in 2019

Under Policy for Preventing Workplace Discrimination and Mobbing and Agora Code of Ethics, introduced in 2018, the company opened new channels and possibilities for submitting queries and doubts or reporting misconduct by the employees or collaborators. Under Policy for Preventing Workplace Discrimination and Mobbing and Agora Code of Ethics, introduced in 2018, the company opened new channels and possibilities for submitting queries and doubts or reporting misconduct by the employees or collaborators.

## AGORA Report 2019

The following channels and forms of reporting cases related to workplace discrimination and mobbing are currently available in Agora:

- internal – confidential:
  - contacting the in-house Anti-discrimination and Anti-mobbing Officer (e-mail)
  - contacting the in-house Compliance Officer (e-mail, phonecall or personal contact)
- external – confidential and anonymous
  - contacting an external Ethics Line (online platform, e-mail, telephone available between 7:00 and 18:00)

The whistleblowing procedure stresses that every report is confidential and whistleblowers are offered special protection. Additionally, every case is processed and the response is provided as quickly as possible. In special cases the processing might last 30 or more days. Five cases were reported and processed in 2018, including: three superior-employee cases, two employee-employee cases.


## SURVEY AMONG EMPLOYEES

In 2019 Agora took a number of steps to promote the Policy for Preventing Workplace Discrimination and Mobbing. To sum up and evaluate these activities, in September 2019 Human Resources conducted a survey among the employees of Agora. Below is a summary of the survey Evaluation of Policy for Preventing Workplace Discrimination and Mobbing in Agora:



133

employees took part in the survey



69%

are women

| 31%

are men

| 77%

are specialists

| 23%

are senior managers

The survey explored the question which steps increased the awareness of relevant issues among Agora employees:


- What do the employees know about the principles of the Policy?
- How do they feel about them?
- Do they find the Policy effective?
- What else should be done?

Key findings:




97%

of the respondents are aware of Agora Code of Ethics




68%

of the respondents are aware of the existence of Anti-discrimination and Anti-mobbing Officer



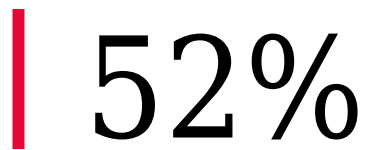
63%

admitted that adopting Policy for Preventing Workplace Discrimination and Mobbing increased employees' awareness in the area



53%

of the respondents are aware of the existence of Compliance Officer



52%

of the respondents are aware of Ethics Line