

EMPLOYEE ENGAGEMENT

For a number of years Agora Group has initiated and joined numerous educational, social and cultural projects, also for internal use. The idea behind these initiatives, addressed to Agora employees, is to create a welcoming workplace and build in the employees' sense of agency in creating and modifying their environment.

AGORA POMYSŁÓW (AGORA OF IDEAS)

| 10

inicjatyw zgłosili pracownicy w ramach akcji „Agora pomysłów” w 2019 r.



Agora of Ideas is a project delivered by Human Resources department of Agora and invites the employees to submit initiatives for in-house implementation.

The following initiatives have been implemented to date:

- Spring clothes swap plus donating clothes to charities: Żolibóz Association Dom Rodzina Człowiek and Chlebem i Solą Foundation
- First aid training conducted by certified paramedics
- Two-week programme for children related to teachers strike

ODDAJ STANIK DO RE(CYC)LINGU (DONATE YOUR BRA FOR RECYCLING)

| 145

staników przekazanych na szczytny cel



Oddaj stanik do re(cyc)lingu project was a part of *Dotykam = Wygrywam* campaign promoting breast self-examination. Initiated by Gazeta.pl, it was open to all employees and collaborators of Agora Group. For each used, unneeded bra participants were offered a 20 zł coupon for the purchase of a new Panache bra. 145 bras were collected and the funds raised from their recycling were passed to charity campaigns supporting Polish Amazons Association (Polskie Amazonki Ruch Społeczny) and Wsparcie na Starcie Foundation. Additionally, www.dotykamwygrywam.pl campaign leaflets and posters promoted prophylactics and breast self-examination.

SHOE COLLECTION FOR THE HOMELESS PRZYNIEŚ BUTY DLA BEZDOMNEGO

| 5,5 tys.

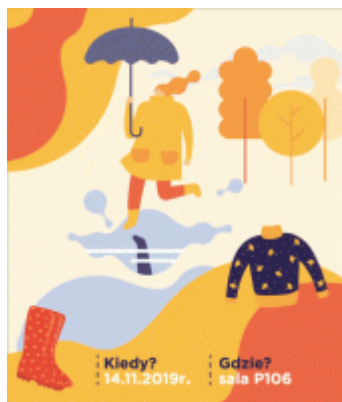
par obuwia zebranych w ramach całej akcji „Przynieś buty dla bezdomnego”



Winter is a particularly difficult time to homeless people. Agora encouraged people to look through their and join winter and autumn shoe collection. The project was organized by WoshWosh, and Agora joined it for the first time.

Over the two weeks of the campaign over 5.5 thousand pairs of shoes for the homeless were collected, which only proves how important and valuable the project was as well as the promotion of zero waste. Cleaned and repaired, the shoes were offered to people in need around Poland with the help of The Friends' Wardrobe of Community of Sant'Egidio, Anicent Kopaliński Capuccin Foundation, Brother Albert Aid Society and Camilian Mission.

NIE NOSISZ? WYMIEN SIĘ! CLOTHES SWAP IN AGORA



Twice a year (Spring and Autumn) *Nie nosisz? Wymień się* clothes swap is held in which employees and collaborators of Agora can look through one another's wardrobes and swap the clothes they do not use. They can also support charities such as Żoliborz Association, Dom Rodzina Człowiek and Bread of Life Community.