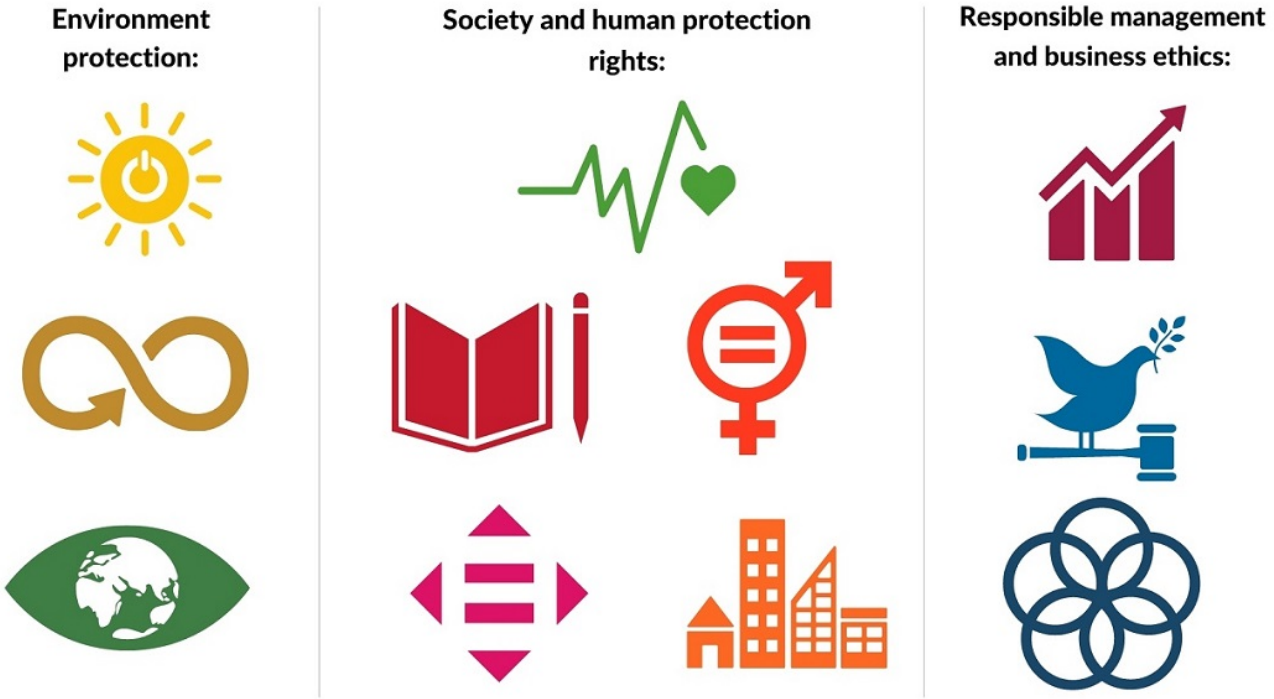
# WE CONSISTENTLY IMPLEMENT THE UN SUSTAINABLE DEVELOPMENT GOALS

In 2015 the United Nations (UN) General Assembly adopted the **UN 2030 Agenda for Sustainable Development**, which constitutes a new plan for the development of the world for the full benefit of all, for today's generation and for future generations. The Agenda includes 17 Goals which are to be achieved until 2030 jointly by the governments, enterprises and societies worldwide. Agora's CSR strategy supports the actions for the implementation of the Agenda by solving the most urgent problems indicated by our stakeholders and allowed by the specific nature of our organisation as well as the environment in which we operate.

**Our priority is to work with the goals related to activities for:**




Examples of specific activities which we undertook to achieve specific goals are provided in subsequent parts of this Report.

## UN Sustainable Development Goals – activities of the Agora Group in 2015-2019

Agora Group has been implementing the UN Sustainable Development Goals since the day of their announcement by the UN and we have been reporting the related activities in our non-financial reports since 2016. Below we summarise the most important aspects of implementation of specific Goals and the activities we undertook to achieve them in 2015-2019.

# Realisation of UN Sustainable Goals in Agora in 2015-2019

- Cooperating with organisations to **protect and help the poorest and promoting activities** to combat poverty, including through the support of aid centres and organisations by the Agora Foundation and charity fundraising initiated by Agora's companies and media.

- **Promoting zero waste habits among stakeholders**, in particular through the operation of a canteen in the Agora's Warsaw seat.
- Taking actions to **prevent food waste in the buildings of Agora and Agora Group** companies operating in the catering business.

- **Improving the quality of life and health of the society** through dedicated campaigns and initiatives of the Agora's media and brands.
- **Promoting a healthy lifestyle** in Agora's media.
- **Taking care of the safety and health of employees**; supporting their pro-health activities and habits, in particular through dedicated employee benefits.

- **Supporting educational establishments, schools and teachers** through educational initiatives and campaigns for local communities, organised by the Agora's media; also, the activities of Agora's Publishing House and the Agora's Foundation.
- **Taking care of the development of new skills and self-mastery of employees**, in particular through the launch of an e-learning platform.

- **Strengthening the participation and role of women** in the decision-making processes at each level of the organisation.
- **Striving for equal treatment in all employment aspects** – in particular care for persons taking parental leave.
- Performing activities supporting equality of women and **equal treatment**.
- Undertaking initiatives **promoting the participation and role of women in today's society**, in particular through the activity of *Wysokie Obcasy*.

- **Monitoring water consumption** in buildings belonging to Agora.
- **Educating on the problem of water shortage** in Poland.
- **Promoting activities** related to saving water and drinking tap water among the **stakeholders and consumers – in particular, thanks to these actions, in 2019 it was possible to reduce waste by around 1.5 tons, i.e. 72,000 plastic bottles, at the company's headquarters.**

*Data from the "2019 Responsibility Report of Agora S.A."

- **Optimising electricity consumption through ecological** activities and introducing new solutions, such as installation of photovoltaic panels on the roof of the Agora's Warsaw seat.

- Ensuring **stable employment**.
- **Taking care to respect human rights in the workplace**, including fight against mobbing and harassment, in particular by introducing the "Agora Code of Ethics" and developing a compliance system.

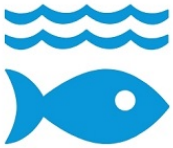
- **Conducting projects supporting innovation**, promotion of new business models and solutions and entrepreneurship, in particular development of e-commerce and operations of Yieldbird in the Agora Group.
- **Promoting innovation and engaging local communities** in the consulting processes on the changes in infrastructure and implementation of innovative solutions, in particular the "Jutronauci" ("Tomorrow-nauts") project.

- Effectively counteracting discrimination, introducing **"Diversity Policy"** and **"Anti-Discrimination and Anti-Mobbing Policy"**.
- **Ensuring equal treatment in all aspects of employment.**
- Initiating and supporting projects aimed at combating violence and social inequality, and helping people in need and discriminated against.

- **Jointly creating smart cities thanks to ecological**, interactive and functional solutions, above all through ecological smart city projects of AMS from the Agora Group.
- **Supporting social participation,** in particular through "Supermiasta" ("Supercities") or "Usłysz swoją szkołę" ("Hear Your School") projects.

- **Maintaining integrity and acting in accordance with the highest ethical standards** and transparency in relations with customers and business partners.
- **Educating stakeholders in the scope of sustainable development**, sustainable consumption and counteracting waste.

- **Introducing solutions and activities aimed at minimising the negative impact on the natural environment**, in particular by reducing the production of waste in Agora's administrative buildings.
- **Educating and providing reliable information** in Agora's media on climate change and initiating pro-environmental projects through Agora's media and brands, in particular in Wyborcza.pl series "Wyborcza na zielono" ("Wyborcza Goes Green") and Gazeta.pl initiatives, e.g. Zielona.gazeta.pl.



- **Educating and providing reliable information in Agora's media on climate change, including endangered ecosystems of oceans and seas**, in particular in Wyborcza.pl series "Wyborcza na zielono" ("Wyborcza Goes Green") and Gazeta.pl initiatives, e.g. Zielona.gazeta.pl

- **Educating and providing reliable information in Agora's media on climate change, including biodiversity**, in particular in Wyborcza.pl series "Wyborcza na zielono" ("Wyborcza Goes Green") and Gazeta.pl initiatives, e.g. Zielona.gazeta.pl

- **Implementing lawful, understandable and transparent policies,** including gift policy, "Agora Code of Ethics".
- **Introducing an effective compliance system and ability to report and monitor fraud.**
- **Counteracting corruption and maintaining due diligence** in cooperation with the environment and respecting human rights.
- **Ensuring universal access to reliable information on compliance with the law,** in particular through the activities of *Gazeta Wyborcza* and Radio TOK FM
- **Transparently reporting non-financial data** by Agora S.A. since 2016.

- **Partnership for development, in particular education, culture, art, journalism and media, and promoting equality between women and men**, in particular by cooperating with EPC (European Publishers Council) or LENA (Leading European Newspaper Alliance).