

## OCCUPATIONAL HEALTH AND SAFETY

In Agora, we are committed to ensuring safe working conditions for all employees. Apart from complying with all legal and formal requirements, the company takes steps to prevent accidents and injuries in the workplace. We regularly conduct in-house, initial and periodic OHS training and fire safety training. Agora uses the services of an external company, which provides comprehensive OHS and fire safety services and support of an safety inspector.

Additionally, due to the specific nature of the work, an OHS management system based on the **OHSAS-18001:2007** standard was implemented in the printing house. The system allows the identification and analysis of potential hazards and the assessment of related occupational risks, which are then used as a basis for the design and planning of activities and programmes to improve employee safety.

Agora regularly monitors hazards and the number of accidents (in the form of accident registers), both at the Group level and separately for each company. In 2020, the Agora Group recorded only **1** minor accident at work, which translated into accident rate of **0.7** (in 2019, these figures were: **7** and **2.7**, respectively).