

## HUMAN RIGHTS

One of the values underlying Agora, as declared in the **Agora Charter**, is respect for human rights. These rights are understood very broadly, both as ensuring a responsible workplace offering decent work, and as preventing all forms of discrimination and mobbing and ensuring equal treatment of all employees. This approach was reflected in the introduction of the “**Anti-discrimination and anti-mobbing policy**” and the “**Diversity Policy**”.

### **Diversity in the workplace**

The “**Anti-discrimination and anti-mobbing policy**” is in force in Agora and several subsidiaries of the Agora Group (AMS, Agora Radio Group, Helios, Yieldbird) and serves to create a comfortable workplace that supports diversity. Its key elements are:

- introduction of the **function of an anti-discrimination and anti-mobbing representative**. This role is currently held by the Deputy Director for Employment, who is responsible for measures to combat discrimination and mobbing in the workplace, including educational measures aimed at all employees to raise their awareness and knowledge in this area. Any team member working or cooperating with Agora may contact the representative to consult any concerns or report an undesirable situation;
- **expanding the possibility of reporting concerns**, questions or irregularities. With the introduction of the “Agora Code of Ethics”, we have launched an anonymous, confidential and secure external channel of communication operated by **Linia Etyki** – an external expert company;
- **emphasising the role and responsibility of management**, who should closely monitor the situation in teams and respond to behaviours and events that involve discrimination or mobbing;
- **examples of undesirable behaviour** which may be indicative of discrimination or mobbing, and a **model notification form**.

In 2019, the Policy was updated in line with the changes introduced in the Labour Code. The information and education activities concerning the “**Anti-discrimination and anti-mobbing policy**” implemented in 2019 were complemented by a training course in this field, which was made available in 2020 on HCMDeck – an e-learning platform of Agora. The training is mandatory for all employees.



The **“Diversity policy”** is based on overcoming barriers such as age, gender or health. Employees of the Agora Group come from different backgrounds and cultures, exhibit various skills and talents, represent diverse viewpoints and have different life and professional experience. We believe that a diverse team is a driver of creativity, innovation and ingenuity. That is why we appreciate diversity within the organisation so much. The “Diversity Policy” is the result of the commitment made by the Agora Group in 2017, by joining the signatories of the **Diversity Charter** as the first media group in Poland. We have thus joined a group of employers from all over Europe who advocate and promote workplace diversity.

No risks related to child labour, forced labour or other violations of human rights were diagnosed in the activities of the Agora Group. Agora exercises due care in this respect, in accordance with the **UN Guiding Principles on Business and Human Rights** and the **ILO Declaration**.

In the Agora Group, respect for human rights is also understood as respect for freedom of association, the right to privacy (with particular emphasis on the protection of personal data) and respect for fair competition. These issues are described in more detail in section **Freedom of association** and **Our responsibility towards the market environment**.