



CODE OF CONDUCT FOR THE SUPPLIERS AND CONTRACTORS OF AGORA S.A.

In cooperating with Agora, our contractors are obliged to know and observe the principles listed in *Agora Code of Ethics* and in *Code of Conduct for the Suppliers and Contractors of Agora S.A.*

OUR PRINCIPLES

1 HIGH STANDARDS IN RELATIONS WITH ALL STAKEHOLDERS

RESPONSIBILITY IN RELATIONS WITH STAKEHOLDERS

- The growth of Agora is rooted in corporate responsibility.
- In all our decisions and operations, we take into account our impact on the social and business environment. This applies to all areas of our operations.
- Our operational standards and commitment to high organizational culture help us to build lasting relationships with all stakeholders, including clients, business and social partners, users of our media and public administration.
- In contacts with stakeholders, we always do our utmost to operate in compliance with the law, ethical and corporate responsibility standards.
- We are committed to ensuring our relationships have honest and ethical foundations and to fulfilling all our obligations.
- We communicate broadly our values and principles listed in *Agora Code of Ethics* and other self-imposed standards relevant to relations with stakeholders.

HUMAN RIGHTS

- We view human rights as a fundamental value and we are committed to upholding them in all areas of our operations.
- We require respecting human rights and compliance with the law form ourselves as well as our partners in all business and social projects. We choose to partner with organizations that value these principles as high as Agora.

FAIR COMPETITION

- We take measures to prevent unfair competition, monopolist practices and other unfair market practices.

IMPACT ON NATURAL ENVIRONMENT AND SUSTAINABLE DEVELOPMENT

- We are aware of our environmental impact and in our operations we observe the principles of sustainable development. We strive to reduce our environmental impact by optimising the use of natural resources and reducing waste output.
- We also strive to encourage pro-environmental attitudes and provide solid information on the subject.
- We initiate and join partnerships for social and sustainable development..

OUR PRINCIPLES:

1. High standards in relations with all stakeholders
2. Ethics in relations with suppliers and contractors
3. Transparency in relations with the business environment
4. Compliance and anti-corruption

2 ETHICS IN RELATIONS WITH SUPPLIERS AND CONTRACTORS

- We find it crucial to set clear and fair rules of cooperation with suppliers and contractors.
- We structure our procurement processes to be transparent, compliant with the law and internal procedures. Procurement decisions are based on solid criteria and clear rules.
- We want to work with business partners that observe the principles of human rights, tolerance, respect for diversity, fair practices and compliance with the law, in relations with their employees and collaborators.
- In their business operations, we require our suppliers and contractors to observe the law and respect ethical standards, as specified in *Agora Code of Ethics*.

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3 **TRANSPARENCY IN RELATIONS WITH THE BUSINESS ENVIRONMENT**

OUR PRINCIPLES

- Preventing conflict of interests and ensuring transparent rules of cooperation are important elements of our relations with our suppliers of products and services.
- In choosing suppliers of services and products and making decisions on cooperating with business partners and contractors, we do our utmost ensure the rules of cooperation are clear and properly communicated. We exclude any possibility of our private relationships (such as kinship) or preferences influencing such decisions.
- We develop independent, opinion-leading media. Our personal relationships and preferences must not in any case factor in the choice of topics presented by our media.
- Any existing relationships with other organizations, business or private, must not impact our objectivity and must not influence our content, editorial or business decisions.

4 **COMPLIANCE AND ANTI-CORRUPTION**

OUR PRINCIPLES

- In the spirit of always complying with the law, we do not accept any behaviours such as corruption, bribery, embezzlement, fraud or economic crime, perpetrated by others against us or by us against other individuals or organizations.
- We cooperate with suppliers and contractors who respect our anti-corruption and anti-bribery codes. We expect our business partners to ensure that no part of any remuneration paid by Agora is directed towards criminal operations (including bribery or corruption).
- We do not accept any attempts at offering or promising unauthorised or illicit financial or non-financial benefits, to any member of our organization. We expect this principle to be observed by our business and social partners, including suppliers and contractors.
- We understand that passing and accepting gifts is one of the elements of promotion and sustaining business relations. In such situations we do our utmost to operate within the parameters of the law. We observe the Policy of Accepting and Offering Gifts and Other Benefits in Agora S.A. and other industry standards. In business relations, we also respect external regulations self-imposed codes of our business partners and contractors.

With any inquiries related to *Agora Code of Ethics* contact:

Compliance officer

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