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United Nations Global Compact

January 3, 2012

Subject: Grace letter for Communication on Progress

Dear Sirs/Madam,

I am writing to request additional time to submit our latest COP that was due on 2 January 2012. The delay in submission is due to our work on enhancements to improve transparency and to initiate efforts in aligning portions of the report with the Global Reporting Initiative (GRI) indicators.

We are proud to have been an honorable participant with the UNGC for the past seven years and remain highly committed to its principles.

Please accept our sincere apologies for requesting an extension. We expect to be in a position to submit our COP within the next three weeks and look forward to your agreement with this extension request.

Yours Sincerely,

A handwritten signature in cursive script, appearing to read "Cheryl E. McDougall".

Cheryl E. McDougall
Executive Director
Corporate EHS & Global Citizenship