H.E. António Guterres Secretary-General United Nations New York, NY 10017 USA

Dear Mr. Secretary General,

I am pleased to confirm that Ledernes Hovedorganisation supports the ten principles of the UN Global Compact with respect to human rights, labor, environment and anti-corruption. With this commitment, we express our intent to support the Global Compact advancing these principles, and will make a clear statement of this commitment to our stakeholders and the general public. We also pledge to participate in and engage with the UN Global Compact in the following way(s):

- Facilitate dialogue with companies and other stakeholders involved in the UN Global Compact to help build consensus around labour-related issues.
- Examine company performance on rights and sustainability issues.

We recognize that a key requirement for participation in the Global Compact is the submission of a Communication on Engagement (COE) that describes our organization's efforts to support the implementation of the ten principles and to engage with the Global Compact. We support public accountability and transparency, and therefore commit to report on progress within two years of joining the Global Compact and every two years thereafter according to the Global Compact COE policy.

Sincerely yours,

Bodil Nordestgaard Ismiris

CEO, Ledernes Hovedorganisation

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