

27 July 2021

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

Dear Secretary-General

As Chief Executive Officer of NCC Group and on behalf of the plc Board, I am pleased to confirm our support of the Ten Principles of the United Nations Global Compact on human rights, labour, environment, and anti-corruption. This letter expresses our intent to implement those principles.

We are committed to making the UN Global Compact and its principles part of the strategy, culture, and day to day operations of NCC Group, and to engage in collaborative projects, which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. NCC Group will make a clear statement of this commitment to our stakeholders and the general public.

We recognise that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP), which will describe our efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the UN Global Compact, and annually thereafter according to the UN Global Compact policy. This includes:

- A statement signed by me as chief executive officer of NCC Group, expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from this initial letter of commitment to join the UN Global Compact
- A description of practical actions (for example disclosure of any relevant policies, procedures, activities) that NCC Group has undertaken or plans to undertake to implement the UN Global Compact principles in each of the four issue areas of human rights, labour, environment, and anti-corruption
- A measurement of the outcomes – for example the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results.

NCC Group's commitment is integral to how we do business. Grounded in our values and principles, we're guided by our Code of Ethics and driven by our mission to make the world safer and more secure for our people, our customers, our investors, and the communities we live and work in.

Yours sincerely



Adam Palser
Chief Executive Officer
NCC Group plc