



Mammut Hoffmann

Company Wear. Since 1896

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

Brøndby the 12 st Oktober 2021

Dear Mr. Secretary-General, I am pleased to confirm that Mammut Hoffmann supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express 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 our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Mammut Hoffmann will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's 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 COP policy. This includes:

- A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is *separate* from our initial letter of commitment to join the UN Global Compact.

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- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

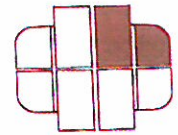
Sincerely yours,

[Signature]

Name Mr. Finn Hoffmann

Hoffmann Group A/S

Banemarksvej 38
2605 Brøndby
Denmark



Date: 16-09-2014

H.E.Ban Ki-moon
Secretary- General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary General

I am pleased to confirm that Hoffmann Group A/S supports the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption. With this communication, we express our intent to advance those principles within our sphere of influence. We are committed to making the Global Compact and its ten principles a part of our strategy, culture and day to day operations of our company, and to engage in collaboration projects which advance the broader development goals of the United Nations, particularly the Millemium Development Goals. Hoffmann Group A/S 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 Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles. We support public accountability and transparency, and therefore commit to report on progress within a year of joining the global Compact, and annually thereafter according to the Global Compact COP policy.

Sincerely Yours



Finn Hoffmann
Administrative Director