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H.E. Antonio GUTERRES
Secretary-General
United Nation
New York, NY 10017
USA

Paris, 18th October 2021

Dear Mr. Secretary-General,

I am pleased to confirm that Flichy Grangé Avocats supports the Ten Principles of the United Nations Global Compact on human rights, labor, 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 law firm, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Flichy Grangé Avocats 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 law firm'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 Global Compact and annually thereafter according to the UN Global Compact COP policy.

This includes:

- A statement signed by our managing partner expressing continued support for the UN Global Compact and renewing our commitment to the initiative and its principles. This will be separate from our initial letter of commitment to join the UN Global Compact

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

Sincerely yours,



Joël Grangé
Managing Partner