

To our stakeholders

July 6, 2015

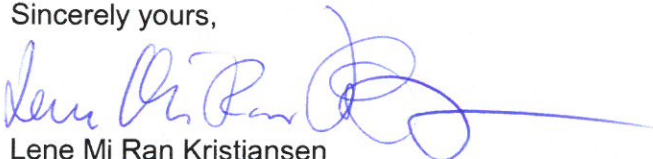
Grace letter

We recognize that a key requirement for participation in the UN Global Compact is the annual preparation and posting of a Communication on Progress (COP) that comprises of a CEO statement of continued support for the UN Global Compact, a description of practical actions with regard to the principles of the UN Global Compact, and a measurement of outcomes or expected outcomes.

We are late sharing and posting our COP report due to the joining of a new CEO in June who has asked to review and contribute to the process before we submit. We see this as a positive opportunity which will only improve the quality of the report.

We hereby ask for an extension period in order to be able to post a COP that describes our company's efforts and progress to implement the principles of the UN Global Compact. Our new COP report will be posted on the UN Global Compact website by October 1st, 2015 at the latest.

Sincerely yours,



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