

Copenhagen, October 26th 2015

Grace Period Letter

To our stakeholders:

We recognize that a key requirement for participation in the UN Global Compact is the bi-annual preparation and posting of a Communication on Engagement (COE) 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 in creating, sharing and posting our COE report since other engagements in the area of CSR have put a high demand on our human resources and delayed the start of the COE process. It is important for us to make a good first COE that adequately describes our activities internally and externally as a business organization, engaged in supporting our member companies and participating in projects and political dialogue on CSR, environment and labor market.

We therefore ask for an extension period in order to be able to post a COE that describes our company's efforts and progress to implement the principles of the UN Global Compact. Our new COE report will be posted on the UN Global Compact website by December 31st 2015 at the latest.

Sincerely yours,



Louise Koch
Head of CSR