

United Nations Global Compact 685 Third Avenue, FL 12 New York, NY 10017

19 October 2015

To our stakeholders:

We recognise 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 in creating, sharing and posting our COP report due to limited capacity of staff in what is a busy and disruptive period for the organisation that includes office relocation and extended international travel.

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 19 January 2015 at the latest.

Sincerely yours,

fine inhoe.

Paul Nichols

Chief Executive