

Waterloo, the 11th of January 2016

To our stakeholders:

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 in creating, sharing and posting our COP report due to unexpected internal reorganizations in 2015 that left us short of personnel to prepare our COP design on time. 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 the 16th of April 2016 at the latest.

Sincerely yours,



Cecile Bovis
UN Global Compact Coordinator at mcs Kick&Rush