

Wednesday 17th August 2016

Communication on Progress (COP) - Grace Period

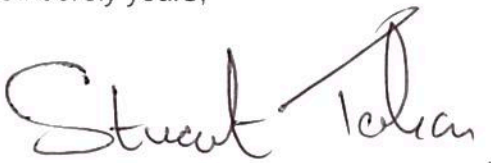
To our stakeholders,

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 company expansion and management re-organisation, which has meant we need to include other matters and parties in the report in order for it to be a better reflection of our activities.

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 31st October 2016 at the latest.

Sincerely yours,



Stuart Tolson
Human Resources Director Chartered MCIPD