

UN Global Compact Grace Letter

April 27, 2019

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 changes in leadership. The person responsible for managing this relationship has changed hands recently; therefore, we would be grateful for the additional time to allow the new parties to familiarize themselves with the UN Global Compact agreement and the company's efforts to ensure our COP covers all relevant points.

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 July 25, 2019 at the latest.

Sincerely yours,



Elizabeth Louise Hatt

Marketing Manager