



November 6, 2019

United Nations Global Compact  
2 United Nations Place  
New York  
NY 10017  
USA

Ref. Communication on Engagement – Grace Period Request

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 competing strategic priorities.

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 February 4, 2020 at the latest.

Sincerely,

Stephanie Hawkins  
Director, Business Development