**04 December 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 largely to significant changes to our Board and Senior Management over the last three months, including the departure of our CEO and appointment of an interim CEO. Given these circumstances and that this is our first COP since joining the UN Global Compact we feel the grace period is necessary to ensure we can submit a COP of the required standard.

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 13 March 2020 at the latest.

Sincerely yours,



Mr. Daniel Jarman

Executive Director (Pact UK) For Pact Inc