

24th September 2020

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 director's 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 sharing and posting our COP report due to a heavy workload at this time of year caused by variation in our work programme as a result of Covid-19 which has impacted us as well as our partners.

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 20th December 2020 at the latest.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Nigel Thornton', is written over a light grey rectangular background.

Nigel Thornton

Director