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17 December 2020,

To our stakeholders:

We recognise that a key requirement for participation in the UN Global Compact is the annual preparation and posting of a Communication on Progress (COP) that is comprised of a CEO statement of continued support for the UN Global Compact, a description of practical actions regarding 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 delays in the reviewing process across our teams.

As we want to present the most thorough report possible, 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 March 17 2021.

Sincerely yours,



Dr Stuart Poore
EMEA Director of Sustainability and Government Affairs