
GRACE LETTER

10 June 2022

To our stakeholders:

We recognize that a critical requirement for participation in the UN Global Compact is the annual preparation and posting of a Communication on Progress (COP). It involves a CEO statement of continued support for the UN Global Compact, a description of practical actions concerning the principles of the UN Global Compact, and a measurement of outcomes (or expected outcomes).

We are behind schedule in creating, sharing and publishing our COP report due to reviewing all company policies that influence sustainability outcomes and improvements as part of our commitment to real action on ESG.

We, as a result of this, ask for an extended period to be able to post a COP that describes our company's efforts and progress in implementing the principles of the UN Global Compact. Our new COP report will be posted on the UN Global Compact website by 1st October 2022, at the latest.

Sincerely yours,



THOMAS BERRY
Founder & Co-CEO