

8th November 2022

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 significant changes and challenges occurring in our business following the COVID-19 pandemic. This has impacted our business structure and operations with significantly fluctuating workflows, caused by the current employment market, to which we have had to respond. This has delayed our ability to report on our actions and measurement of outcomes.

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 24th February 2023 at the latest.

Yours sincerely,



Alison Watts
CEO HOBAN Recruitment