

09/05/20

H.E. António Guterres Secretary-General United Nations New York, NY 10017 USA

Dear Mr. Secretary General,

I am pleased to confirm that It's a Penalty supports the ten principles of the UN Global Compact with respect to human rights, labor, environment and anti-corruption. With this commitment, we express our intent to support the Global Compact advancing these principles, and will make a clear statement of this commitment to our stakeholders and the general public.

We also pledge to participate in and engage with the UN Global Compact in the following ways: Engage with Global Compact Local Networks; Join and support issue platforms and workstreams; Encourage businesses and others we interact with to participate in the UN Global Compact.

We recognize that a key requirement for participation in the Global Compact is the submission of a Communication on Engagement (COE) that describes our organization's efforts to support the implementation of the ten principles and to engage with the Global Compact. We support public accountability and transparency, and therefore commit to report on progress within two years of joining the Global Compact and every two years thereafter according to the Global Compact COE policy.

Sincerely yours,

Sarah de Carvalho MBE

Soul de Canallo

CEO