



2nd February 2021

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

Dear Mr. Secretary-General,

I am pleased to confirm that Hilton Food Group plc supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals.

Hilton Food Group plc will make a clear statement of this commitment to our stakeholders and the general public in our annual report for the 2020 financial year and on our website.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the UN Global Compact, and annually thereafter according to the UN Global Compact COP policy. This includes:

1. A statement, signed by myself, expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is in addition to this initial letter of commitment to join the UN Global Compact.
2. A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that we have taken (or plan to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption).
3. A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Yours sincerely,

A handwritten signature in blue ink, appearing to read "Philip Heffer", is written over a faint, light blue circular stamp or watermark.

Mr Philip Heffer
Chief Executive Officer
Hilton Food Group Plc