

04.04.2016

**H.E. Ban Ki-moon
Secretary-General
United Nations
New York, NY 10017
USA**

Dear Mr. Secretary-General,

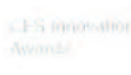
I am pleased to confirm that *FIBAR GROUP S.A.* supports the ten principles of the Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the Global Compact and its principles part 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 Millennium Development Goals. *FIBAR GROUP S.A.* will make a clear statement of this commitment to our stakeholders and the general public. We recognize that a key requirement for participation in the 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 Global Compact, and *annually* thereafter according to the Global Compact COP policy. This includes:

- ❖ A statement signed by the chief executive expressing continued support for the Global Compact and renewing our ongoing commitment to the initiative and its principles. This is *separate* from our initial letter of commitment to join the Global Compact.
- ❖ A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the Global

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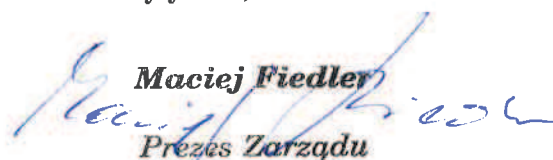
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Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption).

- ❖ A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Sincerely yours,


Maciej Fiedler
Prezes Zarządu

Maciej Fiedler
CEO/Chief Executive Officer

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