

October 3, 2018

Mr. Fabrice Houdart
Human Rights Officer, New York Office
United Nations
Office of the High Commissioner for Human Rights
S-1306
New York, NY 10017, USA

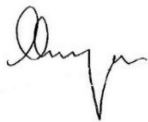
Dear Mr. Fabrice:

We are writing to express support for the Standards of Conduct for Business in Tackling Discrimination against Lesbian, Gay, Bi, Trans, and Intersex people (the LGBTI Standards) put forth by the Office of the United Nations High Commissioner for Human Rights. Our Global Principles of Business Conduct, which state that we respect human rights and we do not tolerate harassment or unfair discrimination in our working environments, already align with core principles of the LGBTI Standards.

We value the benchmarks and guidance that the LGBTI Standards provide us to assess our role in tackling discrimination and in implementing practices that respect and support the rights of LGBTI people at work, in the market and our communities. We appreciate the need to assess risks and impacts in context and adapt implementation accordingly.

Supporting the LGBTI Standards is one more way we can demonstrate Deloitte's Purpose of Making an Impact that Matters.

Sincerely,



Punit Renjen
Deloitte Global Chief Executive



David Cruickshank
Deloitte Global Chairman of the Board