

Health, Safety, Environment and Quality (HSEQ) Policy

Pivotal is committed to providing a safe and healthy working environment to workers, contractors & visitors as far as is reasonably practicable: with minimum impact on the environment. We shall comply with applicable legislation and standards, and shall strive to provide total customer satisfaction in all our products and services.

We recognize that a positive safety culture contributes actively towards a safe and healthy work environment. We shall encourage active participation in hazard identification; conduct suitable risk and environmental impact assessments; and implement effective controls to minimize risks.

To implement this HSEQ policy we shall:

- adopt sound workplace risk management principles and practices when conducting our business;
- provide appropriate level of resources to the HSEQ Management system;
- establish standards of performance, measurable objectives and targets to track our success;
- provide opportunities for meaningful consultation with workers and other stakeholders, on HSEQ matters;
- ensure workers have adequate health and safety training and supervision;
- take corrective and preventive actions to prevent injury and promote an early return to work;
- strive to continuously improve our HSEQ performance.

Every Pivotal employee including contractors shall be responsible to comply with this HSEQ Policy. We shall review our policy so that it remains current at all times. This policy shall be communicated to all stakeholders.

A handwritten signature in black ink, appearing to read "Jose Duarte".

Jose Duarte

Chief Executive Officer