

DIVERSITY POLICY

Pivotal Systems Corporation ("Company")

1. Scope

This diversity policy applies to the Company's board of directors (**Board**), officers and employees (**Personnel**).

2. Purpose

The Company has a strong commitment to diversity and inclusion at all levels of the organisation and recognises the value of attracting and retaining Personnel with different backgrounds, knowledge, experiences and abilities. The Company recognises that diversity and inclusion not only encompasses gender but extends to a range of other characteristics including age, ethnicity, religious or cultural background, language, marital or family status, disability, sexual orientation, gender identity, socio-economic background, perspective and experience.

Diversity and inclusion contributes to the Company's business success and benefits individuals, clients, teams, shareholders and stakeholders. In particular, the Company considers that a diverse and inclusive culture is a competitive advantage in the labour market which is important for the Company being able to attract, retain and motivate employees from the widest possible pool of available talent.

Our business values, policies, practices and behaviours promote diversity, inclusion and equal opportunity and create an environment where individual differences are valued and all Personnel have the opportunity to realise their potential and contribute to the Company's success.

3. What is Diversity?

Diversity recognises and values the contribution of people with differences in background, experience and perspectives. At the Company, diversity means:

- 3.1 an inclusive workplace that embraces individual differences;
- 3.2 a workplace that is free from discriminatory behaviours and business practices including discrimination, harassment, bullying, victimisation and vilification;
- 3.3 equitable frameworks and policies, processes and practices that limit potential unconscious bias;
- 3.4 equal employment opportunities based on capability and performance;
- 3.5 awareness of the different needs of employees;
- 3.6 the provision of flexible work practices and policies to support employees; and
- 3.7 attraction and retention of a diverse range of talented people.
- 3.8 The Company aspires to achieve the objectives set out in this policy and aims to embed a strong diversity framework within its systems and culture.

4. Board's Responsibilities

The Board is responsible for designing and overseeing the implementation of this diversity policy.

The Board will be responsible for promoting diversity within the Company's culture and monitoring the effectiveness of this diversity policy. The Company recognises that it needs to provide management with appropriate guidance in order to foster a value for diversity within its management culture. To achieve this, the Company is committed to providing its management with the appropriate training and resources to understand the benefits of diversity in recruitment strategies and day-to-day management strategies. The Board will also be required to develop initiatives that will promote and achieve diversity goals.

5. Remuneration and Nomination Committee's Responsibilities

The Remuneration and Nomination Committee is responsible for periodically reviewing this diversity policy to check that it is operating effectively and whether any changes are required to the Policy and will provide the Board with an annual report on the status of diversity within the Company and the effectiveness of the measurable objectives for achieving gender diversity.

6. Personnel's Responsibilities

All Personnel are required to act in a manner that supports diversity within the workplace and promotes the objectives set out in this diversity policy. Employees are encouraged to provide feedback to management regarding programs or initiatives which will improve the Company's approach to diversity and inclusion in the workplace.

In order to have an inclusive work place, discrimination, harassment, vilification and victimisation cannot and will not be tolerated.

7. Measureable objectives

The Company recognises that gender diversity amongst its Personnel:

- 7.1 broadens the pool of high-quality directors and employees;
- 7.2 is likely to support employee retention;
- 7.3 is likely to encourage greater innovation by drawing on different perspectives;
- 7.4 is a socially and economically responsible governance practice; and
- 7.5 will improve the Company's corporate reputation.

The Board will adopt measurable objectives to assist the Company to achieve gender diversity in the composition of the Board, senior management and its workforce generally, and review the Company's progress in meeting these objectives and the effectiveness of these objectives each year. The Remuneration and Nomination Committee is responsible for recommending such measurable objectives to the Board in light of the Company's general selection policy for Personnel.



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The Remuneration and Nomination Committee will report to the Board on the Company's progress towards achieving its measurable objectives each year. This report will include a review of the relative proportions of men and women at all levels in the organisation.