

PIC

ENVIRONMENTAL POLICY

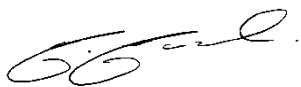
Pacific Industrial Company understands that care for the environment is not only a necessary part of conducting its business operations, but also an advantageous one.

Pacific Industrial Company will take all reasonable steps to ensure our employees and clientele are obligated and encouraged to act in accordance with the principle to promote conservation and care for the environment.

In accordance with this Policy, the activities at Pacific Industrial Company shall be controlled by the following principles:

- PIC shall abide by all relevant legislation, regulations and standards;
- We will comply with our client's specific project requirements;
- PIC shall plan, develop, implement and monitor relevant procedures and standards to minimise any unfavorable environmental impact that may result from our business;
- We encourage all of our employees to develop a sense of responsibility for the protection and prevent pollution of the environment,
- Encourage employee consultation, education and participation;
- Include the principles of environmental management into induction training programs;
- Monitoring and using appropriate technology and management practices that are not harmful to people or the environment;
- Promote awareness throughout the workplace and community;
- Preserve wildlife habitats, wherever possible and the prevention of pollution;
- Continual improvements of the effectiveness of PIC management system performance aimed at reducing workplace injuries, improving environmental performance and customer satisfaction.

Dated this 5th day of May 2020.

A handwritten signature in black ink, appearing to read 'Marco Mosole', is positioned above the printed name and title.

Marco Mosole
Managing Director