
HEALTH, SAFETY & ENVIRONMENT (HSE) POLICY

FORHILL Limited recognizes that its activities may present risks to the health and safety of its employees, subcontractors, clients, and the public, as well as potential impacts on the environment.

FORHILL Limited is committed to conducting its business in a manner that protects the health, safety, and welfare of all persons affected by its operations, and that minimizes harm to the environment. Management regards this commitment as being of equal importance to the quality, cost, and delivery of its services.

In fulfilling this commitment, FORHILL Limited shall:

1. Comply with all applicable national health, safety, and environmental laws, regulations, and client-specific requirements as a minimum standard of performance.
2. Identify hazards and assess risks associated with electronic security installations, engineering activities, and general contracting works, and implement effective controls to eliminate or reduce risk.
3. Provide the resources, training, supervision, and equipment necessary to enable employees and subcontractors to carry out their work safely and competently.
4. Ensure all employees, subcontractors, and visitors are aware of their HSE responsibilities and are empowered to stop any work that is unsafe.
5. Prevent injury and ill health by maintaining safe systems of work, safe plant and equipment, and safe working environments across all offices, workshops, and project sites.
6. Investigate all incidents, accidents, and near misses, and take corrective action to prevent recurrence.
7. Minimize the environmental impact of its operations through responsible use of resources, waste management, and pollution prevention.
8. Consult with employees on matters affecting their health and safety, and encourage active participation in HSE improvement.
9. Set, monitor, and review measurable HSE objectives, and continually improve HSE performance across the organization.

This policy shall be communicated to all employees, subcontractors, and interested parties, and be pasted at strategic areas in the work environment.

This policy applies to all FORHILL Limited employees, subcontractors, and suppliers, at all offices, workshops, and project sites, and shall be reviewed at least annually, or sooner if required by changes in legislation, operations, or business scope, to ensure its continued suitability and effectiveness.



Mr. Gogo Macaulay, Chief Executive Officer
Date: January 01, 2026