

LABOR AND HUMAN RIGHTS POLICY

1. Policy Statement

Forhill Limited is committed to upholding the highest standards of human rights, ethical labor practices, and dignity in the workplace across all office, maritime, and field operations. In alignment with **ISO 9001:2015**, national labor legislation, and the International Labour Organization (ILO) Core Conventions, Forhill Limited strictly prohibits any form of forced labor, child labor, discrimination, harassment, or unlawful exploitation.

Every employee, contractor, and supply chain partner is entitled to a safe, respectful, equitable, and fair work environment.

2. Scope & Applicability

This policy applies to:

- All direct employees, executive management, and contract staff of Forhill Limited.
- All vessels, office facilities, and operational sites managed by Forhill Limited.
- All third-party vendors, suppliers, and subcontractors working on behalf of Forhill Limited.

3. Core Policy Commitments

3.1 Prohibition of Child Labor & Forced Labor

- **Child Labor:** Forhill Limited enforces a strict zero-tolerance policy against child labor. The minimum age for employment is 18 years across all onshore, offshore, and maritime operations. Age verification via valid government identification is mandatory prior to recruitment.
- **Forced / Compulsory Labor:** All employment is strictly voluntary. Forhill Limited prohibits bonded labor, human trafficking, or withholding personal identification, passports, or property as a condition of employment. Workers are free to terminate employment in accordance with statutory or contractual notice periods.

3.2 Non-Discrimination & Equal Opportunity

- Recruitment, advancement, compensation, and access to training are based solely on merit, qualifications, and operational performance.
- Forhill Limited strictly prohibits discrimination based on race, ethnicity, religion, gender, age, disability, marital status, union affiliation, or political opinion.

3.3 Workplace Harassment & Dignity

- The company maintains zero tolerance for physical, verbal, psychological, or sexual harassment, intimidation, or abuse.
- Any act of workplace bullying, coercion, or abuse of power will result in immediate disciplinary action up to and including termination and legal escalation.

3.4 Fair Compensation, Working Hours & Benefits

- **Wages:** Remuneration meets or exceeds statutory minimum wage requirements and industry standards. All payments are accompanied by transparent pay stubs.
- **Working Hours:** Hours of work, overtime, and mandatory rest periods strictly comply with national labor laws and applicable maritime labor standards (e.g., MLC standards for maritime personnel).
- **Rest & Leave:** All employees are entitled to statutory annual leave, sick leave, maternity/paternity leave, and scheduled public holidays.

3.5 Freedom of Association & Collective Representation

- Employees have the right to form, join, or refrain from joining trade unions or worker representatives without fear of reprisal, intimidation, or discrimination.
- The management maintains open channels for constructive dialogue and grievance resolution.

4. Grievance Mechanisms & Whistleblower Protection

1. **Reporting Channels:** Employees or contractors who experience or witness a violation of this policy may report it via:
 - Direct submission to the HR Manager or Compliance Department.
 - Confidential submission via the Whistleblower Box / dedicated email (compliance@forhill-limited.com).
2. **Non-Retaliation Guarantee:** Forhill Limited strictly prohibits retaliation, harassment, or adverse employment actions against any individual who reports a concern or participates in a human rights investigation in good faith.
3. **Investigation Workflow:** All reported grievances will be formally acknowledged within 24 hours, investigated confidentially within 5 working days, and resolved with documented outcomes.

5. Supply Chain & Contractor Adherence

- All third-party suppliers, maritime vessel operators, and service providers must sign the **Forhill Limited Supplier Code of Conduct**, confirming compliance with these labor and human rights standards.
- Failure to comply with basic human rights or fair labor principles will result in immediate vendor disqualification.

Approved By:

Managing Director / CEO



Mr. Gogo Macaulay, Chief Executive Officer

Date: January 01, 2026