
NO SMOKING POLICY

At **Forhill Limited**, we are committed to providing and maintaining a safe, healthy, and productive work environment for all employees, contractors, visitors, and clients. Smoking poses significant health, safety, and environmental risks, particularly within our operations involving electrical installations, oil and gas support services, logistics, solar and inverter systems, and fire safety solutions.

To protect our people, assets, and the environment, smoking is prohibited in all enclosed workplaces, company vehicles, client premises and any area where flammable/ combustible materials are stored, handled, or used. Smoking is permitted only in designated smoking areas approved by the Company.

Forhill Limited is committed to complying with all applicable health, safety, and environmental legislation and to continually improving our workplace safety performance through awareness, education, and enforcement of this policy.

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