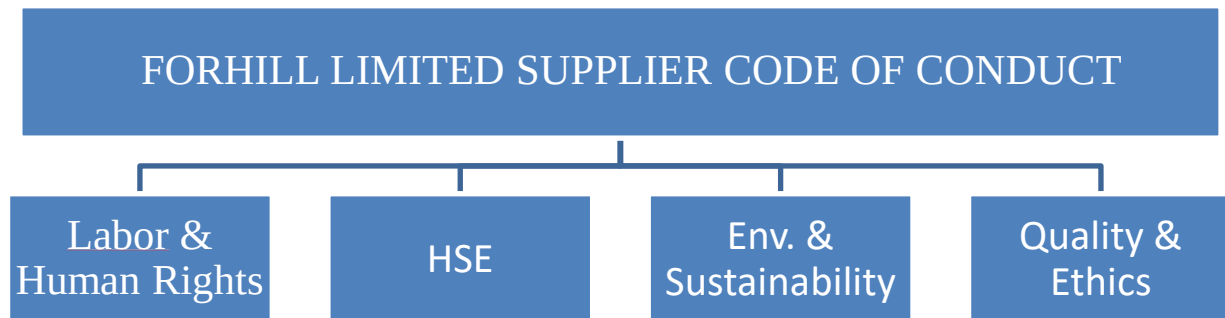


Supplier & Vendor Code of Conduct Agreement

1. Purpose & Core Mandate

Forhill Limited is committed to maintaining high standards of integrity, quality, ethical human rights practices, and environmental stewardship across its supply chain. In accordance with **ISO 9001:2015 Clause 8.4** (*Control of externally provided processes, products, and services*), all vendors, contractors, maritime vessel operators, suppliers, and service providers ("Suppliers") must adhere to this **Supplier Code of Conduct Agreement** as a mandatory condition of doing business with Forhill Limited.

2. Supplier Code Standards



2.1 Labor & Human Rights

- **Child Labor Prohibition:** Suppliers shall strictly prohibit child labor. No worker under the age of 18 (or the statutory national minimum working age, whichever is higher) shall be employed across any operational site, vessel, or facility.
- **Forced & Compulsory Labor:** All work must be voluntary. Suppliers shall not use forced, bonded, indentured, or trafficked labor, nor retain original government IDs, passports, or work permits as a condition of employment.
- **Non-Discrimination & Harassment:** Employment decisions shall be based strictly on merit and qualifications. Suppliers must enforce zero tolerance for discrimination, physical or verbal harassment, abuse, or intimidation based on race, gender, religion, age, disability, or marital status.
- **Wages, Hours & Rest:** Compensation must meet or exceed statutory minimum wage laws and industry standards. Working hours, overtime compensation, and mandatory rest periods must fully comply with applicable national labor legislation and maritime labor standards.
- **Freedom of Association:** Suppliers shall respect the legal right of employees to form, join, or refrain from joining trade unions and worker organizations without retaliation.

2.2 Health, Safety, and Working Conditions (ISO 45001 Alignment)

- **Safe Work Environment:** Suppliers must provide safe and healthy working facilities, fit-for-purpose equipment, clean water, adequate sanitation, and suitable Personal Protective Equipment (PPE) at no cost to workers.
- **Risk Assessment & Controls:** Suppliers shall conduct hazard identification (HAZID/JHA) for high-risk operations and enforce proper safety controls, including Permit To Work (PTW) protocols where applicable.
- **Emergency Preparedness:** Suppliers must maintain documented emergency response plans, functional fire/life safety equipment, marked emergency exits, and conduct regular emergency drills.

2.3 Environmental Stewardship (ISO 14001 Alignment)

- **Regulatory Compliance:** Suppliers must hold and maintain all required environmental permits, approvals, and registrations.
- **Waste & Spill Management:** Suppliers shall practice safe storage, handling, and disposal of hazardous materials and waste. Unlawful discharges into waterways, soil, or the atmosphere are strictly forbidden.
- **Resource Efficiency:** Suppliers are encouraged to minimize waste generation, separate recyclable materials, and optimize fuel/energy consumption.

2.4 Quality Management, Ethics & Compliance

- **Quality Assurance:** Suppliers must maintain a structured quality management approach that ensures delivered goods, maritime vessels, and services meet agreed specifications, technical standards, and safety parameters.
- **Anti-Corruption & Anti-Bribery:** Bribes, kickbacks, extortion, secret commissions, or unauthorized gifts to Forhill Limited employees or third parties are strictly prohibited.
- **Statutory & Tax Compliance:** Suppliers must maintain active business registrations, corporate tax compliance, and hold all relevant operating licenses required by statutory authorities.
- **Whistleblower Protection:** Suppliers shall maintain a mechanism for their employees to report grievances or breaches confidentially without fear of retaliation or adverse consequences.

3. Audit & Verification Rights

Forhill Limited reserves the right to evaluate and audit (or engage an independent auditor to assess) Supplier facilities, vessels, worker records, and operating practices upon reasonable notice to confirm compliance with this Code.

4. Supplier Acknowledgment & Agreement

By signing below, the Supplier confirms that it understands, accepts, and agrees to comply with all provisions set forth in this **Forhill Limited Supplier Code of Conduct Agreement**. The Supplier further understands that failure to comply with these principles may result in the immediate suspension or termination of business contracts and vendor registration.

COMPANY / VENDOR NAME: _____

REGISTERED ADDRESS: _____

AUTHORIZED SIGNATORY: _____

FULL NAME & TITLE: _____

DATE: _____ STAMP / SEAL: _____

Issued By:

Approved By:

Compliance & Procurement Department
Date:

Mr. Gogo Macaulay, Chief Executive Officer
Date: