

HEALTH, SAFETY AND ENVIRONMENT POLICY

UHK-POL-HSE-001

1. Purpose

Unity Homes is committed to delivering high-quality residential developments while protecting the environment and ensuring safe and healthy working conditions for employees, contractors, customers, and other interested parties.

This policy forms part of the Integrated Management System and aligns with ISO 9001, 14001 and 45001.

2. Scope

This policy applies to all employees, contractors, and stakeholders involved in the planning, design, development, construction, and sale of residential projects.

3. Policy

Health, safety, and environment are everyone's responsibility. It is the duty of every employee to understand and follow applicable laws as well as the Company's policies and procedures.

- The Company will comply with all applicable laws and relevant industry standards of practice concerning the protection of the health and safety of its employees at the workplace and others affected by its activities, as well as the prevention of environmental pollution.
- The management will take actions that are reasonable and necessary to eliminate hazards and reduce HSE risks through proactive risk assessment and control.
- Effective HSE management is good business. The Company is committed to continual improvement of HSE management practices, evaluating all operational aspects.
- The Company will communicate this policy and make it available to all employees and stakeholders.
- The Company commits to the consultation and participation of employees and all stakeholders in order to achieve these goals and carry out this policy.
- The Company shall, in line with this policy, set out HSE objectives and targets complete with periodic measurement to ensure compliance.

4. Responsibility for Implementation

- The Company will establish and maintain self-assessment and audit programmes sufficient to provide management with reports and other information concerning the Company's compliance with this policy.
- The executive director shall designate a senior employee of the Company as its head of HSE.
- The head of HSE will oversee the administration of this policy and will make such recommendations as he or she deems appropriate to carry out this policy and achieve its

goals. The head of HSE will report to the executive director at least twice each year concerning the Company's HSE compliance.

5. Revision

This policy shall be revised under the following circumstances:

- Key changes in the top leadership.
- Changes in legislation.
- Annual review.

Signed



Executive Director

April 2026

Rev 02: April 2026

6. Amendment Record

Rev	Date	Details of Amendment	Reason for Amendment
01	15.02.2024	Addition "The Company will establish HSE objectives and targets, regularly measuring progress to ensure adherence to policy".	Requirement for ISO 14001 point b and ISO 45001 for point b.
01	15.02.2024	Addition "The Company commits to the consultation and participation of employees and all stakeholders in order to achieve these goals and carry out this policy"	Requirement for ISO 45001 point f.
02	10.04.2026	Amendment of the "Purpose" Clause	Outcome of MRM 2025
02	10.04.2026	Amendment to commitment 2	Outcome of MRM 2025