



SMITH & SONS (BLETCHINGTON) LTD

BUSINESS CONTINUITY MANAGEMENT POLICY STATEMENT

INCLUDING LINEAR FISHERIES (OXFORD) LTD

Smiths Bletchington is committed to undertaking its business activities responsibly and sustainably, meeting the needs of customers, employees and other stakeholders, while managing the social and environmental impacts of our activities.

INTRODUCTION:

The Company provides this Business Continuity Management Policy in support of a program for business continuity, disaster prevention and business recovery.

The aim is to develop a Business Continuity Plan (BCP) which ensures that we detect, prevent, minimise and, where necessary, deal with the impact of disruptive events. In the event of such incidents, we will be able to protect our people, systems, infrastructure, stakeholders and the surrounding environs. We will be able to prioritise activities and return to 'business as usual' as soon as possible.

WE AIM TO:

- Continue to provide key services to our customers in times of disruption.
- Reduce the period of disruption, both for the Company, our customers and other stakeholders.
- Comply with relevant legislation/regulations.
- Reduce the operational and financial impact of any disruption.

TO ACHIEVE THESE AIMS, WE WILL:

- Identify critical activities and resources, undertake Business Impact Analysis and select Risk Mitigation Strategies. These will be applied to reduce the likelihood, severity and duration of a disruption.
- Produce Business Continuity Plans to enable staff to continue key services and activities at an acceptable pre-defined level. These plans will be communicated to staff and the necessary training undertaken.
- Test these plans from time to time and carry out management reviews of the BCP annually to enable continuous improvement.

The Board of Directors of Smith & Sons (Bletchington) Ltd is accountable for this Business Continuity Management Policy and the implementation and maintenance of the Business Continuity Plan.

The Board of Directors will:

- Assign responsibility to specific executives.
- Ensure the effectiveness of the BCP.
- Ensure that effective review of the BCP is carried out.

Ric Clemmey
Managing Director

August 2022