



Silal Group BCMS Policy

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Document Control Sheet

Title of Document : Silal Group BCMS Policy
 Document No. : BCM-CORP-POL-01
 Version No. : 1.0

Activity	Name / Designation	Signature
Approved by	Board of Directors	17 September 2026
Endorsed by	Audit and Risk Committee	11th September 2026
Endorsed by	Business Continuity Management Committee	Signed by:  C14965EAC437472...
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Revision Record

Version No.	Revision Details	Revision Date	Updated by
1.0	Initial issue	Aug 2026	Fatima Alomaira



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1. Purpose

This Group BCMS Policy establishes a unified approach, scope, and governance framework for BCM across Silal Group; defines roles and responsibilities at Group and subsidiary level; aligns BCMS objectives with Silal's strategic mission and operations; and ensures compliance with applicable national and international BCM standards and regulations.

2. Scope

This Group BCMS Policy applies to all entities under the Silal umbrella, including:

- Silal (Holding Company)
- SAFCO
- Al Bakrawe Holding
- Sherwood
- Terminex

This Policy shall also apply to any future subsidiaries, affiliates, or joint ventures that become part of the Silal Group.

Covering the delivery of all products, services, and critical functions at predefined levels following a disruptive incident, across all Silal Group operational locations. This includes personnel, operations, facilities, equipment, key third-party relationships, and supporting information systems.

Critical third parties and outsourced service providers supporting prioritized activities shall be subject to BCM due diligence, contractual continuity obligations, defined recovery expectations, and periodic assurance over their tested continuity capability.

3. Responsibilities

Group CEO	Overall accountability for the effectiveness of the Group BCMS.
BCM Committee	Endorse the Group BCMS Policy and provides strategic oversight for all BCMS activities.
Group BCM Lead:	Develops, implements, maintains and continually improves the Group BCMS Policy and framework; coordinates BCM across subsidiaries.
Subsidiary Management	Responsible for the effective implementation of this Group BCMS Policy within their respective entities. This includes developing, maintaining, and testing subsidiary-specific BCM documentation (e.g., BIAs, BCPs, DR plans, procedures) that align with the Group policy and standards.
Legal and Compliance	Provide legal advice on applicable laws, regulations and contractual obligations relating to business continuity. Support regulatory notifications, contractual interpretation, legal risk assessment and preservation of legal privilege during disruptive incidents.
All Employees:	Expected to understand their roles in BCM and comply with established procedures and plans.

Detailed RACI and the BCMS org chart are maintained in: Context of Organization and BCMS Governance document

4. Policy

4.1 Policy Statement

Silal, as a leading diversified food and Agri-tech holding company, along with its subsidiaries (SAFCO, Al Bakrawe Holding, Sherwood, and Terminex) is committed to establishing and maintaining a robust BCMS. This holistic Group BCMS Policy serves as the overarching framework to ensure the resilience of all group operations, critical processes, and service delivery in the face of disruptive incidents. We are dedicated to protecting our people, assets, brand, and the continuity of essential services, thereby contributing to national food security and sustainable growth across the group.

Activation of Business Continuity Plans and escalation of significant incidents shall be undertaken only by personnel authorised under the approved Delegation of Authority and applicable BCMS procedures.

Incidents with the potential to materially affect operations, regulatory compliance, contractual obligations or the Group's reputation shall be escalated in accordance with the approved crisis management and incident escalation procedures.

4.2 Policy Application and Compliance

This policy is applicable to all employees, contractors, third parties, and joint venture partners across the entire Silal Group. Compliance with this policy is mandatory and is overseen by the Group Chief Executive Officer, BCM Committee and the respective CEOs of each subsidiary.

During business continuity activities, all employees, contractors and third parties shall continue to comply with applicable information security, confidentiality, cybersecurity and personal data protection requirements. Emergency response measures shall not compromise the confidentiality, integrity or availability of information assets.

Compliance with this policy shall be monitored through periodic self assessments, management reporting, internal audits, exercise results and corrective action tracking.

4.3 Policy Objectives

The Group BCMS objectives, applicable across all Silal Group entities, are to:

- . Ensure the safety and wellbeing of all human resources across the Group.
- . Maintain the availability of strategic food reserves and critical supplies managed by the Group and its subsidiaries.
- . Ensure the continuity of critical products and services at stated minimum levels following a disruptive incident, minimizing impact on customers and stakeholders.
- . Comply with all relevant laws, regulations, and contractual obligations.
- . Safeguard the Group's assets, information, and reputation.
- . Continuously improve the Group's resilience to disruptions.

4.4 Policy Review and Update

Led by the Group BCM Lead with the Group and subsidiary management, endorsed by the BCM Committee & ARC and approved by the BOD. This policy will be reviewed at least annually, following significant organisational change, incidents, or regulatory change.

The review shall consider BCMS performance, audit findings, exercise outcomes, incidents, risk changes, resource adequacy, compliance status, and improvement actions.

4.5 Subsidiary BCM Documentation

Each subsidiary maintains its own BIAs, BCPs, DR plans, emergency response procedures, testing schedules, and training programs, all aligned with this Group Policy.

The Group BCM Lead shall define minimum BCMS control requirements applicable to all subsidiaries, including minimum documentation, testing, reporting, training, evidence retention, approval, and review expectations.

5. Reference Standards:

- AE/SCNS/NCEMA 7000:2021 | National BCM Standard.
- Applicable UAE Federal Laws, Abu Dhabi Government regulations and sector-specific regulatory requirements.
- ISO 22301:2019 | Business continuity management systems.
- ISO 9001:2015 Quality Management Systems Requirements
- ISO 45001:2018 Occupational Health and Safety Management Systems Requirements
- ISO 14001:2015 Environmental Management Systems Requirements
- ISO 22000:2018 Food Safety Management System Requirements for any organization in the food chain
- ISO 50001:2018 Energy Management System Requirements

6. Related Controlled Documents

This policy does not itself contain Silal Group's internal/external issues, RACI, or org chart. Those are maintained as separate controlled records so they can be updated without revising this policy:

- Context of the Organization Register (BCM-CORP-REG-01).
- Silal Group BCM Governance & Methodology Framework (BCM-CORP-POL-03).
- Silal Group BCMS Procedure Manual (BCM-CORP-PRO-01)
- Silal Group BCMS Operating Model (BCM-CORP-POL-04)
- Subsidiary BCPs, DR plans, and Strategy Evaluation records.

7. Abbreviations, Terms and Definitions

Acronym	Full form	Definition
BCM	Business Continuity Management	A holistic management process that identifies potential threats and their impacts and provides a framework for building organizational resilience and an effective response capability that safeguards the interests of key stakeholders, reputation, brand and value-creating activities.
BCMS	Business Continuity Management System	A management system to manage overall business continuity.
BCP	Business Continuity Plan	A documented collection of procedures and information that is developed, compiled, and maintained in readiness for use in an incident to enable an organization to continue to deliver its critical products and services at an acceptable predefined level.
BIA	Business Impact Analysis	A process that organizations use to analyse the effect a business disruption could have on activities that support the provision of products and services. The results of this analysis are used to set business continuity and recovery priorities, objectives, and targets.
DR	Disaster Recovery	Procedures for recovering IT infrastructure and data from any business disruption.
MTPOD	Maximum Tolerable Period of Disruption	The maximum period whereby an organization's activities can be disrupted without resulting in unacceptable consequences.
RPO	Recovery Point Objective	The point to which information used by an activity must be restored to enable the activity to operate.
RTO	Recovery Time Objective	The period following an incident within which a product or service must be resumed, or resources recovered.