

The group takes seriously the responsibility to identify and resolve risk across the business and the benefit a profitable, safe and sustainable environment brings for all concerned. This policy is supported and led at board and senior management level and responsibility assigned throughout the organisation for the principles and practices to be upheld.

- i) Analysis of strategic and financial risk is conducted on an on-going basis with regular meetings to discuss the legal, social, political and cultural environment in which the organisation exists.
- ii) Direction and plans are developed and communicated to manage and maintain the success of the organisation; the health and welfare of employees and offer to customers. This includes efficient use and allocation of capital and resource.
- iii) An officer has been appointed to advise on regulation and to undertake routine operational risk assessments, advise on treatment and manage record-keeping in the following areas: Fire, electrical, security and hazards, workstation analysis, training - to an accredited standard as required.
- iv) A brand manager has been appointed to advise on compliance to trade descriptions, consumer and data protection and to uphold the strength and development of the Alsico and Meltemi brands.

Risks to the business and our service have been assessed and steps have been taken to ensure that the major functions survive or can be re-developed quickly in the event of a disaster.

Political Risks

- i) We have achieved a conscious spread of business so that if the UK government were to take a decision that had a serious impact on some areas of business, we would continue to trade.
- ii) Manufacturing is conducted in several areas of the world to minimise any political risk.

Fire, Flood or Natural Disaster

- i) All data is backed up to the cloud so retrieval of information is guaranteed.
- ii) All IT equipment is generic and can be replaced easily and inexpensively.
- iii) Fabric and finding stocks are held at multiple manufacturing locations allowing fast replacement of garment stock.
- iv) Pattern, specifications and sealed samples are also held at manufacturing locations allowing for immediate use or retrieval.
- v) Manufacture of garments and fabric is conducted at a number of locations. Should one factory suffer a disaster, alternative manufacture can be swiftly achieved.
- vi) Alternative warehouse and office locations are available locally

Pandemic or Staffing Disaster

- i) On-going training provides multi-skilled staff to enable work to continue following loss of staff.
- ii) Use of part-time staff means that hours can be increased where required.
- iii) All operations have been designed to be as intuitive as possible to ensure that most staff can operate in most areas of work if there is a critical need.

Financial

- i) Insurance is in place to ensure that finance is available to continue trading.

David Toon
Managing Director



Reviewed 20.09.2021