



RAVIRAJ FOILS LIMITED.

EHS PROCEDURE

HR DEPARTMENT

PAGE NO

Page 1 of 6

DOC. NO.

RFL/EHS/PR/99

REV. NO.

00

EFFECTIVE DATE

20/08/2024

REVIEW DATE

19/08/2025

SUPERSEDES

NIL

TITLE: Business Resilience Plan

1. Introduction

This Business Resilience Plan (BRP) provides a framework to ensure that Raviraj Foils Ltd. can continue critical business functions in the event of a major disruption caused by environmental, social, governance, or other risks.

2. Purpose

The purpose of this plan is to outline the steps that Raviraj Foils Ltd. will take to mitigate the effects of significant disruptions and to ensure the swift recovery of business operations.

3. Scope

This plan covers all critical business functions and departments within Raviraj Foils Ltd., detailing specific responses to a variety of potential scenarios that may threaten business continuity.

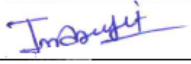
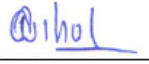
4. Objectives

- To minimize the impact of disruptions on company operations, stakeholders, and the environment.
- To ensure effective and efficient recovery by restoring business operations to a pre-disruption level as quickly as possible.
- To improve resilience by learning from disruptions and continuously updating the BRP.

5. Disaster Management and Recovery Plan

5.1 Risk Identification and Assessment

- Environmental Risks:** Includes natural disasters such as floods, earthquakes, or chemical spills.
- Social Risks:** Considers impacts from social unrest or public health crises.

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EHS PROCEDURE

HR DEPARTMENT	PAGE NO	Page 2 of 6
TITLE: Business Resilience Plan	DOC. NO.	RFL/EHS/PR/99
	REV. NO.	00
	EFFECTIVE DATE	20/08/2024
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- **Governance Risks:** Addresses risks from regulatory changes or compliance breaches.

5.2 Mitigation Strategies

- **Preventive Measures:** Implement safeguards to reduce the likelihood of disruptions (e.g., backup systems, safety checks).
- **Containment Measures:** Limit the impact of disruptions when they occur (e.g., emergency response procedures, isolation systems).

5.3 Recovery Strategies

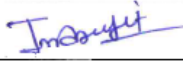
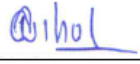
- **Business Continuity:** Prioritize and restore critical business functions to operational status.
- **Resource Allocation:** Ensure adequate resources are available for critical functions during a recovery phase (e.g., financial reserves, emergency supplies).

6. Internal Communications

- **Plan Development:** Communicate the development process of the BRP to all employees through internal newsletters, meetings, and training sessions.
- **Risk Awareness:** Regularly disseminate information about identified risks and the strategies in place to mitigate them.

7. Integration with Emergency Response Plans

- **Site-Specific Plans:** Link the BRP with site-specific emergency response plans to ensure a coordinated response across all levels of the organization.
- **Drills and Training:** Conduct regular drills to test the effectiveness of the emergency response and resilience plans.

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EHS PROCEDURE

HR DEPARTMENT	PAGE NO	Page 3 of 6
TITLE: Business Resilience Plan	DOC. NO.	RFL/EHS/PR/99
	REV. NO.	00
	EFFECTIVE DATE	20/08/2024
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8. Management Review and Approval

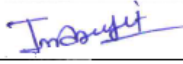
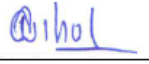
- **Initial Approval:** The BRP must be reviewed and approved by senior management upon its creation.
- **Ongoing Review:** Formal review of the BRP by senior management every five years or after major business changes or significant incidents.
- **Documentation:** Maintain records of all reviews and updates to the plan, including minutes from review meetings and logs of changes made.

9. Training and Awareness

- **Employee Training:** Conduct regular training sessions to ensure that all employees are aware of their roles in the implementation of the BRP.
- **Management Training:** Train management on the specifics of the BRP to ensure they can lead effectively during disruptions.

10. Revision History:

Sr. No.	Issue Date	Reason for revision	Revision No.	Obsolete Doc No.
1	20/08/2024	First Issue	00	-

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EHS PROCEDURE

HR DEPARTMENT	PAGE NO	Page 4 of 6
TITLE: Business Resilience Plan	DOC. NO.	RFL/EHS/PR/99
	REV. NO.	00
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Table: Summary of Business Resilience Plan by Risk Category for Raviraj Foils Ltd.

Risk Category	Potential Disasters/Disruptions	Impact	Preventive Measures	Recovery Strategies	Responsible Parties
Economic	Market fluctuations, economic downturns, supply chain disruptions	High	Diversified supply chains, financial reserves, market analysis	Rapid realignment of operations, supplier renegotiations	CFO, Supply Chain Manager
Environmental	Natural disasters (floods, earthquakes), pollution incidents	High	Environmental impact assessment, safety barriers, insurance	Site restoration, activation of alternative operational sites	EHS Manager
Social	Public health crises (pandemics), social unrest	Moderate to High	Health and safety protocols, community engagement programs	Remote work capabilities, community support initiatives	HR Manager

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EHS PROCEDURE

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PAGE NO

Page 5 of 6

DOC. NO.

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Risk Category	Potential Disasters/Disruptions	Impact	Preventive Measures	Recovery Strategies	Responsible Parties
Political	Regulatory changes, political instability	Moderate	Lobbying, compliance monitoring	Strategic realignment, legal consultations	Legal Advisor, Compliance Officer
Legal	New regulations, litigation	Moderate	Legal reviews, compliance audits	Legal defense preparation, policy updates	Legal Department
Technological	Cyber attacks, technology failures	High	IT security measures, regular system updates	Data recovery processes, use of backup systems	IT Manager

Key Strategies:

- Preventive Measures:** Initiatives aimed at reducing the likelihood or impact of disruptions.
- Recovery Strategies:** Actions planned to recover from disruptions, ensuring the continuity of business operations.

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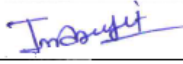
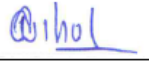
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- **Responsible Parties:** Designates department heads or specific roles within Raviraj Foils Ltd. responsible for managing the respective risks.
- **Review and Update:** The Business Resilience Plan should be reviewed at least every five years or following significant events that test the plan's effectiveness. This ensures that the plan remains relevant and effective in addressing new challenges.
- **Training and Awareness:** Regular training sessions should be conducted to ensure that all staff are familiar with their roles in the plan. This includes specific training for departments based on their responsibilities in handling various risk categories.

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