



Business Continuity Management System (BCMS) Policy

Aligned with the principles of ISO 22301:2019 - Security and Resilience

Company	Bernic ApS
Version	1.0
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Last reviewed and approved	23 October 2025
Approved by	Management, Bernic ApS

1. Purpose and Scope

Bernic ApS has established a Business Continuity Management System (BCMS) to support the continued delivery of critical products and services and to minimise the impact of unforeseen disruptions.

The BCMS is intended to protect the company and its stakeholders against incidents that may affect operations, employees, customers, suppliers, information, facilities or delivery capacity.

The scope covers the entire organisation, including production, logistics, sales, development and management at Humlebækvej 45 and 49, 3480 Fredensborg, Denmark, as well as critical external supplier relationships.

2. Policy and Principles

Top management is committed to:

- Maintaining robust and reliable critical business processes.
- Protecting employees, facilities, information, systems and delivery capacity.
- Meeting applicable legal, regulatory, contractual and customer requirements.
- Establishing clear responsibilities and decision-making authority during disruptions.
- Regularly reviewing, testing and improving continuity arrangements.
- Providing the resources required to maintain an effective and up-to-date continuity framework.

3. Organisational Context and Stakeholders

Bernic ApS develops and manufactures customer-specific electronic modules, front panels and enclosure solutions. The company depends on stable supply chains, operational production facilities and IT systems, access to skilled employees and reliable key suppliers.

Relevant stakeholders include customers, employees, suppliers, owners, public authorities and the local community.

4. Leadership and Responsibilities

Top management has overall responsibility for the BCMS and appoints a Business Continuity Manager to coordinate its planning, implementation, maintenance and continual improvement.

Department managers are responsible for identifying critical processes, maintaining current emergency procedures and reporting changes in risks or operations.

Employees receive relevant information and training so they understand their roles before, during and after a disruption.

5. Planning and Risk Management

Bernic ApS carries out a Business Impact Analysis (BIA) and a risk assessment at least annually, and whenever significant changes occur. These activities are used to identify threats, assess operational consequences, define recovery priorities and establish preventive and mitigating measures.

Where relevant, recovery time objectives (RTOs) and maximum tolerable periods of disruption (MTPDs) are defined for critical processes.

6. Operations and Continuity Plans

Bernic ApS maintains business continuity and recovery plans covering critical incidents, internal and external communication, emergency contacts, alternative suppliers, recovery of production and prioritisation of customer deliveries.

The plans are tested and exercised at planned intervals. Results are documented, evaluated and used to improve the BCMS.

7. Resources, Competence and Communication

The company provides the personnel, IT systems, premises, suppliers and financial resources needed to support the BCMS.

Employees are expected to understand the importance of their role and to report potential risks, weaknesses or incidents promptly.

During an incident, communication follows the applicable crisis and communication procedures. The CEO or an appointed crisis leader acts as the official spokesperson.

8. Monitoring, Evaluation and Review

The effectiveness of the BCMS is monitored through internal audits, management reviews, exercises and relevant performance measurements.

Deviations and improvement opportunities are documented, analysed and followed up through corrective actions.

9. Continual Improvement

Bernic ApS continually improves its BCMS by learning from exercises and actual incidents, updating procedures, considering employee input and working with customers and suppliers to strengthen shared resilience.

10. Validity and Maintenance

This policy and its related procedures are reviewed at least annually and whenever significant changes occur in the organisation, technology, supply chain or risk profile.

The latest approved version is maintained internally and may be published on the Bernic website or shared with relevant stakeholders.

Management statement: The management of Bernic ApS has approved this policy and is committed to providing the resources necessary to maintain an effective and current business continuity framework.