



RISK MANAGEMENT PLAN



2025 Highlights

At BACi, risk management is a key part of ensuring safe, high-quality services, protecting the people we serve and those who work with us, and supporting the long-term sustainability of the organization. It is an ongoing process, embedded in daily practice, leadership oversight, and continuous learning.

WORKFORCE HEALTH, WELLNESS & CAPACITY

- Active Occupational Health & Safety Committee
- Monthly inspections and risk assessments
- Wellness planning, EAP supports, and return-to-work strategies
- Strengthening HR capacity and leadership oversight.



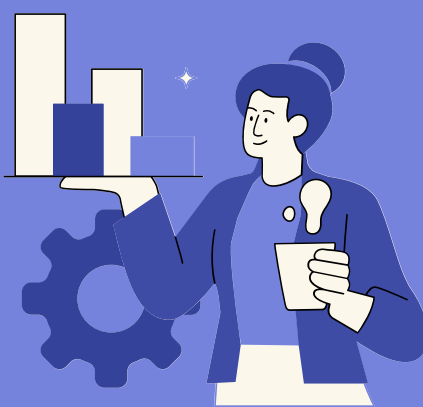
FINANCIAL SUSTAINABILITY & FUNDING STABILITY

- Regular financial reporting to the Board
- Audit and Finance Committee oversight
- Budget monitoring and scenario planning
- Active advocacy and financial controls to protect sustainability.



LABOUR RELATIONS & EMPLOYMENT PRACTICES

- Proactive labour-relations planning and essential-services preparedness
- Mandatory training and updated policies
- Staff engagement surveys and follow-up actions
- Regular monitoring of grievances and complaints.



ORGANIZATIONAL REPUTATION & COMMUNITY TRUST

- Clear incident response and communication protocols
- Board and Senior Leadership oversight
- Proactive risk identification and crisis-communication planning
- Commitment to transparency and accountability.



FACILITIES, TECHNOLOGY & BUSINESS CONTINUITY

- Technology Plan and cybersecurity training for staff
- Backup systems, insurance coverage, and inspections
- Emergency preparedness planning and continuity testing
- Ongoing review of facilities risks and mitigation options.



WELL-BEING OF PEOPLE SERVED

- Person-centred planning, staff training, and service evaluations
- Mandatory incident reporting and investigation
- Quarterly trend analysis and review
- Clear escalation to external authorities when required.



WHAT IS WORKING WELL

- Most risk categories across BACi remain low to medium and are actively managed.
- Clear accountability, regular reporting, and Board oversight strengthen risk governance.
- Strong alignment with legislative requirements, funder expectations, and standards.
- Risk management is integrated with quality assurance, planning and evaluation processes.



LOOKING AHEAD - BACi WILL CONTINUE TO

- Monitor and respond to emerging risks.
- Strengthen prevention and mitigation strategies.
- Engage staff, people we serve, and partners in identifying risks and solutions.
- Use data, reflection, and learning to support continuous improvement.

Risk management at BACi is a shared responsibility and a key part of our commitment to safety, accountability and inclusion.