



DISASTER RECOVERY POLICY

Last Update Status: *Updated November 2024*

Overview

Worldwide disasters are becoming more frequent. It is important to realise that having a contingency plan in the event of a disaster gives ToGGeL a competitive advantage. This policy requires management to financially support and diligently attend to disaster contingency planning efforts.

Disasters are not limited to adverse weather conditions. Any event that could likely cause an extended delay of service should be considered.

1. **PURPOSE**

This policy defines the need for management to support ongoing disaster planning for ToGGeL.

2. **SCOPE**

This policy applies to the management and technical staff of ToGGeL.

3. **CONTINGENCY PLANS**

The following contingency plans must be created:

- 3.1 Computer Emergency Response Plan: Who is to be contacted, when and how? What immediate actions must be taken in the event of certain occurrences?
- 3.2 Succession Plan: Describe the flow of responsibility when normal staff is unavailable to perform their duties.
- 3.3 Data Study: Detail the data stored on the systems, its criticality and its confidentiality.
- 3.4 Criticality of Service List: List all the services provided and their order of importance. It also explains the order of recovery in both short-term and long-term timeframes.
- 3.5 Data Backup and Restoration Plan: Detail which data is backed up, the media to which it is saved, where that media is stored, and how often the backup is done. It should also describe how that data could be recovered.
- 3.6 Equipment Replacement Plan: Describe what equipment is required to begin to provide services, list the order in which it is necessary and note where to purchase the equipment.
- 3.7 Mass Media Management: Who oversees the giving of information to the mass media? Also provide some guidelines on what data is appropriate to be provided.

4. **PLACING PLANS INTO ACTION**

After creating the plans, it is important to practise them to the extent possible. Management should set aside time to test implementation of the disaster plan. During these tests, issues that



may cause the plan to fail can be discovered and corrected in an environment that has few consequences.

5. **UPDATING PLANS**

Review all plans annually so changes in ToGGeL's situation can be incorporated.

6. **ENFORCEMENT**

Any employee that violates this policy may be subject to disciplinary action up to and including termination of employment.

7. **DEFINITION**

Disaster: Any event that could likely cause serious disruption of the Information Technology systems, including, without limitation, ransomware attack, DOS attack, weather events, power events or acts of terrorism.

8. **CONFIDENTIALITY**

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9. **INTRODUCTION AND EXECUTIVE SUMMARY**

The purpose of this Disaster Recovery (DR) Plan is to describe the technical activities instituted by ToGGeL to ensure that the Information Technology (IT) systems meet the recovery protection objectives (RPOs) and recovery time objectives (RTOs) defined by the business to ensure continuity of its operations, the safety of its employees and physical and intellectual assets in the event of a critical incident at its operational facility.

The plan outlines the Disaster Recovery plan for Information Technology once the business has declared a critical incident that impacts the computer facility.

10. **PUBLICATION AND DISTRIBUTION STRATEGY**

This plan should be reviewed after the annual Disaster Recovery Test, described in a later section of this document, or whenever any pertinent data has changed, whichever comes first. The plan should then be updated as needed, based on the test results and/or changes in key data and re-published.

After publication, the plan should be distributed to all employees in soft copy. Additionally, a hard copy should be printed by each member of the Crisis Management Team (CMT) and stored in an easily accessible place (such as in their home or automobile), away from the normal operational facility, to be easily retrieved at a time when access to the operational facility is restricted or impossible.



11. IT CRISIS MANAGEMENT PLAN

Roles and Responsibilities of the IT Crisis Management Team.

Name	Role	Mobile Phone
Charles Matthews	Information officer	082 574 3652

11.1 Strategies

11.1.1 Alert phase – A Crisis Is Discovered

A crisis is defined as any unplanned event that significantly threatens the health and well-being of ToGGeL's employees or assets, causes operational disruption, physical or environmental damage, or harm to the company's public image or reputation.

For this plan, crises can include, but are not limited to: (a) natural disasters; (b) fires or explosions; (c) life-threatening injuries; (d) hazardous material release or (e) major utility failure.

When a crisis is discovered, the person discovering the crisis will promptly notify all members of the CMT. When reporting an incident to the CMT, the person should be prepared to answer the following questions:

- What appears to have happened?
- Are there any injuries?
- When was the incident detected? (Day and time)
- Who is involved? (Emergency Response Team, other associates, etc.)
- What is being done, why and by whom?
- Who is aware of the crisis and who else needs to be notified?

After initially assessing damage to their areas, members of the CMT will assemble at the Designated Location. In the event the primary Command Center is not accessible, all members of the CMT will assemble at Designated Alternate Location.

The DR Lead and Backup DR Lead will then determine, based on the initial damage assessment, whether to implement the Disaster Recovery Plan.

11.1.2 Crisis phase – The Disaster Recovery Plan Is Implemented

The primary alternate site from a DR perspective will be for all employees to work from home or an alternate operating location of ToGGeL. A secondary alternate site may be designated at some point during a crisis by the DR Lead.

During a crisis all members of the CMT will:

- Maintain an activity log to track events relating to their role during the crisis period.
- Monitor responses from emergency service agencies and notify other personnel, as needed.



- Revise damage assessment as the situation develops and assist the DR Lead and Backup DR Lead, as needed.

The DR Lead and Backup DR Lead will:

- Notify the Business DR Lead or Corporate Administration Team of the implementation of the DR Plan.
- Revise the overall damage assessment as new information develops and determine the appropriate level and method of response.
- Provide periodic communications reporting changes in the status of the crisis.
- Work with the Business DR Lead to decide whether to close the normal operational facility temporarily or indefinitely if justified.
- Decide when to open the facility on a limited basis or a full-service basis once the effects of the crisis have been remedied.
- If necessary, decide in consultation with the Business DR Lead whether to move operations to an alternate facility.

11.1.3 Recovery phase – Normal Operations Are Resumed

During Recovery, all members of the CMT will furnish an IT Crisis Management report to the Business DR Lead.

The DR Lead and Backup DR Lead will:

- Notify Business DR Lead regarding all IT Crisis Management and Recovery efforts.
- Address any questions employees have about what to expect in the future for IT.
- Provide a consistent “core message” about what has occurred.
- Capture lessons learned from the experience and changes to be made in policies and procedures.

11.2 IT Disaster Recovery Plan Activities

In the event of a disaster that prevents access to Xneelo (web hosting company) and support data processing systems at its processing centers, ToGGeL’s return time objective (RTO) is to return to a minimum level of processing capability within 8 hours of a major incident. Data recovery protection objective (RPO) or maximum data loss due to a major outage is 8 hours.

To protect itself from the possible loss of data in its electronic records, ToGGeL stores all backup media offsite. Offsite restoration of the most recent backup has been tested and verified and could occur at any ToGGeL location with network connectivity.

11.3 Organizational Test and Maintenance Plan

The CMT will conduct a test of this DR Plan on an annual basis or more frequently, as directed by the Business DR Lead.



11.3.1 Purpose of the test

- Annual testing allows the organisation to link together and validate the actions of individuals and teams under the DR Plan.
- All testing instills confidence in the participants, which ensures a more effective response to an actual emergency.
- Client requirements and industry regulations often mandate testing.
- Testing provides the most realistic and effective training possible.
- Not testing creates the risk that, in an actual emergency, we will fail.

11.3.2 Goal of the test

Test the accuracy and effectiveness of the DR Plan components to provide input for continually improving the plan.

The goal of the test is not to measure whether the plan “passes” or “fails.” Failure of the plan components is a positive result since failure provides the most valuable source of input to improve the plan.

11.3.3 Test Scenario

Prior to the actual test exercise, a scenario should be agreed upon by the CMT, including a “disaster” to be simulated during the exercise, a conference room or other location to be designated as the “Command Center,” and other easily accessible location(s) to serve as the “alternate site(s)” for the individual process Contingency Plans to be tested.

The Backup DR Lead or other designated member of the CMT tests the contact information contained in the IT Crisis Management section of this plan by contacting all other members of the CMT to inform them of the simulated “disaster,” clearly identifying it as a “Test Exercise,” and notifying them that a meeting of the CMT will shortly be convened. This can be followed up by testing the other Emergency Contact Information in that section of the Plan.

The CMT meets at the Command Center designated for the exercise. Members are asked to provide simulated damage assessments and the designated CMT leader will make the decision to implement the DR Plan.

Restore most recent back-up tape at the designated alternate site.

Test-data generated manually during exercise of the Process Test Scripts will not be re-entered into the system as it would after an actual disaster.

All test participants record their activities, as well as their observations and any issues that arise.

CMT members re-convene to review the results, issues, and observations and assign action items to prepare the official test results.

The official test results should contain improvements that will be made to the Plan, lessons learned from the exercise, and overall evaluations and observations.



Once the official test results are prepared, they are distributed to all participants and presented to the Business DR Lead by the CMT leader.

12. GLOSSARY OF BUSINESS CONTINUITY TERMS

Alert: Notification that a potential crisis exists or has occurred; direction to stand by for possible implementation of emergency measures.

Alternate Site: A designated location to be used to conduct business when the primary facility is not accessible.

Business Continuity Planning: The process of developing advance arrangements and procedures that enable ToGGeL to respond to a crisis in such a manner that critical business functions continue with planned levels of interruption or essential change.

Business Impact Analysis: The process designed to identify critical business functions and workflow, determine the qualitative and quantitative impacts of a disruption, and to prioritise and establish recovery time objectives.

Call Tree: A document that graphically depicts the names and contact information for persons to be called in the event of a crisis.

Command Center: A physical or virtual facility located outside of the affected area used to gather, assess, and disseminate information and to make decisions regarding the response to a crisis.

Contingency Plan: The steps to be followed to conduct a business process without access to the normal operational facility and tools.

Crisis: A critical event which, if not handled appropriately, could negatively impact ToGGeL's profitability, reputation or ability to operate; the period during which a Business Continuity Plan is implemented.

Crisis Management Team (CMT): The key role players responsible for Business DR, who implement ToGGeL's response to a crisis in an effective, timely manner, with the goal of avoiding or minimizing damage to ToGGeL's ability to operate.

Disaster Recovery (DR) Plan: The steps needed to be taken to restore ToGGeL to an acceptable operating condition.

Operational Facility: The place from which business is normally conducted (i.e. the office).

Processor: The employee who conducts or exercises the steps of one of the business processes.

Recovery: The period when steps are taken to restore business processes and support functions to operational stability following a crisis.

Recovery Point Objective (RPO): The point in time to which systems and data must be recovered after an outage.



Recovery Time Objective (RTO): The period within which systems, applications, or functions must be recovered after an outage.

13. **REVISION HISTORY**

Date of Change	Responsible	Summary of Change
November 2022	ToGGeL CIO	Updated and converted to new format.

APPENDIX

The appendix includes diagrams and supporting documentation to support the Disaster Recovery Plan.