

Food Safety Networking Event

14 June 2023, FDF Office London

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PATTON BOGGS

Welcome

Kate Halliwell

Chief Scientist, FDF

Sponsored by:

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Agenda



09:50 - 09:55: Welcome from Sponsor - Hannah Kendrick, Partner, Squire Patton Boggs

09:55 - 10:30: Keynote speaker: Future Foods - Professor Robin May, Chief Scientific Adviser, FSA

10:30 - 11:00: Tea and Coffee Break

11:00 - 11:50:

- **Food Safety Culture Introduction / Update** - Bertrand Emond, Culture Excellence Lead, Campden BRI Group
- **Legal risks of poor culture** - Nicola Smith, Partner, Squire Patton Boggs
- **Implementing Food Safety Culture** - Zoë Shaw-Mason, Group Quality Manager, Hilton Food
- **Q&A panel discussion**

11:50 - 12:00: Introduction to FDF's Regulatory Committees and meet the team - Alex Turtle, Head of Regulatory Affairs

12:00 - 13:00: Networking lunch

13:00: Event finishes

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Sponsor Address

Hannah Kendrick

Partner, Squire Patton Boggs

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Future Foods

Professor Robin May

Chief Scientific Adviser, FSA

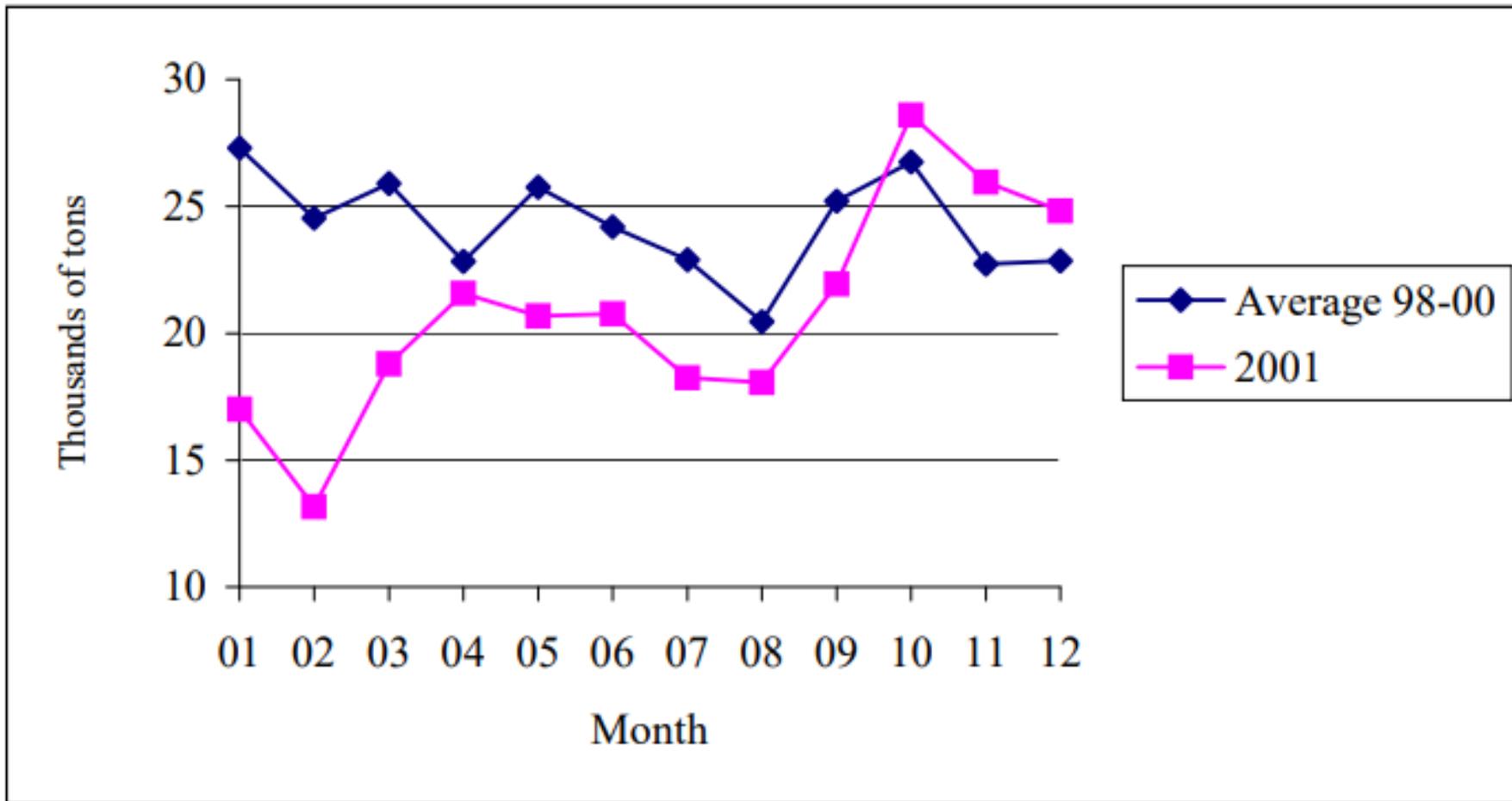
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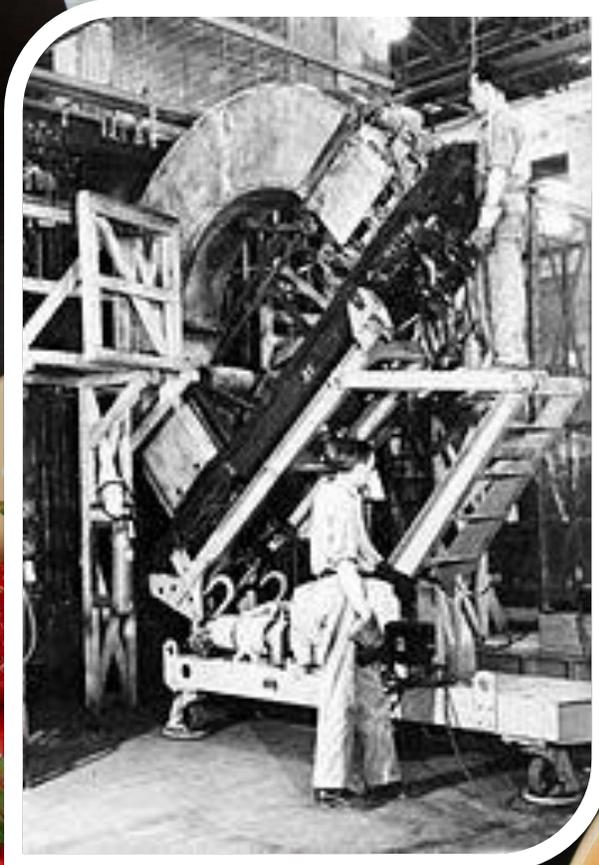




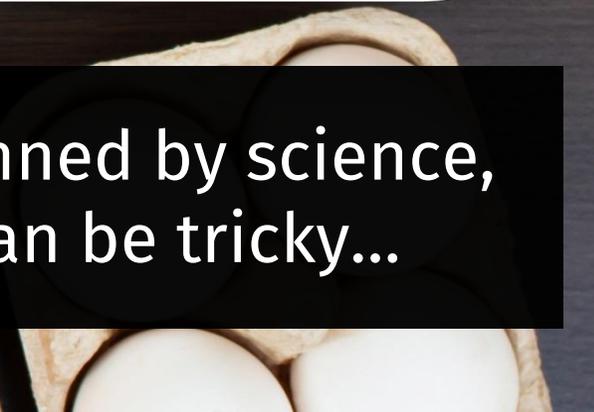
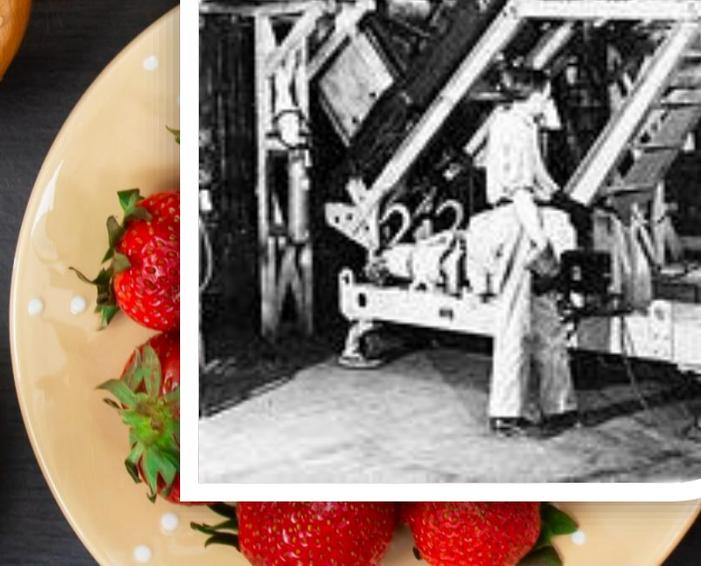
Eating is one of the few
universal human behaviours...

...and therefore TRUST in food is
integral to human society





Trust is underpinned by science,
but science can be tricky...





Food
Standards
Agency
food.gov.uk

Communicating Risk

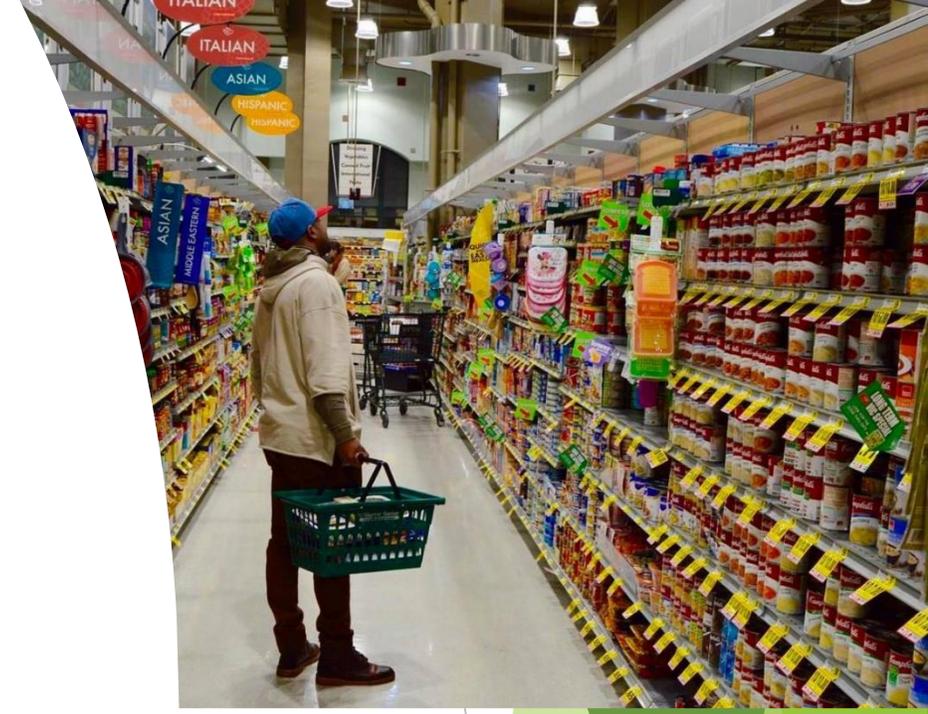




Food Standards Agency
food.gov.uk

Food purchasing is habitual...

- ▶ Typical purchasing decisions are 6-9 seconds per product
- ▶ Brand loyalty is a major driver
- ▶ Population 'memory' is short (although market impacts can be severe)
- ▶ Information overload is commonplace



What works well...

- ▶ Our advice is trusted by consumers: 75% trust FSA to ensure food is safe and authentic, 90% are confident in the safety of food they buy.
- ▶ Clear communication of risk - e.g. Food Hygiene Rating Scheme: 87% aware, 51% used in last 12 months.



What is more challenging...

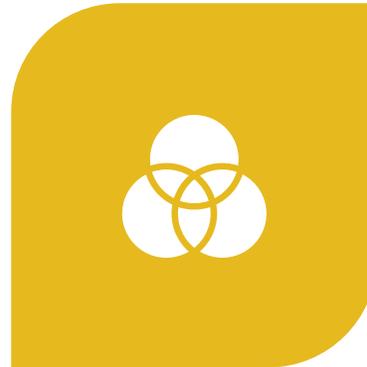
- ▶ Absolute versus Relative risk
- ▶ E.g. Norovirus Attribution Study
 - ▶ Lettuces account for 30% of foodborne norovirus transmission, versus 3% for oysters
 - ▶ Per serving, that equates to 1 in 15,000 for lettuce, but 1 in 160 for oysters



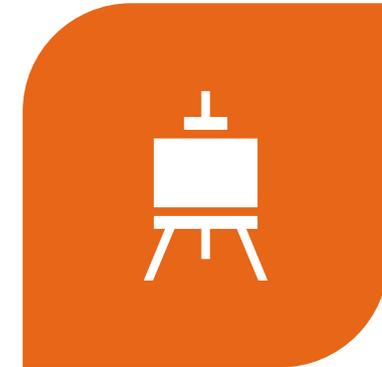
What is even more challenging...



PEOPLE UNDERESTIMATE
LONG-TERM RISKS.



PERCENTAGES ARE EASILY
UNDERSTOOD BUT
FREQUENCIES HELP MAKE
RISK MORE 'REAL'.



FIGURES AND GRAPHICS
HELP WITH SWIFT DECISION
MAKING BUT ARE EASILY
MISUNDERSTOOD.



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Why is this important for the future?



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Sustainability and increased health concerns are set to transform our food system



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New foods, New risks

A photograph showing a variety of nuts in clear plastic containers. The containers are arranged in rows and stacks. The nuts include almonds, pecans, walnuts, and pistachios. A central black banner with white text reads "Novel Crops".

Novel Crops



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**GM/GE crops – intended vs
unintended consequences**



For instance...

Off-Target Effects

e.g. a secondary mutation removing a nutrient, or overexpressing an allergen

Indirect Effects

e.g. a downstream metabolic impact on a vitamin

Direct Effects

e.g. an intentional change in nutrient or allergen profile

NET WEIGHT INCLUDING NATURAL JUICES 12 OZ.

HORMEL



**Genuinely novel foods are
coming this way...fast**

SPICED HAM

WITH ALL NATURAL JUICES
INGREDIENTS: CHOPPED HAM, SALT, SUGAR,
SODIUM NITRITE AND PEPPER

PREPARED BY GEO. A. HORMEL & CO., AUSTIN, MINN.



Insect Proteins



- Insect allergies?
- Residues in animal feed?
- Compositional purity?
- Bioaccumulation?
- Waste valorisation?

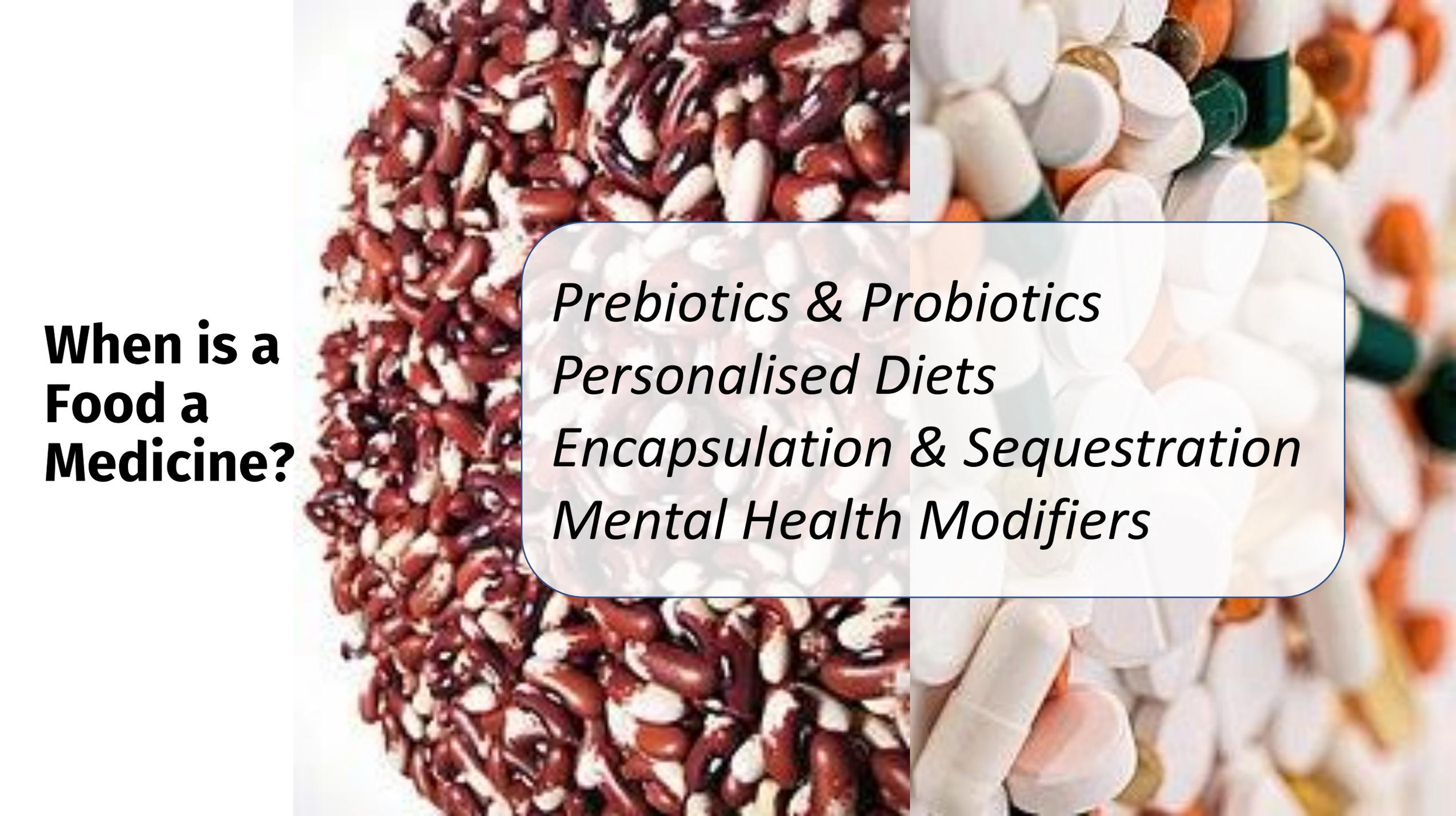


Lab-grown meat – how to assess the risk of a totally novel product?

Sustainable Food Packaging

- Biodegradable (for example, chitin, cellulose, starch)
- Circular economy (for example, cereal waste, chitin byproducts)
- No packaging – food chain integrity?





**When is a
Food a
Medicine?**

Prebiotics & Probiotics
Personalised Diets
Encapsulation & Sequestration
Mental Health Modifiers



Thank you

Q&A

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Coffee Break

Tag us with **#FDfEvents**



@fdfevents



@Foodanddrinkfed



@The Food and Drink Federation



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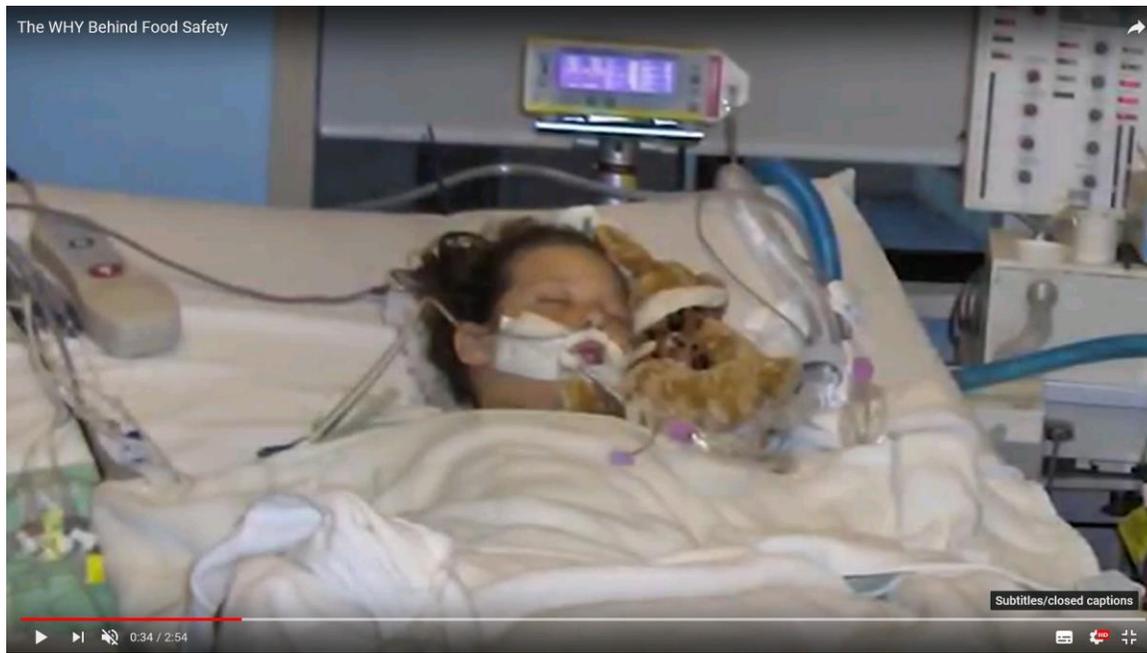
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Food Safety Culture Introduction / Update

Bertrand Emond,
Culture Excellence Lead,
Campden BRI Group

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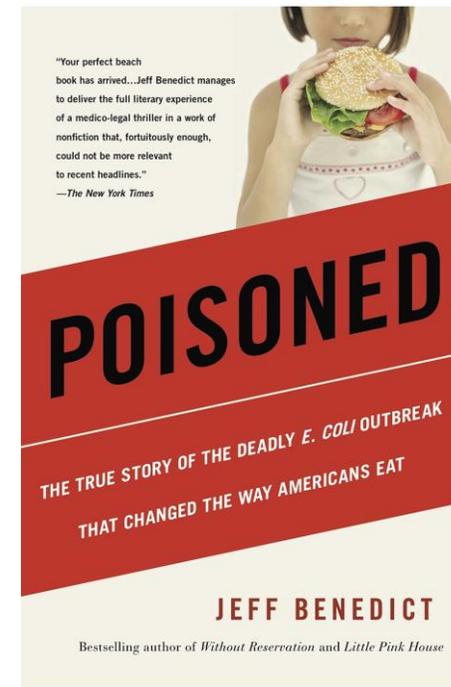




The WHY Behind Food Safety

Video produced by STOP and California Leafy Greens Marketing Agreement

<https://www.youtube.com/watch?v=AE9G818uJsQ>



<https://stopfoodborneillness.org>



<https://www.fightbac.org/>

**Strong and Positive
Food Safety Culture =**
people do the right thing right
at all times - first time
even when under pressure
even when no one is watching!



What is Culture ?



WHAT IS IT?

You can have the best documented standards in the world, but if they're not consistently put into practice by people, they're useless.

Yiannas, 09

Culture matters... Failure to understand culture & take it seriously can have disastrous consequences for an organisation.

Schein, 99

Shared values, beliefs and norms that affect mind-set and behavior toward food safety in, across and throughout an organization.

GFSI TWG, 18

Prevailing attitudes, values & practices, taught directly & indirectly, to (new) employees.

Taylor, 11

The way we do things around here.

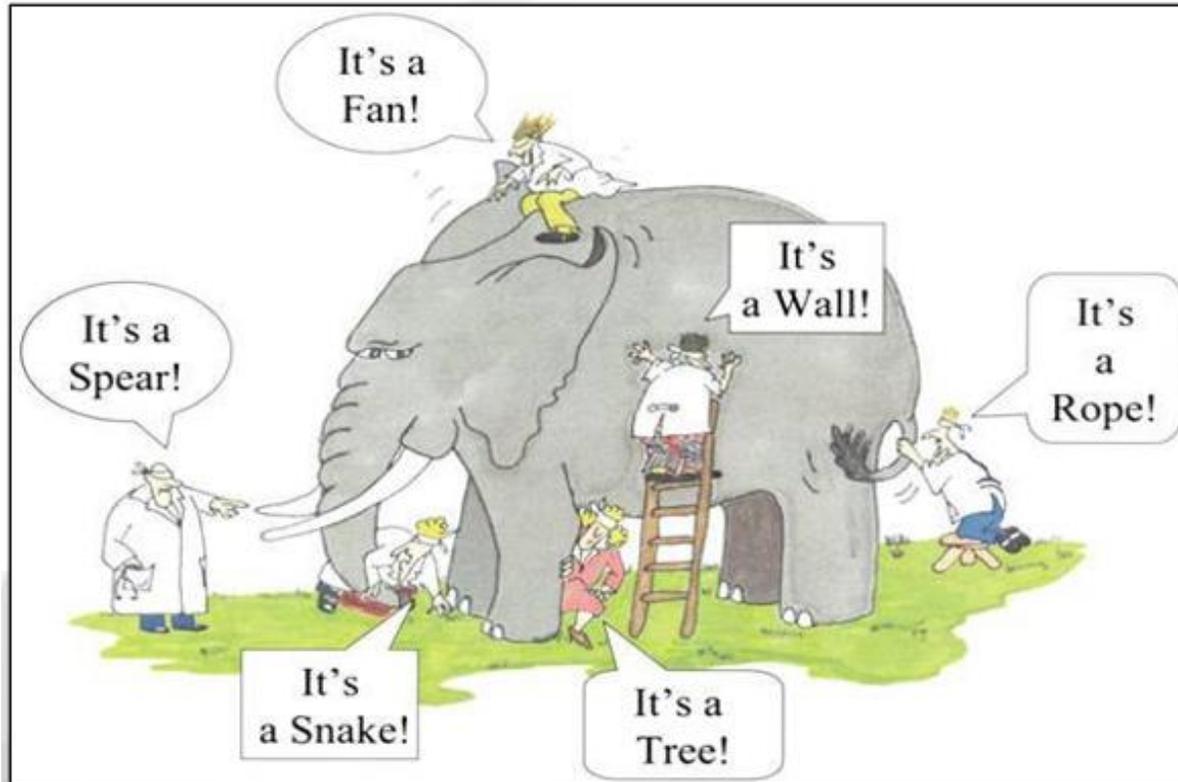
Bower, 66

It's how everyone thinks and acts to make sure food is safe !

FSANZ, 21

Definitions

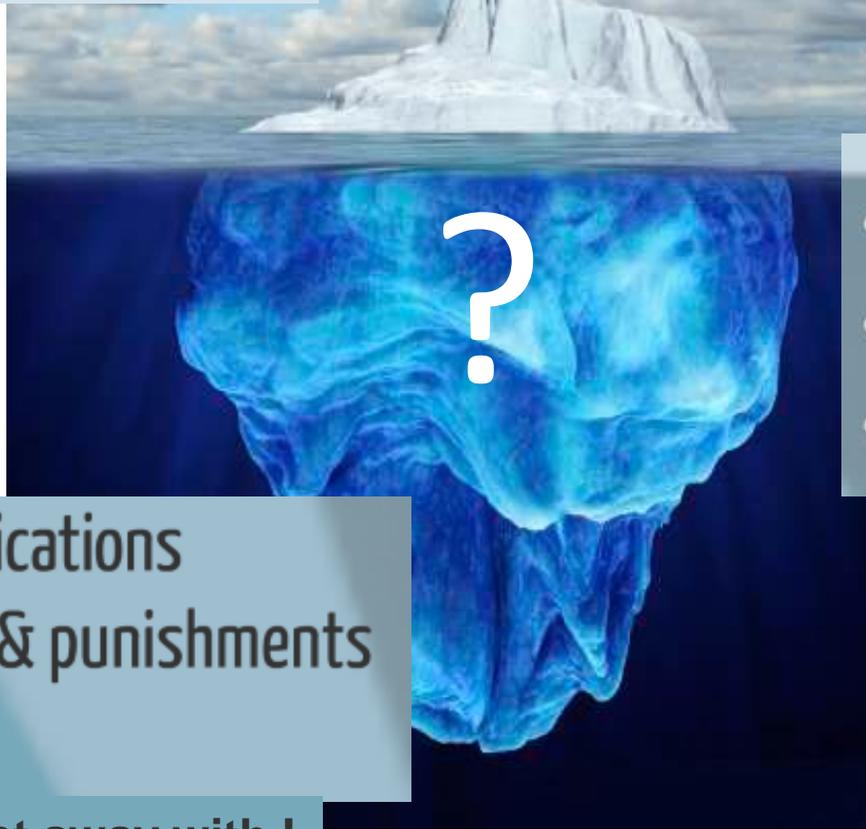
What is the Culture of a Business



- Visible standards
- Premises & facilities
- Documents & records

- food safety policy
- objective setting and management review
- food safety in management meetings
- food safety resources
- risk awareness (e.g. for HACCP development)
- effectiveness of corrective and preventive actions
- internal audits
- training.

BRCS | Food Safety



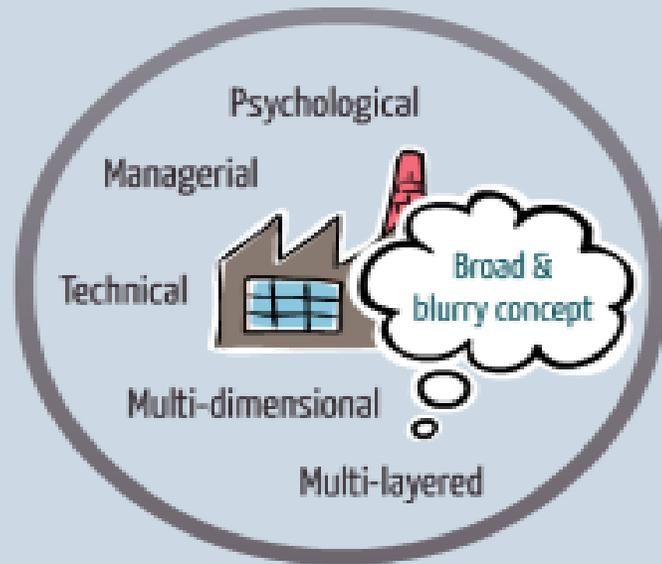
- Manager communications
- Meeting priorities
- Incentives & disincentives

- Subtle communications
- Subtle rewards & punishments
- Unspoken rules

What you can get away with !

Understanding existing culture is the key to effective change

Challenges



Benefits



Need to be able to measure to improve!



The Culture Excellence assessment is based on the following structure:



All components are assessed, resulting in more than 200 individually scored data points.



Effective solution for the measurement, analysis, and sustained improvement of culture



Program to date

Validated
Online anonymous survey



Implemented in
89 countries

Responses in
55 languages

Operational and
corporate surveys

Clients now in
Year 7

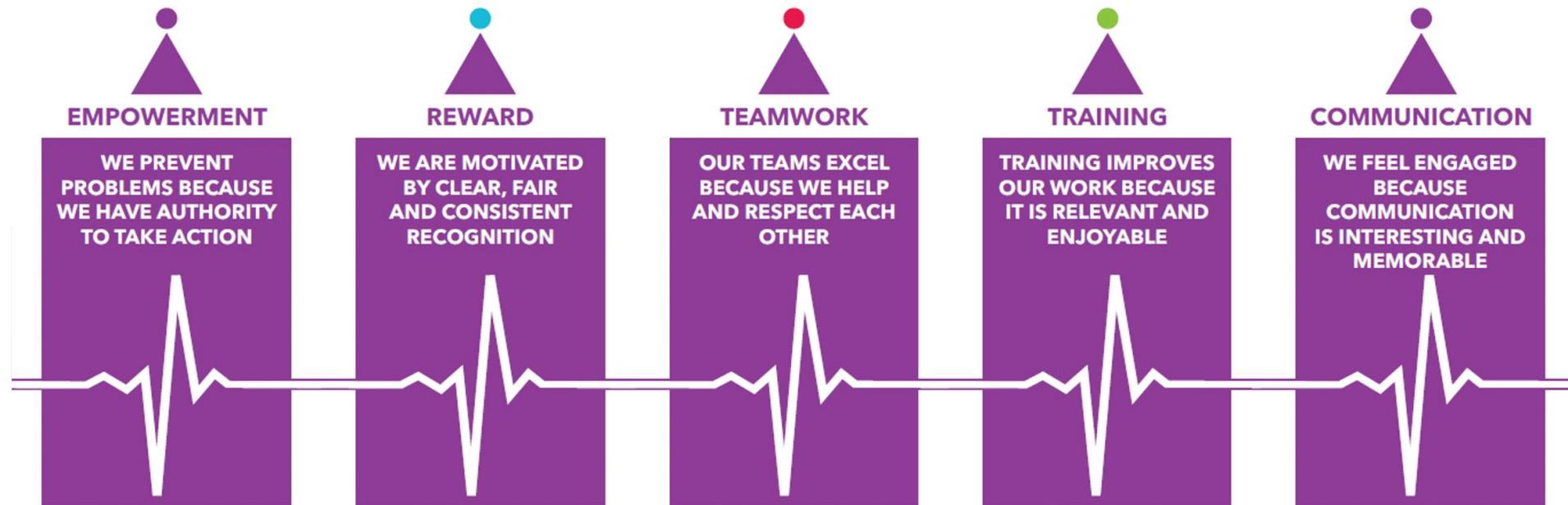


Culture Excellence Assessment in:

- Food Safety
- Quality
- Health & Safety
- Environmental Sustainability



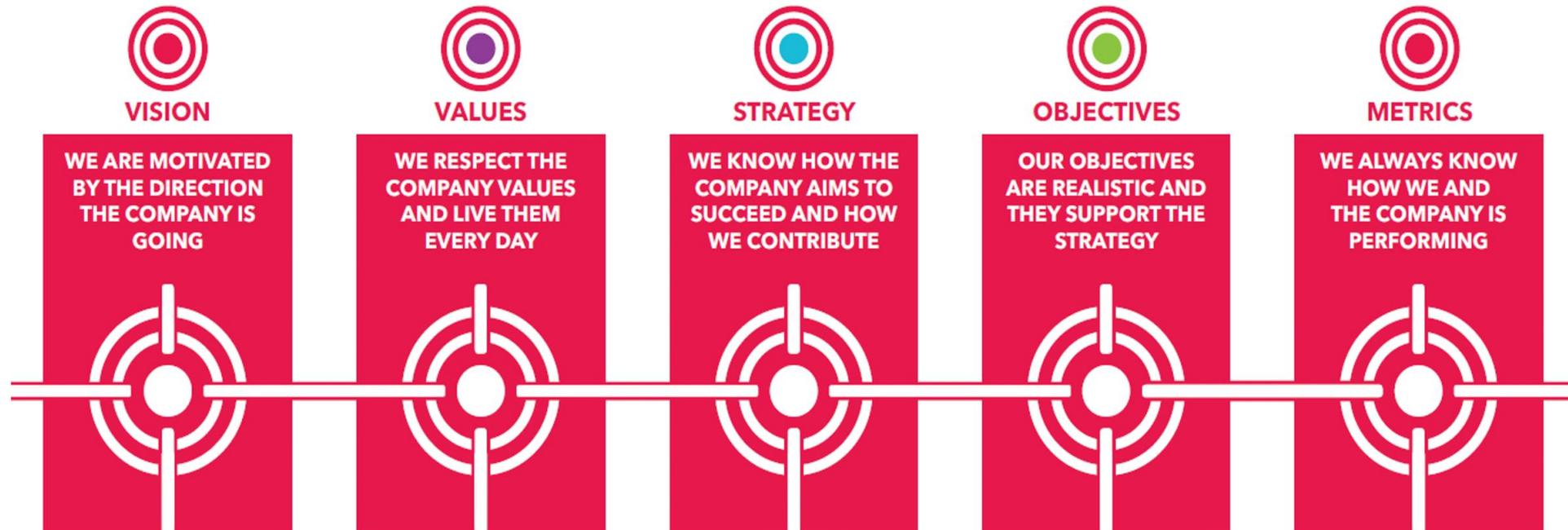
People



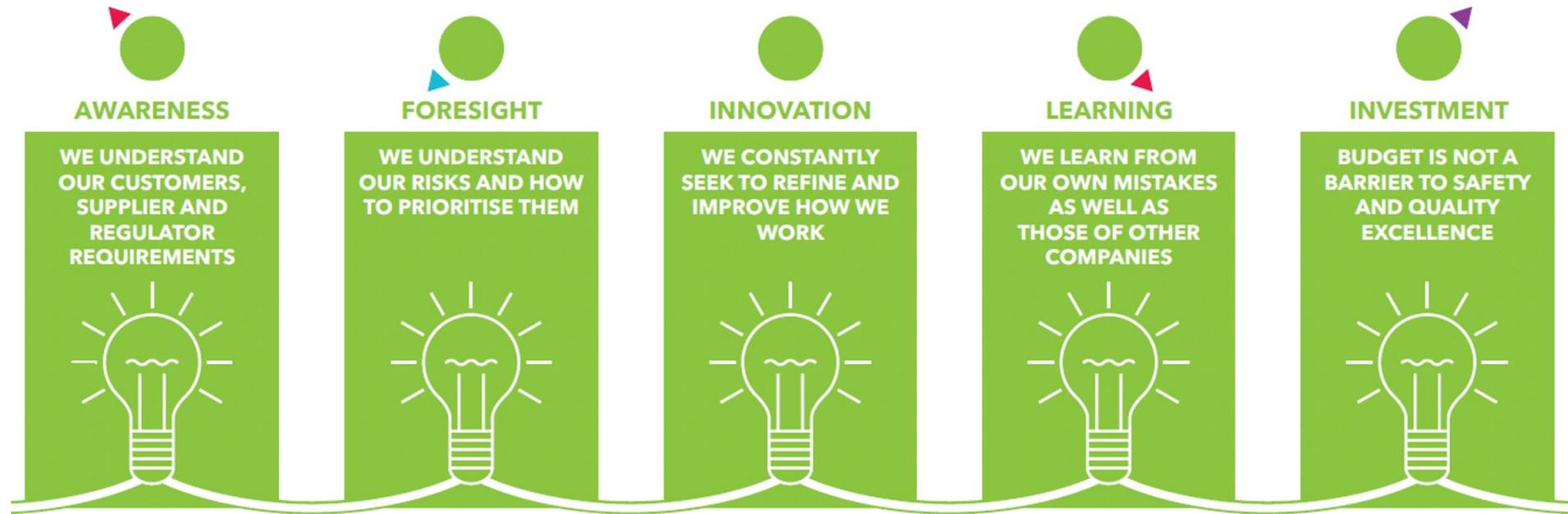
Process



Purpose



Proactivity



Data filters can be used on Platform reports. Filters can be customised for any criteria, including geography (e.g. country, site), hierarchy (e.g. role) and function (e.g. department, shift).

Filters can be used in any combination to pinpoint exact data, for example:



The Culture Excellence Platform provides an extensive range of data views and reports.
To access a demonstration account of the Platform, please access:

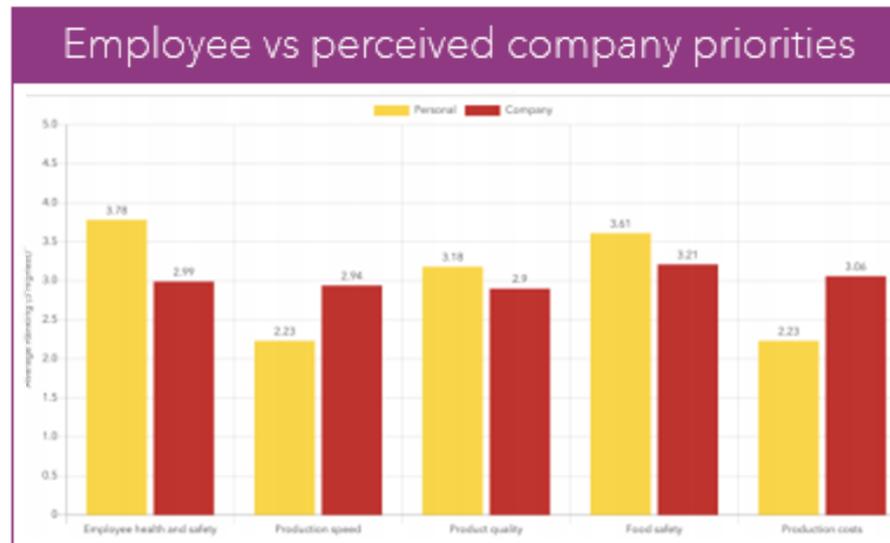
<https://platform.cultureexcellence.com>
Username: Demo Password: Demo



20 different reports are provided on the Platform, including the following examples:



CULTURE
EXCELLENCE



Industry peer group comparison

CATEGORY	DIMENSION	SCORE (%)	INDUSTRY (%)	COMPARISON	TOTAL (%)	INDUSTRY (%)	COMPARISON
People	Engagement	72	74	→	66	72	→
	Reward	59	65	→			
	Teamwork	67	72	→			
	Training	65	69	→			
	Communication	-	-				
Process	Control	66	72	→	67	71	→
	Coordination	65	70	→			
	Consistency	66	71	→			
	Systems	69	72	→			
	Performs	-	-				
Purpose	Vision	65	71	→	65	73	→
	Values	67	72	→			
	Strategy	57	65	→			
	Targets	71	72	→			



Hotspots

Qualitative Comments

Barriers

Strengths & Weaknesses

Benchmarking: sector, region, country

Discussion & Recommendations (Site & Group)

Culture - Drivers



**Commercial Standards
+ Regulations**

**Unannounced audits
audit-ready at all times**

**Continuous Improvement
Cost of non Quality**

Investors and Insurance

ESG reporting

Glassdoor / Indeed

Benefits – Strong Culture



Companies that proactively manage culture demonstrate revenue growth over a 10-year period that is, on average, **516%** higher than those who do not (Kotter)

A company with a highly developed culture of quality spends, on average, \$350 million less annually fixing mistakes than a company with a poorly developed one.

Harvard
Business
Review

Customer Satisfaction

Revenue Gains and Growth

Increased Motivation

Better Decision Making

Enhanced Ability to Attract Top Talent

Better Employee Retention

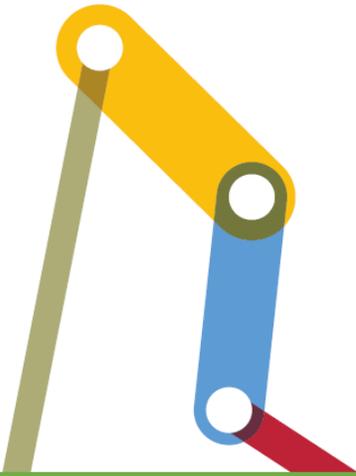
More Desirable Company Image

Fewer Mistakes

A CULTURE OF FOOD SAFETY

*A POSITION PAPER
FROM THE GLOBAL
FOOD SAFETY
INITIATIVE (GFSI)*

V1.0 - 4/11/18



<https://mygfsi.com/wp-content/uploads/2019/09/GFSI-Food-Safety-Culture-Full.pdf>
(2018)

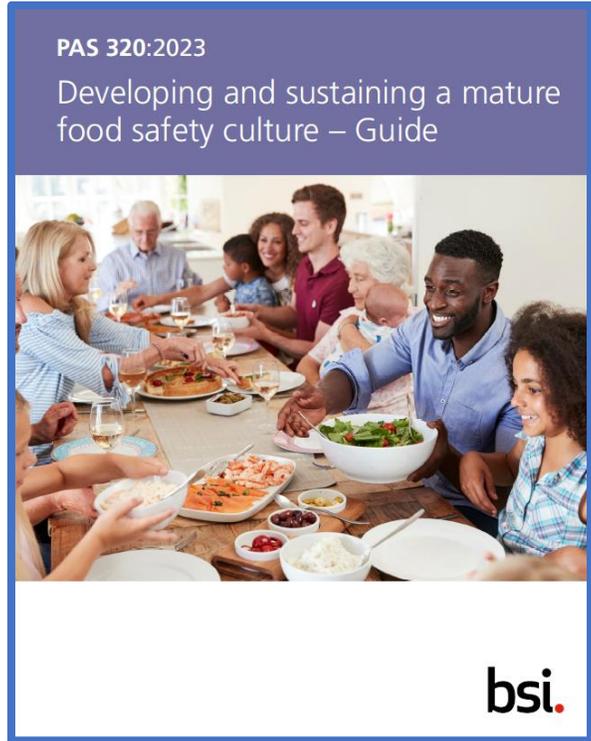
“What” guide



This PAS is intended for use by any organization of any size or complexity across the food chain, from primary production to final delivery to consumers.

Plan Do Check Act Framework

Governance + Guiding coalition team

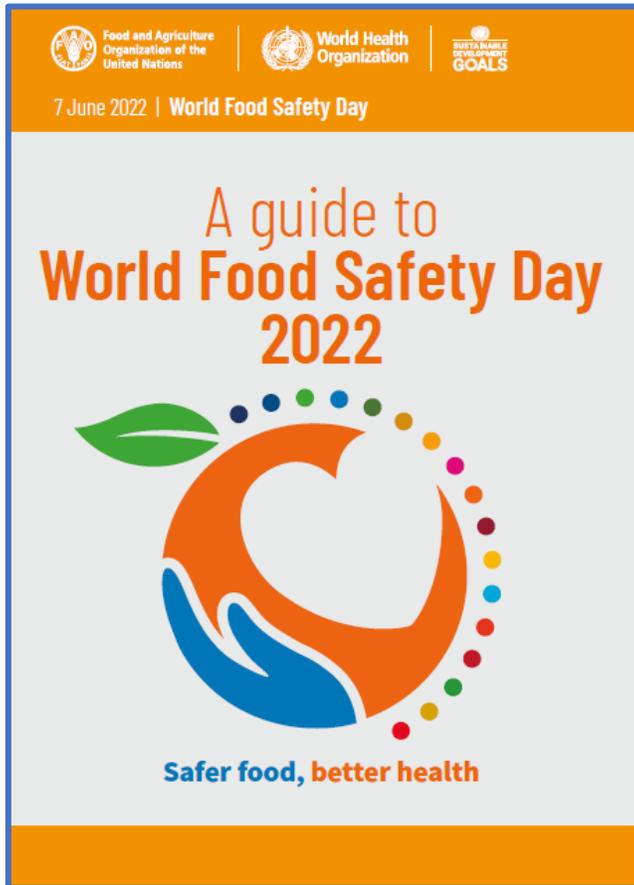


“How to” guide

Steering Group Meeting Members

- | | | | |
|---|--|--|--|
| <ul style="list-style-type: none"> • SSAFE • Compass Group • Kerry Group • McDonald’s • Dairy Farmers of America • KFC UKI • PepsiCo | <ul style="list-style-type: none"> • 3M • BRCGS • Campden BRI • Cultivate • DairySafe Victoria • Eagle Certification • Hello Fresh | <ul style="list-style-type: none"> • Intertek Alchemy • Inst. of Food Science and Technology • Lincoln University • Maple Leaf Foods • Musgrave | <ul style="list-style-type: none"> • One Harvest • OSI Europe • Walmart • Zhejiang Standards Inst. • Zhejiang Shouxiangu Botanical Drug Inst. |
|---|--|--|--|

<https://www.bsigroup.com/en-GB/standards/pas-320/>



June 7th

www.fao.org/world-food-safety-day
www.who.int/world-food-safety-day

A guide to World Food Safety Day 2022

Key messages

If it is not safe, it is not food

There is no food security without food safety. Only when food is safe will it meet nutritional needs and help adults to live an active and healthy life and children to grow and develop.

Strengthening collaboration improves food safety

Shared responsibility for food safety requires working together on issues that affect us all – globally, regionally, nationally and locally. Collaboration is essential across sectors within communities, businesses, governments and across borders, to ensure the availability of safe food around the world in a sustainable manner now and in the future.

Food safety has a direct impact on health

Safe food allows for the uptake of nutrients, promotes long-term human development and achievement of SDGs. Most foodborne disease is preventable with proper food handling and education.

Investing in food safety today will reap future rewards

Safe food production improves economic opportunities by enabling market access and productivity. However, unsafe or contaminated food leads to trade rejections, economic losses and food loss and waste. Therefore, good practices along the supply chain can improve sustainability by minimizing environmental damage and helping to retain more agricultural product.

Everyone is a risk manager

Everyone evaluates food safety risks as part of their daily choices. These choices are made by individuals and collectively by families, communities, businesses and governments.

Food safety is based on science

Consumers usually cannot tell from sight or smell whether their food is safe, but scientists have developed tests and tools to detect unsafe food. Food scientists, microbiologists, veterinarians, medical doctors and toxicologists, to name a few, advise what food production, processing, handling and preparation practices are needed to make food safe. When safe practices are employed across the food chain, food becomes safe.

Although COVID-19 is not transmitted by food, the impact of the pandemic has disrupted our agrifood system and shown us the importance of planning in advance. As part of preparation for the next pandemic, governments should prioritize minimizing disruptions in the food supply chains, as consumers must always have reliable access to safe food. To build back better, we need to collaborate – across disciplines, sectors and borders.

Only when we work together, can we achieve safer food for better health.







Food and Agriculture
Organization of the
United Nations



World Health
Organization



SUSTAINABLE
DEVELOPMENT
GOALS

7 June 2023 | World Food Safety Day



**A Guide to
World Food Safety Day
2023**

June 7th

www.fao.org/world-food-safety-day
www.who.int/world-food-safety-day

Key messages

There is no food security without food safety

Food safety is an essential part of food security. Only when food is safe can it meet nutritional needs and help adults to live an active and healthy life and children to grow and develop.

Food safety has a direct impact on health

Safe food allows for the uptake of nutrients, promotes long-term human development and achievement of several of the SDGs. Food safety is a shared responsibility, involving the whole supply chain, from producers to consumers. In this context, most foodborne disease is preventable with proper food handling and education at all levels.

Science is key to sound food safety management

Monitoring and surveillance and other data collection efforts followed by its assessment together with scientific research ensures that we have the knowledge and information to develop the expert scientific advice needed to maintain safe food despite changes to the production environment, processing technology and consumer habits.

Food safety impacts positively on economies and livelihoods

By ensuring their commodities meet food standards, producers and food traders gain the confidence of their market and secure their income. Unsafe food in trade can lead to export bans and destroy businesses, but governments can help protect the livelihoods of food workers by establishing a robust food control system and rigorous export controls.

Food standards protect consumers

When food safety standards are applied consumers will be protected by the efforts that have been undertaken in making sure that the food they consume is safer. Food safety standards provide the common basis for understanding and, at the same time, the common basis for joint action to ensure that all of us can benefit from safe food.

Food standards help producers

Implementing standards, guidelines and codes of practice along the food supply chain ensures that food is safe and nutritious when it reaches the consumer, contributing to consumer confidence in the products. Governments, producers, processors and retailers all play a part in ensuring food standards are met. The international food safety standards of the Codex Alimentarius facilitate fair practices in international trade.

Science underpins food standards

Food standards help to ensure food is safe. They are established following expert advice from food scientists, microbiologists, veterinarians, medical doctors and toxicologists, to name a few. They advise policymakers what food production, processing, handling and preparation practices are needed to make food safe.

Everyone is a risk manager

Everyone evaluates food safety risks as part of their daily choices. These choices are made by individuals and collectively by families, communities, businesses and governments.

**Food safety,
everyone's
business**



Embedding Cultural Change

Primary

What leaders:

- Pay attention to
- Measure and control
- Look at when hiring / firing



How leaders:

- React to critical incidents
- Allocate resources
- Allocate rewards and status

Secondary

- Design & Structure
- Physical Premises
- Systems & Processes
- Formal Statements

- Stories about important events

Schein

What is expected of you ? – What can you do ?

(what to tell colleagues...)

SAFETY AND QUALITY ARE SHARED RESPONSIBILITIES

everyone has a role to play – committed to a shared goal of producing safe food

Know your responsibilities and what you are accountable for;
understand the role you play and the potential consequences of your actions

LOOK OUT- be alert

SPEAK UP - report

ACT NOW

CHALLENGE

NEVER EVER WALK-BY

**FOOD SAFETY IS
NON-NEGOTIABLE**
if it is not safe
it is not food !

BECOME A SAFETY & QUALITY CHAMPION
passion, care and pride



bertrand.emond@campdenbri.co.uk

www.campdenbri.co.uk

www.cultureexcellence.com

Legal Risks of Poor Food Safety Culture

Nicola Smith

Partner, Squire Patton Boggs

Sponsored by:



Legal Obligations for Food Safety Culture

- Legal Duty to Maintain Culture?
- Offence not to Maintain Culture?
- Penalties for Poor Culture?



- At least not directly.....

- Culture and style of management very important
- Symptoms of poor cultural factors :
 - Widespread, routine procedural violations;
 - Failure to comply with the company's own safety management system (although either of these can also be due to poor procedure design); and
 - Management decisions that appear consistently to put production or cost before safety.



- * HSE: Common topic 4: Safety culture

HSE: Safety Culture* (2)

- Safety culture itself is not enforceable
- BUT enforcement to address outcomes of a poor culture, e.g., enforcement of management arrangements, such as Improvement Notice for implementing a Safety Management System (identification and control of human reliability risks)



* HSE: Common topic 4: Safety culture

- Criminal Liability/ Regulations:
 - Food Safety Act 1990
 - Rendering food injurious to health is an offence.
 - Any person who sells food not of nature, substance or quality intended, is guilty of an offence.
 - Food Safety and Hygiene Regulations 2013
 - Any person who fails to comply with 'specified EU provisions' commits an offence.
 - "Specified EU Provisions" include:
 - EU Food Hygiene Regulation (EC) 852/2004:
 - Satisfaction of hygiene requirements at all stages of production, processing and distribution of food
 - To put in place, implement and maintain a permanent procedure / procedures based on HACCP
 - Retention of documents and records for appropriate period
 - EU General Food Law Regulation (EC) No. 178/2002 - number of 'specified provisions', including:
 - No placing of unsafe food on the market (food is unsafe if: injurious to health or unfit for human consumption)
 - Traceability
 - Requirements to notify, recall and / or withdraw food from market



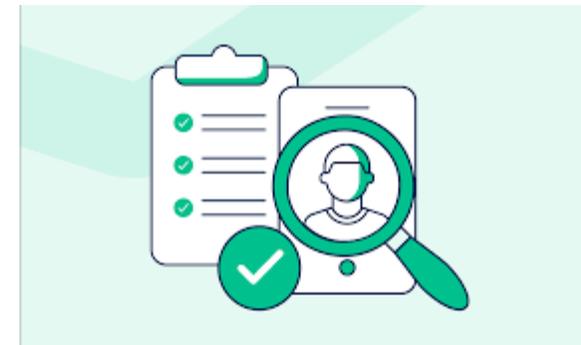
Risks of Non-Compliance: Enforcement & Other

- Enforcement Action for Offences
- Potential Civil Liability for Negligence/ Breach of Duty of Care
- Manslaughter by gross negligence (gross failings of individuals)
- Corporate Manslaughter (generalised failing of management)
- Inquests
- Publicity risks



Some Good News:

- Public Interest Test – Code for Crown Prosecutors
- Defence of Due Diligence (Food Safety Act 1990 s.21 and FSH Regs 2013 s.12)
 - General: It shall be a defence for the person charged to prove that he took all reasonable precautions and exercised all due diligence to avoid the commission of the offence by himself or by a person under his control.
 - The FSA Guide on the Food Safety Act 1990 (published 2009) confirms:
 - the burden of proof lies with the person accused (as with any due diligence defence);
 - that person need only persuade the court that they exercised due diligence on the balance of probabilities;
 - ‘reasonable care’ will take account of all the facts in the case and a small business might not be required to undertake the same precautions which would be expected of one of the major retailers.
- Local Authority Due Diligence Defence Guidance - Control techniques should include:
 - An assessment of the risk(s);
 - Establishing a system of reasonable safeguards;
 - Documentation of the solution;
 - Operation of the system; and
 - Review of the system.



- Some Bad News:
 - Strict Liability
 - Penalty: Fine / Imprisonment
 - Officer Liability
 - Maximum fine limits removed
 - Sentencing Guidelines:
 - Step 1: **Culpability** and Risk of Harm
 - Step 2: Turnover – to determine starting point and category range
 - Step 3: Proportionality to overall means
 - Step 4: **Aggravating and mitigating factors**



- Definitive Sentencing Guideline for Food Safety & Hygiene Offences:
 - High Culpability:
 - “Offender fell far short of the appropriate standard; for example, by:
 - failing to put in place measures that are recognised standards in the industry
 - ignoring concerns raised by regulators, employees or others
 - allowing breaches to subsist over a long period of time”
 - Serious and/or systemic failure within the organisation to address risks to health and safety
 - Low culpability:
 - Offender did not fall far short of the appropriate standard; for example, because:
 - significant efforts were made to secure food safety although they were inadequate on this occasion
 - there was no warning/circumstance indicating a risk to food safety
 - Failings were minor and occurred as an isolated incident



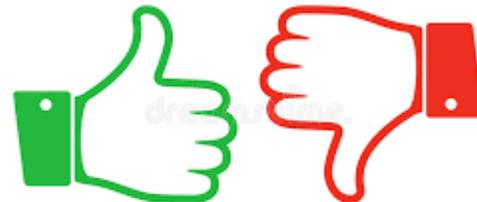
Sentencing Guideline: Impact of Culpability

- Food Hygiene (Wales) Regulations 2006 (regulation 17(1)), Food Safety and Hygiene (England) Regulations 2013 (regulation 19(1)), The General Food Regulations 2004 (regulation 4)
- Large organisation (over £50k) turnover – Harm Category 1:

Culpability	Starting Point (£)	Range (£)
Low	35,000	18,000 – 90,000
Medium	200,000	80,000 – 500,000
High	500,000	200,000 – 1.4 million

Sentencing – Aggravating and Mitigating Factors

- Definitive Sentencing Guideline for Food Safety & Hygiene Offences:
 - Factors increasing seriousness (aggravating factor):
 - Motivated by financial gain
 - Poor food safety or hygiene record
 - Factors reducing seriousness or reflecting mitigation:
 - Steps taken voluntarily to remedy problem
 - High level of co-operation with the investigation, beyond that which will always be expected
 - Good food safety/hygiene record
 - Self-reporting, co-operation and acceptance of responsibility



Conclude: Summary of Legal Risks

- Risk of non-compliance
- Offence(s), e.g., sale of unsafe food
- Impact on risk-based inspections
- Availability of due diligence defence
- Public interest test implications
- Director liability
- Sentencing – culpability, mitigating and aggravating factors



Questions?



Nicola Smith

Partner, Birmingham

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**Local Connections
Global Influence**

Implementing Food Safety Culture

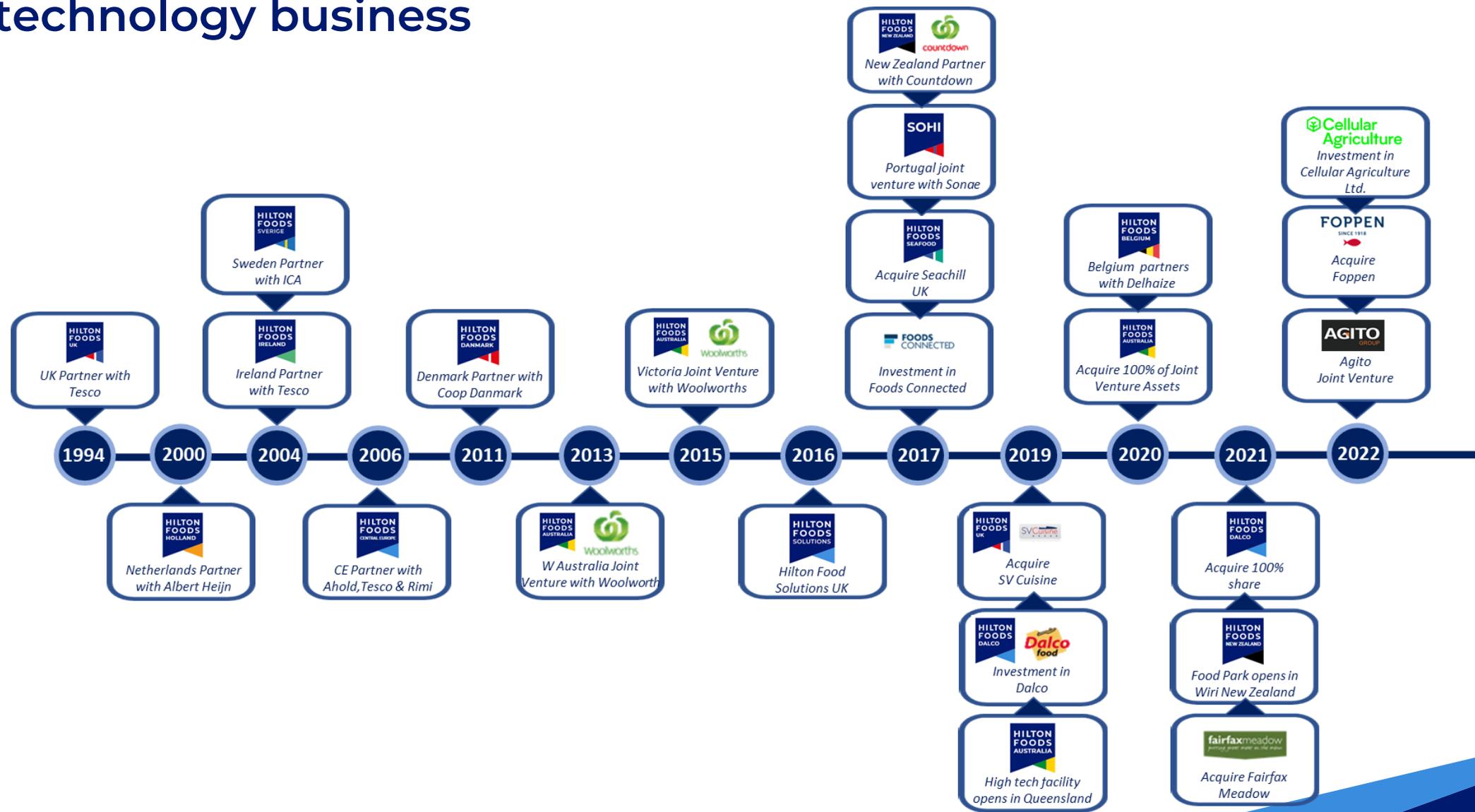
Zoë Shaw-Mason

Group Quality Manager, Hilton Foods

Sponsored by:



Hilton Foods – An international, diverse multi-protein food technology business



Why Food Safety Quality Culture?



Why must Hilton want to monitor and continually improve Food Safety Culture?

- ▶ Food Safety Quality Culture is captured in European legislation (2021/382) in Chapter XIa detailing required commitment from leadership
- ▶ Codex Alimentarius introduces Food Safety Culture as concept of general principle, improving on food safety by increasing awareness and behaviour.
- ▶ BRC version 9 contains several clauses in Section 1 (Senior Management Commitment) detailing the requirement for monitoring and improving on a site's quality and food safety culture.

Why Does Hilton want to monitor and continually improve Food Safety Culture?

- ▶ Audit Ready -> Right First Time -> Reduced costs
- ▶ Consistency in Standards
- ▶ Improved Customer Satisfaction
- ▶ Empowered teams and staff

COMMISSION REGULATION (EU) 2021/382

of 3 March 2021

amending the Annexes to Regulation (EC) No 853/2004 of the European Parliament and of the Council on the hygiene of foodstuffs as regards food allergen management, redistribution of food and food safety culture

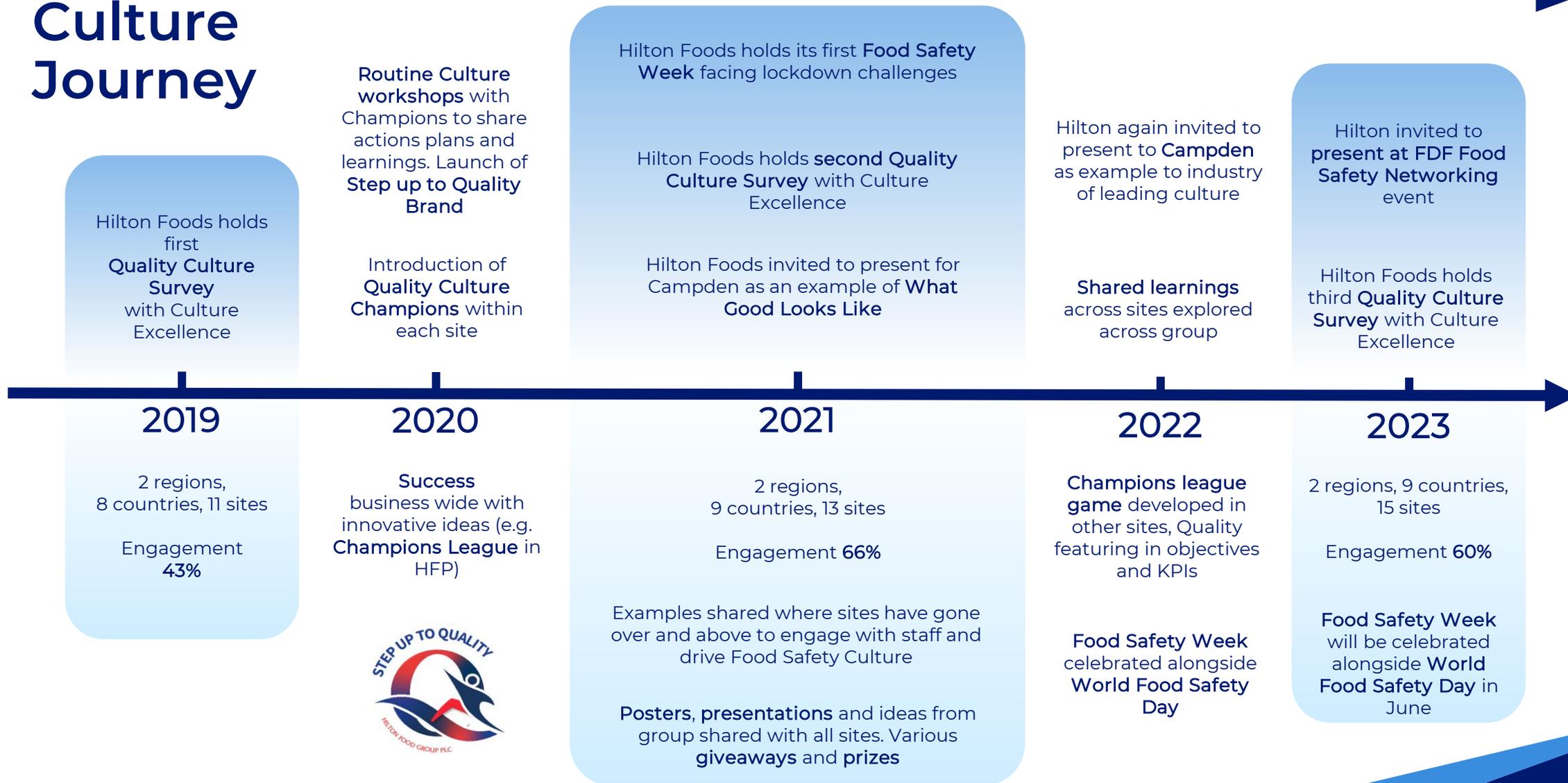
1.1 Senior management commitment and continual improvement



Fundamental

The site's senior management shall demonstrate that they are fully committed to the implementation of the requirements of the Global Standard Food Safety and to processes which facilitate continual improvement of food safety, quality management, and the site's food safety and quality culture.

Quality Culture Journey



Hilton Foods holds first **Quality Culture Survey** with Culture Excellence

2019

2 regions, 8 countries, 11 sites

Engagement **43%**

Routine **Culture workshops** with Champions to share actions plans and learnings. Launch of **Step up to Quality Brand**

Introduction of **Quality Culture Champions** within each site

2020

Success business wide with innovative ideas (e.g. **Champions League** in HFP)



Hilton Foods holds its first **Food Safety Week** facing lockdown challenges

Hilton Foods holds **second Quality Culture Survey** with Culture Excellence

Hilton Foods invited to present for Campden as an example of **What Good Looks Like**

2021

2 regions, 9 countries, 13 sites

Engagement **66%**

Examples shared where sites have gone over and above to engage with staff and drive Food Safety Culture

Posters, presentations and ideas from group shared with all sites. Various **giveaways and prizes**

Hilton again invited to present to **Campden** as example to industry of leading culture

Shared learnings across sites explored across group

2022

Champions league game developed in other sites, Quality featuring in objectives and KPIs

Food Safety Week celebrated alongside **World Food Safety Day**

Hilton invited to present at **FDI Food Safety Networking** event

Hilton Foods holds third **Quality Culture Survey** with Culture Excellence

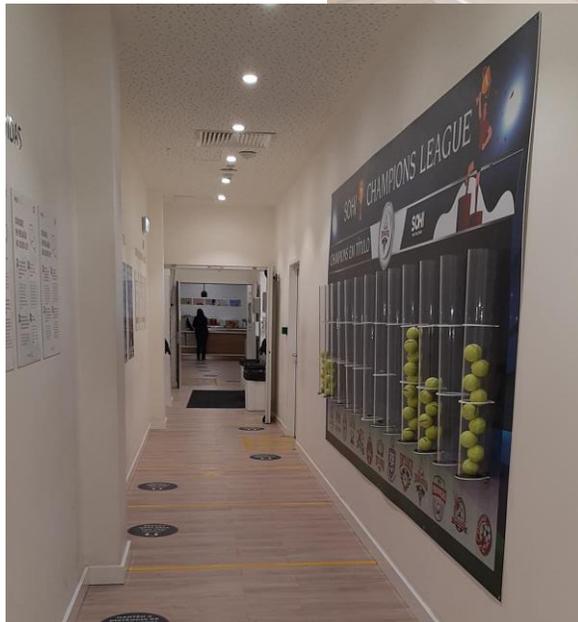
2023

2 regions, 9 countries, 15 sites

Engagement **60%**

Food Safety Week will be celebrated alongside **World Food Safety Day** in June

SOHI Meat Solutions



- ▶ Monthly topical Food Safety Posters
- ▶ Communication, celebrating achievements with all
- ▶ Videos with topical information, complaints, recalls etc
- ▶ Focussed training, high level of Non conformances in Foreign body, results in more FB control training
- ▶ Cross functional workshops focussed on culture
- ▶ Improvement projects in all areas, involving all levels of staff
- ▶ Weekly, fortnightly and monthly team audits –
- ▶ The Champions League

SOHI
MEAT SOLUTIONS

Allergens and cross contamination

What is food allergy??

Food allergy is an **adverse reaction** that occurs when the immune system recognizes a food as an aggressor entity to the organism. The fraction of this food that is responsible for the allergic reaction is called an **allergen**.

MANIFESTATIONS OF ALLERGIC REACTIONS

Symptoms appear quickly, between a few minutes to 2 hours after ingestion of the allergen.

 SWELLING	 RAASH	 STOMACH PAIN	 NAUSEA	 VOMITING	 DIARRHEA
 ANAPHYLACTIC SHOCK	 DIFFICULTY BREATHING	 DIZZINESS	 FAINTING	 LOSS OF CONSCIOUSNESS	 DEATH

Anaphylactic reaction is the most serious form of allergic reaction and is **life-threatening**. This reaction can occur not only when the allergen is ingested, but when it is inhaled or through skin contact.

Hilton Foods Denmark

- ▶ Monthly dashboard available on screens and hallways

Fødevaresikkerhed & Kvalitet		Oktober 2022				
Månedens Fokus: Produktpræsentation						
Reklamationer		Hygiejne & Husorden				
Uge 41-44: 7 reklamationer 3 reklamationer/1 mio bakker		Uge	40	41	42	43
		Produktion				
		CW/Intake	89 %	96 %	98 %	91 %
		Dispatch/1.sal	89 %	89 %	96 %	100 %
Fødevaresikkerhed		Råvarer				
Der er nu gået 14 uger siden vi havde et tilbagekald		Vi har modtaget 1855 tons råvarer				
		Der er sendt 0,4% retur til leverandørerne				

- ▶ Monthly Quality topics, which are topical to recent issues



FØDEVARESikkerheds- OG KVALITETSPOLITIK - HVAD ER DET VI VIL?

**Politik for fødevaresikkerhed og kvalitet findes på app'en
– det gælder både for vores lokale politik
samt Hilton Foods' politik**

Vores mål for fødevaresikkerhed

- ✓ Forarbejdning, tilberedning og pakning af kød eller planteprotein-baserede produkter på en økonomisk ansvarlig måde.
- ✓ At være en pålidelig og høj kvalitets partner for vores kunde.
- ✓ At skabe resultater med hensyn til kvalitet, sikkerhed, service, innovation og effektivitet i forarbejdning af kød, samt opnå en førende position og / eller udvikle os.
- ✓ At sætte overordnede mål, som sigter mod produkterne og tager hensyn til kundens forventninger.
- ✓ Produkt: ingen kritiske fremmedlegemer, ingen patogene mikroorganismer.
- ✓ At produkt- og emballage er i overensstemmelse med de vedtagne kvalitetsstandarder med kunden.

Hilton Foods Denmark

Teamwork

- ▶ “One Team” approach
- ▶ Production and Quality Management regularly meeting to ensure aligned
- ▶ Open door for all staff

Inclusion / Openness

- ▶ Production staff actively encouraged to have inputs, request training in Quality procedures.
- ▶ Commitment from management that training requests are always met



NC Reason

- ▶ Honest culture with no fear when mistakes are made
- ▶ Open dialogue with staff to establish true root cause
- ▶ NC reviews discussed and shared at all levels of DRMs (senior meeting to line huddle)

Focussed Training

- ▶ Quality focussed training matrix and requirements scoped for every role within the business.
- ▶ Quality relevant training to be trained out to all staff in 2023

Food Safety Week 2023

HILTON
FOODS

Food Safety Week Complaints Reduction Competition



DRAGONS' DEN

How it works:

QA's and Technical Team will provide you with a list of complaints. From this list, choose one and propose action(s) to reduce the complaint numbers and explain how this would benefit HF-UK

To take part:

Inform any member of the Technical Team.
Help will be provided if needed.

Prizes: 1st Place 55Inch TV, 2nd Place Sound Bar, 3rd Place Smart Watch

Food Safety Week

Who Wants To Be a Millionaire 5 JUN

Test your knowledge of Food Safety and Quality in a team game and qualify for prizes!

Visit to the Laboratory/Food Safety activities 6 JUN

Come and discover the wonderful world of microorganisms and participate in our Food Safety activities

Roulette game 7 JUN

Play roulette, test your knowledge and qualify to win a prize. WORLD FOOD SAFETY DAY . We have a surprise for you!!

Exhibition 8 JUN

Get to know the materials used in Food Safety and Quality Control, as well as the physical dangers you have to be alert for!

Product Quality /Specification 9 JUN

As a customer, what products would you buy? "Who Wants to Be a Millionaire" Grand Finale






FROM 5 TO 9 JUNE 2023

CROSS CONTAMINATION

Oh no!

We have a cross contamination calamity!

In this bowl we have a variety of foods and ingredients that have different bacteria and allergen risks

This creates a risk for cross contamination.

Cross Contamination is the transfer of harmful bacteria or substances (like allergens) from one food, person or surface to another.

Tips for avoiding cross contamination:

- Use separate colour coded equipment for different food types
- Thoroughly clean equipment, surfaces, and hands between handling different foods
- Keep foods stored separately in sealed, labelled containers



Food Safety Week 2023



What happens next

- ▶ Food Safety Weeks
- ▶ Improvement plans
- ▶ Shared learning
- ▶ Keeping Food Safety front of mind every day.

Keeping Quality and Food Safety front of mind



Celebrating and recognising Food Safety awareness

General

Well Done to Ioana!

🕒 16 hr ago 👁 360 ❤️ 11

Exciting and engaging with all staff relating to Quality



WELL DONE!



IOANA STROE SPOTTED SOME PLASTIC CONTAMINATION IN OUR PRODUCT, WHICH RESULTED IN US BEING ABLE TO ACT QUICKLY AND STOP THE CASES BEING SUPPLIED TO TESCO

A HUGE WELL DONE TO IOANA FOR SOME GREAT WORK



Panel Discussion

Sponsored by:

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PATTON BOGGS

Introduction to FDF's Regulatory Committees and meet the team

Alex Turtle,

Head of Regulatory Affairs, FDF

Sponsored by:

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PATTON BOGGS

Regulation & Science

Kate Halliwell
Chief Scientific Officer

Food Regulation & Safety

Alex Turtle
Head of Regulatory Affairs

Olayemi Fashesin-Souza
Regulatory Manager

Helen Gillen (3 days)
Regulatory Manager

Yara Boubou
Senior Regulatory Executive

Anna Zarasvand
Regulatory Executive

Amy Glass
Diet & Health Policy Manager

Diet & Health

Geraldine Albon (3 days)
Associations & Groups Manager

Associations & Groups

Our committees & alerts ...



Regulatory Committees

Food Safety (FSC)

steering, cross-cutting, horizon scanning, incidents, intelligence sharing

Secretariat:
Helen Gillen

Chair:
Derek Croucher,
Morning Foods

Allergens (ASG)

labelling, management, thresholds

Secretariat:
Olayemi Fashesin-Souza

Chair:
Dr Stella Cochrane,
Unilever

Food Contact Materials (FCM)

migration, packaging materials, inks

Secretariat:
Yara Boubou

Chair:
Madeleine Jones,
Associated British Foods

Food Ingredients (FIG)

additives, flavourings, enzymes

Secretariat:
Yara Boubou

Chair:
Julie Scott,
Ingredion

Food Microbiology (MIC)

foodborne illness, AMR, viruses

Secretariat:
Anna Zarasvand

Chair:
Iain Mortimer,
apetito

Food Law and Labelling (FLL)

food information, claims, enforcement

Secretariat:
Alex Turtle

Chair:
Alasdair Tucker,
Premier Foods

Residues and Contaminants (RAC)

organic, inorganic, process, biotoxins, pesticides

Secretariat:
Olayemi Fashesin-Souza

Chair:
Dr Ellen Norman,
RSSL/Mondelez

Regulatory Email Alert Groups

Genetic Technologies (GT)

precision breeding, genetic modification

Novel Foods (NF)

new ingredients, nano, cloning

Food Safety Committee

📅 29 June 2023

🕒 10:30 - 14:30

📍 6th Floor, 10 Bloomsbury Way, LONDON,
WC1A 2SL

[Register](#) for an FDF Member Account

To receive email alerts, select '*Watch committee*' on all relevant [committee pages](#)

Update your '[Preferences](#)' to select your interest topics & newsletters to be alerted about

To participate in committee meetings, select '*Request to join*' on each [committee page](#)

Website, Toolkits & Issues Matrices



Food Contact Materials (FCM)



Home > FDF dashboard > Committees list > FCM

< View all committees

The Food Contact Materials (FCM) Committee leads on issues relating to materials and substances intended to come into contact with food and drink and which affect the interests of the UK manufacturing industry. This includes developments associated with implementation of the overarching FCM Regulation and relating to a variety of packaging and related materials, including flexible and rigid plastics, paper and board, metals, printing inks, adhesives and coatings.

Next FCM meeting dates: 18 May 2023 > 11 Oct 2023

FCM Documents >

FCM Overview & Issues Matrix 2023 >

FCM Toolkit This provides resources and information relating to the key food contact materials legislation and links to the relevant legislation and guidance documents are included.

This committee is open to all FDF member companies to follow (click 'Watch committee' below to receive email alerts) and/or participate in its meetings (click 'Request to join' below).

Request to join >

Watch committee

Committee purpose

- To monitor and disseminate developments relevant to food

Why join?

- Receive updates on food contact materials (FCM) policy

Toolkits



Home > Resources > Toolkits



Toolkit: Incident prevention and management toolkit

15 May 2023

The FDF's Incident Prevention and Management toolkit signposts to resources and best practice guidance to support members in ensuring that they are alert to potential food safety or authenticity issues and can respond swiftly to emerging risks and incidents to protect their businesses and consumers.

Read more >



2023 Allergens (ASG): Priority Issues Matrix (Last update: March 2023 & under constant review)

Impact →	Major	<ul style="list-style-type: none"> Allergenicity assessments of bio-based food contact materials Risk management decision on tolerable risk & level of consumer protection 	<ul style="list-style-type: none"> Reference Doses (RD) (e.g. Codex / VITAL 3.0) Promotion of Quantitative Risk Assessment (QRA) as best practice Allergenicity assessments of novel proteins & foods 	<ul style="list-style-type: none"> Precautionary Allergen Labelling (PAL) policy developments Promotion of industry best practice allergen information (i.e. to SMEs) Vegan & 'allergen'-free claims Root cause analysis
	Moderate	<ul style="list-style-type: none"> Supporting sector associations ILSI Europe workstreams 	<ul style="list-style-type: none"> Allergen analysis & testing Emerging food allergens Allergen training Public awareness & education 	<ul style="list-style-type: none"> Codex developments FSA's UK allergy prevalence research & science
	Minor	<ul style="list-style-type: none"> Natasha's law evaluation Engagement with allergy clinicians FSA Allergy Alerts for product recalls Accreditation schemes 	<ul style="list-style-type: none"> Engagement with allergy charities Out-of-home allergen labelling 	
		Low	Medium	High
		Urgency →		

How to stay updated ...

FDF Regulatory Round Up

Fortnightly newsletter circulated every other Friday morning
To keep members up to date with the ever-evolving regulatory landscape with a selection of key food safety and food law updates

NEW FDF Regulatory Updates Webinar

This twice-yearly webinar aims to provide members with an overview of some of the key recent and upcoming changes in food safety and consumer protection policy

For comment / consultation



- [ASG](#): Draft FDF Guidance on Change Management of Allergen Information [ASG-014-23](#) This new guidance is due to be made publicly available later this year & we welcome member feedback by 9 Jun 2023
- [FSC](#): FSA Food Fraud Working Group: Whistle-Blower Survey [FSC-018-23](#) Member feedback by close of play today is most appreciated or 30 May at the latest

For information



GB / UK

- [ASG](#): FDF response to the FSA consultation on the update to its Technical Allergen Labelling Guidance [ASG-015-23](#) We support the introduction of best practice principles on 'may contain' statements & the important differentiation of 'nut' and 'peanuts' as separate allergens
- [FLL](#): Defra call for further industry impact assessment data on bread and flour [FLL-020-23](#) This is to estimate the concerning costs for a hard switch-over scenario for fortificant label changes
- [FSC](#): Final FSA Science Council report on food safety in the net zero era [FSC-019-23](#) This calls for cross-government collaboration & regular horizon scanning to ensure that rapidly evolving primary production practices do not compromise food safety
- [FSC](#): FSA Incident Signal updates – May 2023 [FSC-017-23](#) Check out the FDF Incident Prevention and Management [Toolkit](#) for key resources & FSA's latest incident signals
- [ORG](#): Organics policy update [ORG-010-23](#) Includes multiple Defra guidance updates on importing, exporting & labelling of organic foods

FSC-015-23
19 April 2023



INFORMATION

Authoring committee: Food Safety Committee
Sent to: FSC, ASG, FCM, FIG, FLL, MIC, RAC, NF, GT, SMEF, BOBMAT, BSIA, CBD, CIMA, FoB, GFIA, IC, ORG, SSAT, UKAPY

Topics: Food safety, food regulation, incidents

FDF Food Safety and Authenticity Report – April 2023

Highlights

- Operation Hawk: Ongoing FSA & NFCU investigation into a meat processor. This is being treated as food fraud and not a food safety incident
- EU review of honey authenticity with all UK samples deemed suspicious of adulteration
- UK Avian Influenza housing orders lifted with biosecurity measures remaining in place
- Further proposed EU restrictions on PFAS 'forever chemicals'
- EFSA concludes mineral oils aromatic hydrocarbons as possible risks to health
- New EU maximum levels for arsenic in certain foods established
- UK coalition to challenge the regulation of multi-source substances
- EU revised and new T-2 / HT-2 mycotoxin maximum levels expected by mid-2024
- New stevia sweetener additive authorised in GB and associated label changes
- GB risk assessment of titanium dioxide as a food additive delayed

NEW **FDF Food Safety & Authenticity Report**
Issued 3x a year – live and topical issues, technical policy updates, food fraud prevention and resources

FDF EU RASFF Alert
Weekly alert sent out every Wednesday providing a summary of the recent hazard alerts from the EU which could impact UK supply chains

Divergence tracking

Toolkits

Home > Resources > Toolkits

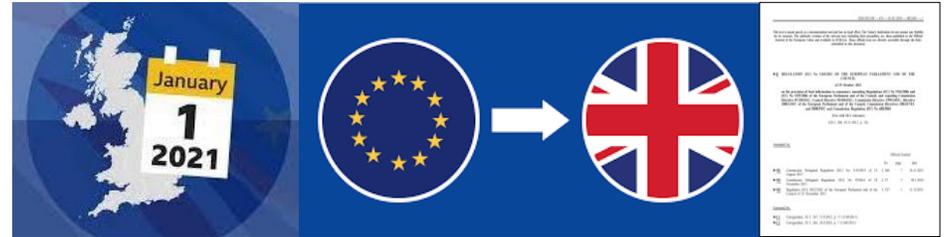


Toolkit: Regulatory toolkit

22 March 2023

This toolkit is designed to provide members with a single point of reference for information at a GB and EU level on food legislation; authorisation process for regulated products; nutrition and health claims applications and links to the FDF regulatory trackers which provides an overview of potential areas of divergence between EU/GB legislation for the issues being covered by FDF's technical food safety committees.

[Read more >](#)



Regulatory toolkit

GB/EU Regulatory Developments Trackers

The FDF Regulatory Committees have developed trackers to provide an overview of GB and EU/NI regulatory developments that are significant to the FDF membership:

[Food Law and Labelling \(FLL\) Tracker](#) > - last updated 22 March 2023

FLL Lead: Alex Turtle

[Food Contact Materials \(FCM\) Tracker](#) > - last updated 30 March 2023

FCM Lead: Yara Boubou

[Food Ingredients \(FIG\) Tracker](#) > - last updated 30 March 2023

FIG Lead: Yara Boubou

[Residues and Contaminants \(RAC\) Tracker](#) > - last updated 24 March 2023

RAC Lead: Olayemi Fashesin-Souza

[Food Microbiology \(MIC\) Tracker](#) > - last updated 23 March 2023

fdf food & drink federation passionate about food & drink								Copyright: Private and confidential to be circulated ONLY to FDF members and authorised recipients	
Food Ingredients (FIG) Regulatory Tracker: UK/GB vs EU/NI						Last reviewed: 30 March 2023		Disclaimer: Non-exhaustive legislative overview and national EU Member State rules may apply in addition to	
Topic Area	Aspect	Market	Regulator	Current status	Link	Policy developments	Timeframe (e.g. Implementation date / Transition Period)	Impact/opportunity	Related legislation
Additive (Sweetener)	Stevia glycosides (E960a: Steviol glycosides from Stevia / E960c: Enzymatically produced steviol glycosides)	GB	FSA, FSS	E960c authorised in GB & E960 to change to E960a	Link	GB Statutory Instruments laid on 16 March 2023	Enters into force on 15 May 2023, with transitional arrangements until 14 Nov 2024	GB rules for these stevia additives now align with those in the EU/NI	and Novel Foods (Authorisations) Regulations 2023
		EU	EC	Authorised use of E960c & changed E960 to E960a with sell through of previously labelled products permitted for 18 months	Link		Published on 14 Jul 21 & 18 month transition period ended on 2 Feb 2023		Commission Regulation (EU) 2021/1156
		NI	EC / FSA	Aligned with the EU					
Additive (Sweetener)	Glucosylated steviol glycosides (E960d)	GB	FSA, FSS	Application for extension of use will be needed in GB					
		EU	EC	Glucosylated steviol glycosides' (E 960d) authorised as a sweetener	Link		Published 1 March 2023 entered into force on 22 March 2023		Commission Regulation (EU) 2023/447
		NI	EC / FSA	Aligned with the EU					
Additive (Sweetener, bulking agent, humectant)	Polyols (E420, E421, E953, E965, E966, E967 & E968)	GB	FSA, FSS	Application for extension of use will be needed in GB				Compliant EU products cannot yet be sold on the GB market	
		EU	EC	Authorised extended the use of polyols in certain energy-reduced confectionery products	Link		Published on 19 Jul 21 & entered into force on 8 Aug 21		Commission Regulation (EU) 2021/1175
		NI	EC / FSA	Aligned with the EU					
Additive (Colour)	Titanium dioxide (E171)	GB	FSA, FSS	Safety risk assessment by COT/COM ongoing		FSA consultation on TiO2 was published 1 March 2023	FSA Risk Assessment is expected to be completed by end of Q2 2023	GB market no change	
		EU	EC	EU ban of titanium dioxide as a food additive	Link		Published on 18 Jan 22 & transition date ended on 7 Aug 2022	Required reformulation for EU market	Commission Regulation (EU) 2022/63
		NI	FSA	Implemented the EU ban				Required reformulation for NI market	
Additive (Acidity regulators)	Sodium & potassium carbonates (E500 & E501)	GB	FSA, FSS	Application to mirror this EU use will be needed in GB		Not known if GB application has been submitted			
		EU	EC	Authorised use of E500 & E501 in unprocessed molluscs and crustaceans*	Link		Published on 2 Feb 22 & entered into force on 22 Feb 22		Commission Regulation (EU) 2022/141
		NI	EC / FSA	Aligned with the EU					

Thank you!

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