

CRL Foods Food Safety Culture - Statement Of Intent

Food Safety within CRL FOODS is accountable to all personnel at every level to ensure we produce safe food within a clean and safe

Food Safety is our top priority. We will actively encourage individual responsibility for food safety, legality & quality at all levels within our company and instil a team working culture, ensuring that we are driving continuous improvement throughout our business.

Our Food Safety Culture is a set of shared attitudes, values and beliefs around food safety and is embraced and driven by the CRL FOODS Directors and CRL FOODS Senior Managers who will lead by example and to all personnel at all levels to demonstrate our pride and commitment in producing safe food every time.

We will encourage an open and positive environment for all personnel to know their concerns are valued and that a manager or director is always approachable for questions, concerns, complaints and comments at any time.

We actively set objectives for the food safety culture which is communicated to all personnel. We will formally and informally communicate our focus on food safety by regular monthly meetings and tool box factory discussions.

We will show commitment in three areas: Leadership and Committed Managers, Work Place Environment and Data Collection and Assessment

Area of Commitment	What We Do	How we Measure
Leadership / Committed Managers	- Lead by example to influence and promote the site Food Safety Culture by sharing knowledge, enthusiasm and working as a team. - Explain 'Why we do the things we do' to ensure our food is safe. - Actively promote an open and positive environment to encourage raising any food safety issues, concerns or improvement ideas with management and act on feedback. - Ensure all personnel understand the importance of their role and understand the risks to food safety within their role by providing detailed job descriptions. - Clearly communicate site Food Safety Policy and Site Objectives promoting feed back - Encourage positive ideas on improving the site food safety and efficiency. - Ensuring all personnel have the skills and knowledge through training, tool box briefs, group meetings and knowledge transfer required to complete their job in producing safe food in a clean and safe environment. - Assign time and budget to deliver staff training and regular updates. - Encourage questions if they do not understand why food practices are changed. - Regularly review training requirements and performance, minimum annually or following a food	- Internal and external Non-Conformances via third party audits – monthly review KPI - GMP/CCP Audits – monthly KPI review - Customer Complaints / Recall – monthly KPI review - Site Staff Turnover (exit interviews) as and when required. - Appraisals – performance and training requirements – annually - Management reports- Monthly - Regular review of site Objectives 3 monthly / annual - Customer complaints / product recalls.

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	safety incident or introduction of new training requirement.	
Area of Commitment	What We Do	How we Measure
Leadership / Committed Managers (cont.)	- Actively encourage feedback on training they have received to identify any gaps. - Site objectives are discussed, and all personnel are aware of their contribution in achieving the targets. Work closely and encourage communication as well as providing the support and resources where required to achieve the objectives set. - Regularly communicate our food safety performance with emails, team meetings, KPI Communication board. - Regularly speak to staff about food safety on the factory floor. - Monitor customer / external audit feedback and share with all team members - Operate an open and transparent decision-making process for dealing with Food Safety concerns, engaging with staff for root causes and corrective action.	
Work Place Environment	- Provide a clean, safe and structurally sound environment. - Ensuring equipment is correct, available, maintained, fit for purpose and in a good and safe condition - Provide clean staff facilities. - Promote good hygiene practices.	- Internal and external Non-Conformances via third party audits – monthly review KPI - GMP Audits – monthly KPI review. - Engineering PPM KPI - Site Staff Turnover (exit interviews) as and when required.
Data Collection	- Document the food safety risks in our business and review our documents regularly. - Check that the control measures in place for food safety are working.	- HACCP & HACCP reviews - Internal and external Non-Conformances via third party audits – monthly review KPI - Management reports- Monthly - GMP/CCP Audits – monthly KPI review - Customer Complaints / Recall – monthly KPI review.

Manager Signature and date:

Position	Name	Signature	Date
Managing Director	David Lambert		06 Aug 21