GFSI harmonisation

Implementing new requirements through to audits

- Marie-Claude Quentin, GFSI Senior Technical Manager
- Fons Schmid, FSSC22000
- Xiong Chuanwu, IFS
- Sarah Xu, SQF
- Steve Hart, Global Aquaculture Alliance
- John Tomlinson, BRC Global Standards

Version 7 of the Benchmarking Requirements, what's changed?

- Marie-Claude Quentin
- GFSI Senior Technical Manager

GFSI Benchmarking Requirements version 7.2 (March 18)

Key changes - Content

FOOD FRAUD & FOOD DEFENSE

All scopes now include the requirements for a **food defense plan and a food fraud mitigation plan.**

UNANNOUNCED AUDITS

Certification Programme Owners are now required to offer **unannounced audits** in their audit programme.

AUDITOR COMPETENCE

V7.2 will add a standardised questionnaire to the auditor's assessment programe, for more consistency across evaluations.

NEW SCOPES

Food Brokers and Agents (N) has been added to V7.1 while V7.2 will include both **Food Service (G) and Retail and Wholesale (H).**

Key changes - Process

More stringent, more transparent

SELF-ASSESSMENT

CPOs now score themselves in this step of the process and discuss their results with the benchmark leader. This provides more visibility on the potential outcome of their assessment.

OFFICE VISIT

The self-assessment is complemented with an office visit, during which the management of the programme is verified through record review.

INDEPENDENT ASSESSORS

Benchmark leaders are selected, trained and appointed to CPOs to serve as independent assessors.

INTEGRITY PROGRAMME +

Recognised CPOs are re-assessed every year against the latest version of the GFSI Benchmarking Requirements, further strengthening confidence in the process.

GFSI recognised Certification Programme Owners

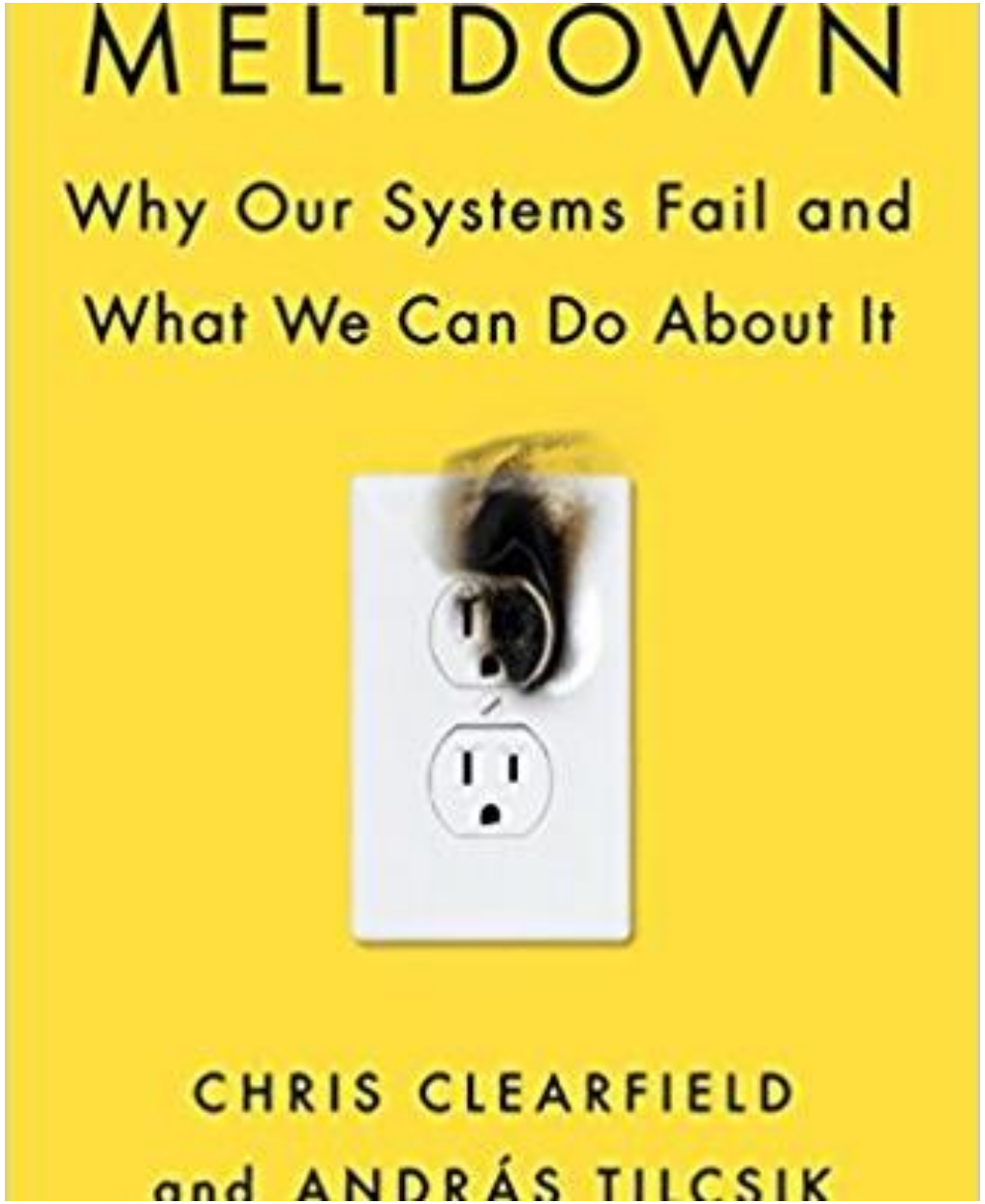
V7.1 recognition complete

Re-assessment in progress

New Assessment

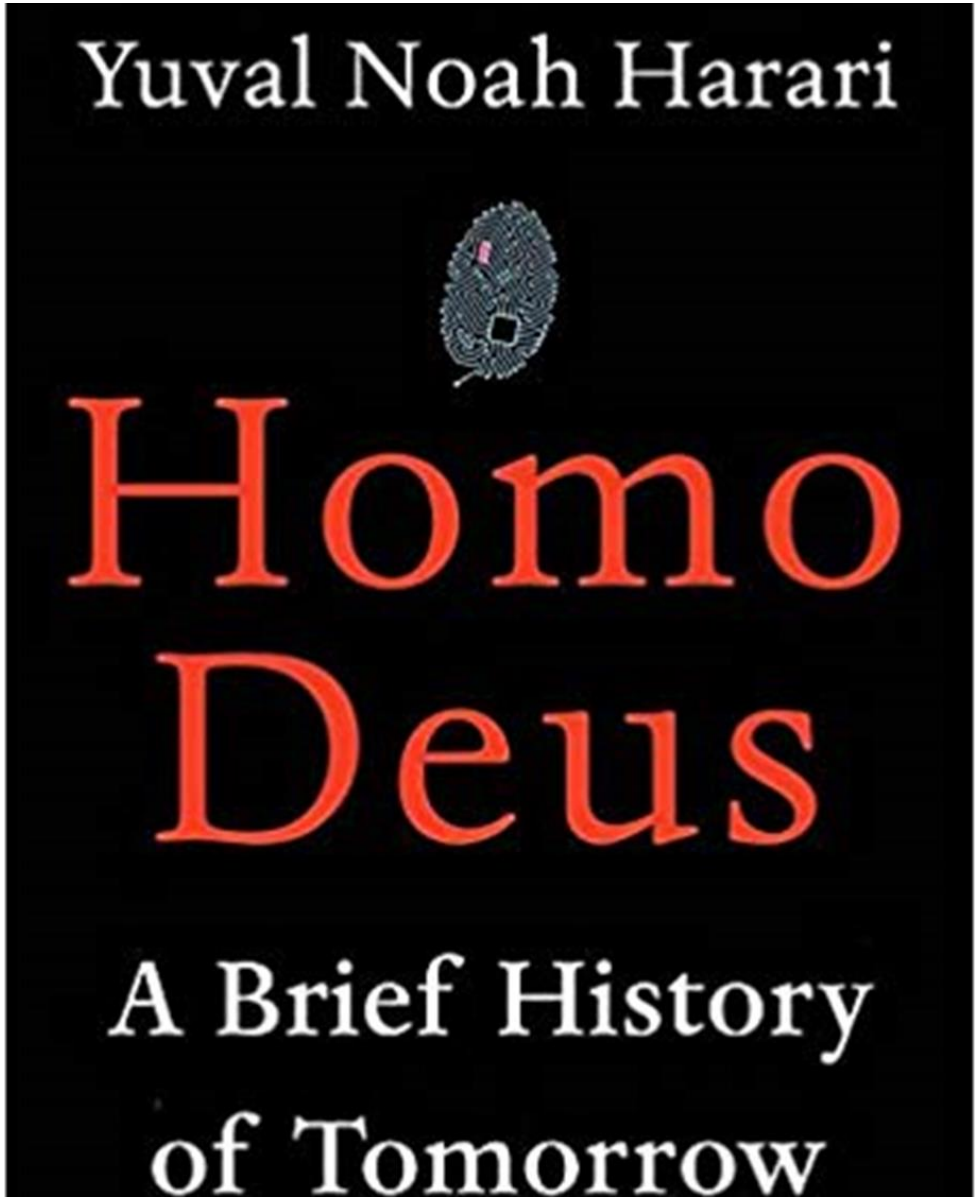
Auditor skills and competence are key

- Fons Schmid
- Director General, chairman of the board



FSSC 22000 | Global Food Safety Initiative

- Chernobyl Nuclear Plant
- BP Mexico Gulf Oil
- Fukushima Nuclear Disaster
- Numerous near airplane accidents



FSSC 22000 | Global Food Safety Initiative

Within 10 years, 80 % of intelligent jobs will be done by perfect robots…

- Chips in your body
- Big data
- Block chain
- Drones
- Google glass
- Remote auditing
- Artificial Intelligence (AI)

MANAGING FOOD SAFETY & QUALITY MANAGEMENT SYSTEMS

Vision FSSC 22000: technical solutions may help, but human factor remains key:

- Common sense
- Intuition
- Human behaviour
- Emotion
- Dedication
- Enthusiasm
- Personal experience

THREE EXAMPLES (ISO REQUIREMENTS)

- Is top management duly committed to the development and implementation of the food safety management system?
- Does the organization ensure that all activities incorporate the most recent information on controlling all hazards?
- Has the organization established, implemented and maintained effective arrangement for food safety communication by all responsible managers, internally and externally?

CONCLUSION FOR THE AUDITING WORLD AND FSSC 22000 ENSURING THEIR INTEGRITY

- Auditor skills, education, experience and competence is key.
- GFSI auditor examination is additional tool to ensure minimum base level.
- GFSI auditor examination must eliminate multiple exams for the basics and must lead to mutual acceptance by all GFSI recognized scheme owners (CPOs).
- GFSI is expected to include minimum requirements for assessing and evaluating basic elements for an effective and continuing food safety culture in a company.

Food Fraud

- Xiong Chuanwu
- leader of IFS Asia Office

IFS General Introduction

- *6 standards and 3 programs*
- *22,000 certificates per year*
- *110 certification bodies*
- *1,150 auditors in 100 countries*
- *Standards in up to 20 languages*
- *10 offices worldwide*
- *750+ retailers working with IFS*

IFS Standards are uniform food, product and service standards. They ensure that IFS-certified companies produce a product or provide a service that complies with customer specifications, while continually working on process improvements.

Key Learning from Benchmark Process

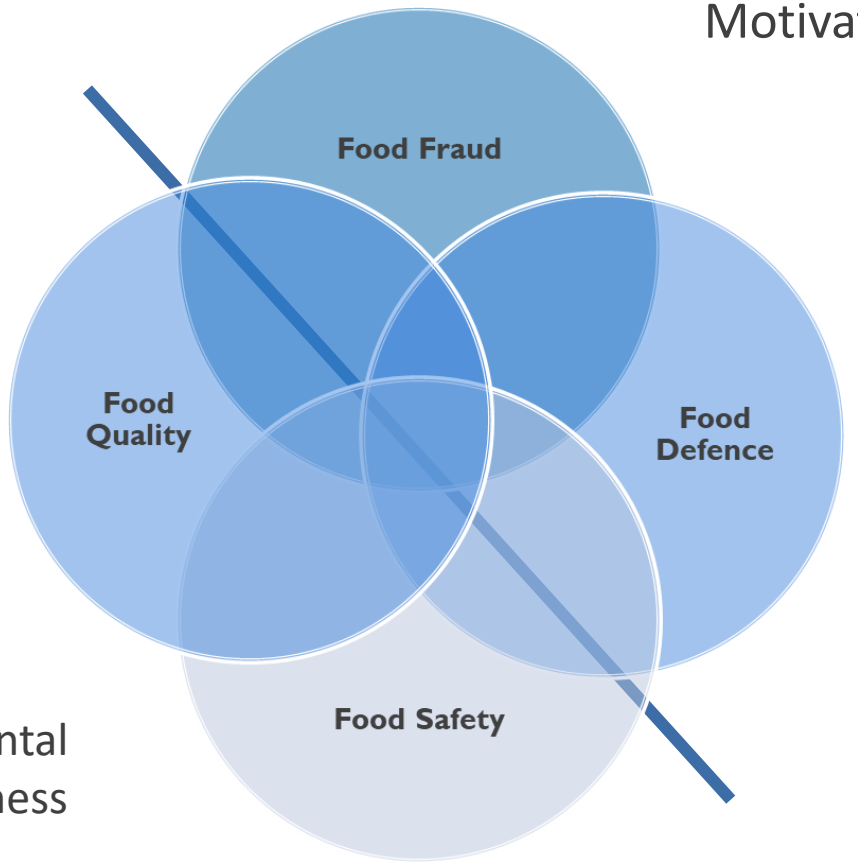
External Assessor	Confrontation	Improvement
All activities and ways of working of IFS - AB, CB, Auditor; - Integrity Program; - Standard Requirement	Theoretical GFSI benchmarking requirements and the practical use for CPO	Identification of improvement areas

Food Fraud definition

Food fraud encompasses the deliberate and intentional substitution, addition, tampering or misrepresentation of food, food ingredients or food packaging, labelling, production information or false or misleading statements made about a product for economic gain that **could impact consumer health**

Economically driven
Motivation is 'GAIN'

Unintentional adulteration



Intentional adulteration

Accidental
Food borne illness

Ideologically driven
Motivation is 'HARM'

The GFSI response

GFSI Benchmarking Requirements now include food fraud mitigation across the board.

Clause Name	Requirement
Food Fraud Vulnerability Assessment	The standard shall require that the organisation have a **documented food fraud vulnerability assessment** procedure in place to **identify potential vulnerability** and **prioritise food fraud mitigation measures**.
Food Fraud Mitigation Plan	The standard shall require that the organisation have a **documented plan** in place that specifies the measures the organisation has implemented to **mitigate** the public health **risks from the identified food fraud vulnerabilities**. This plan shall cover the relevant GFSI scope and shall be supported by the organisation's Food Safety Management System.

Food fraud mitigation is an integral part of a food safety management system

IFS Food Fraud

IFS International Featured Standards

Global Food Safety Initiative

IFS Food 6
April, 2014

4.4.5 product authenticity
5.6.8 Risk assessment of food fraud and control measures

GFSI Benchmark 7
2016

FSM EI 21 Vulnerability assessment;
FSM EI 22.2 Mitigation plan

IFS Food 6.1
Nov, 2017

4.21.1 fraud vulnerability assessment
4.21.2 fraud mitigation plan
4.21.3 Review, control, monitor

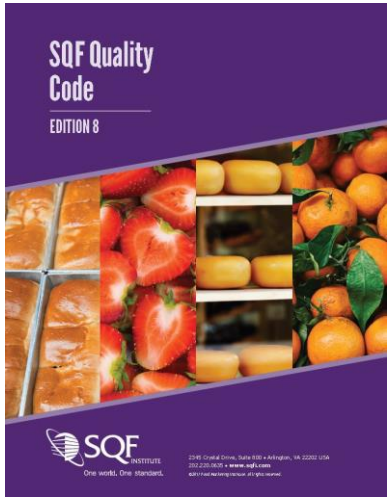
SQF INSTITUTE
One world. One standard.

Global Food Safety Initiative

Promoting unannounced audits

- Sarah Wu

SQF 7.2 to SQF Edition 8



- Different Codes for specific industry sectors
- Emphasis on Senior Management commitment and involvement
- Stronger requirements on reduction of recalls
  - Environmental Monitoring Programs
  - Allergen management, labelling
- Added food fraud requirements
- Updated training programs for all industry scopes

SQF GLOBAL TECHNICAL TEAM

ROBERT GARFIELD, Chief Food Safety Assessment Officer & Senior VP, Safe Quality Food Institute (SQFI), Food Marketing Institute (FMI)

LEANN CHUBOFF, VP, Technical Affairs

KRISTIE A. GRZYWINSKI, Sr. Technical Manager

JEANETTE LITSCHEWSKI, Technical Specialist

BILL MCBRIDE, Asia Pacific Representative

FRANK SCHREURS, Canadian Representative

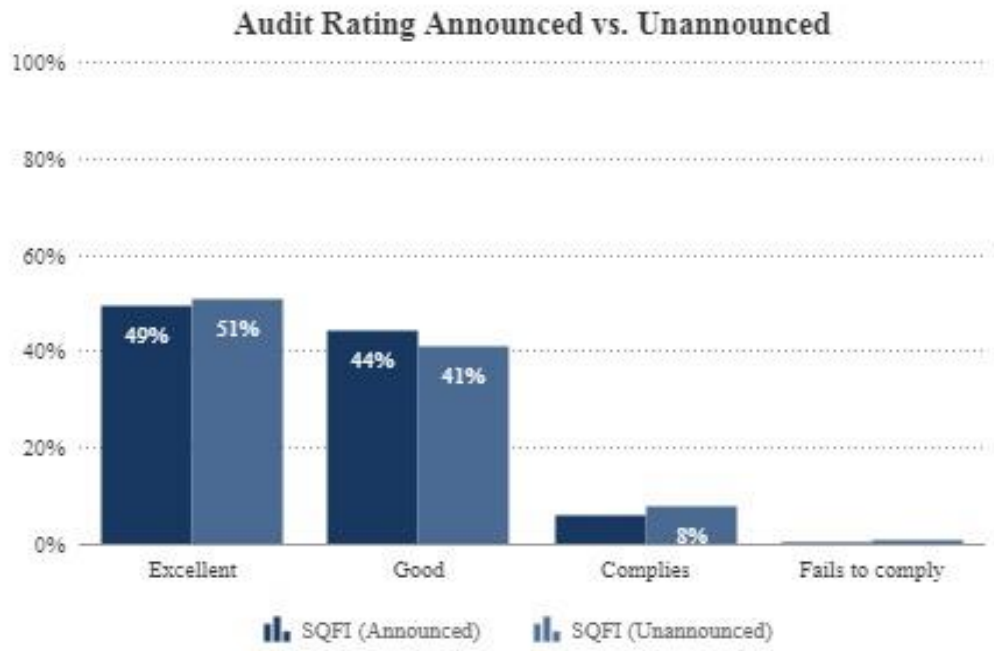
CHRIS SINCLAIR, Compliance Manager

Unannounced Audits

2.5.5
The certification programme owner shall ensure that unannounced audits, which can offer a greater degree of assurance compared to announced audits, shall be available as a preferred option in the programme offered by the certification programme.

GFSI V7.2, Part ll

- SQF has required mandatory unannounced audits since 2015
- One recertification audit in every three year cycle must be unannounced
- All SQF certified sites have now experienced at least one unannounced audit
- There is now also a voluntary option for annual unannounced audits (Select Sites)



End-to-End Certification

- Steve Hart
- Vice president

Brief Overview of BAP

Food Safety

Assurance that no banned antibiotics or other chemicals are used and that all approved chemical treatments are carried out in a responsible fashion.

Social Responsibility

Adherence to local laws for worker safety, child labor and community rights.

Comprehensive

- Entire aquaculture production chain: hatcheries, feed mills, farms & processing plants
- Covers virtually 100% of finfish, crustacean & mollusk species

Proven

- The 3 G's: GFSI, GSSI, GSCP
- Scientific, rigorous and evolving

Trusted

- Robust internal Program Integrity
- Multi-stakeholder Standards Oversight Committee
- 100% compliance required to obtain certification

Environmental Responsibility

Compliance with standards that address such issues as habitat conservation, water quality and effluents.

Animal Health & Welfare

Best practices in animal husbandry, addressing issues such as disease control.

GFSI Open Doors

Global Food Safety Initiative

Most Widely Accepted Aquaculture Standard in the Market Today

Best Aquaculture Practices Certified

Global Aquaculture Alliance

Key Outcomes from Benchmark Process

Internal

- E1 Scope: Animal Products
- Modifications to standards
- Improved internal processes

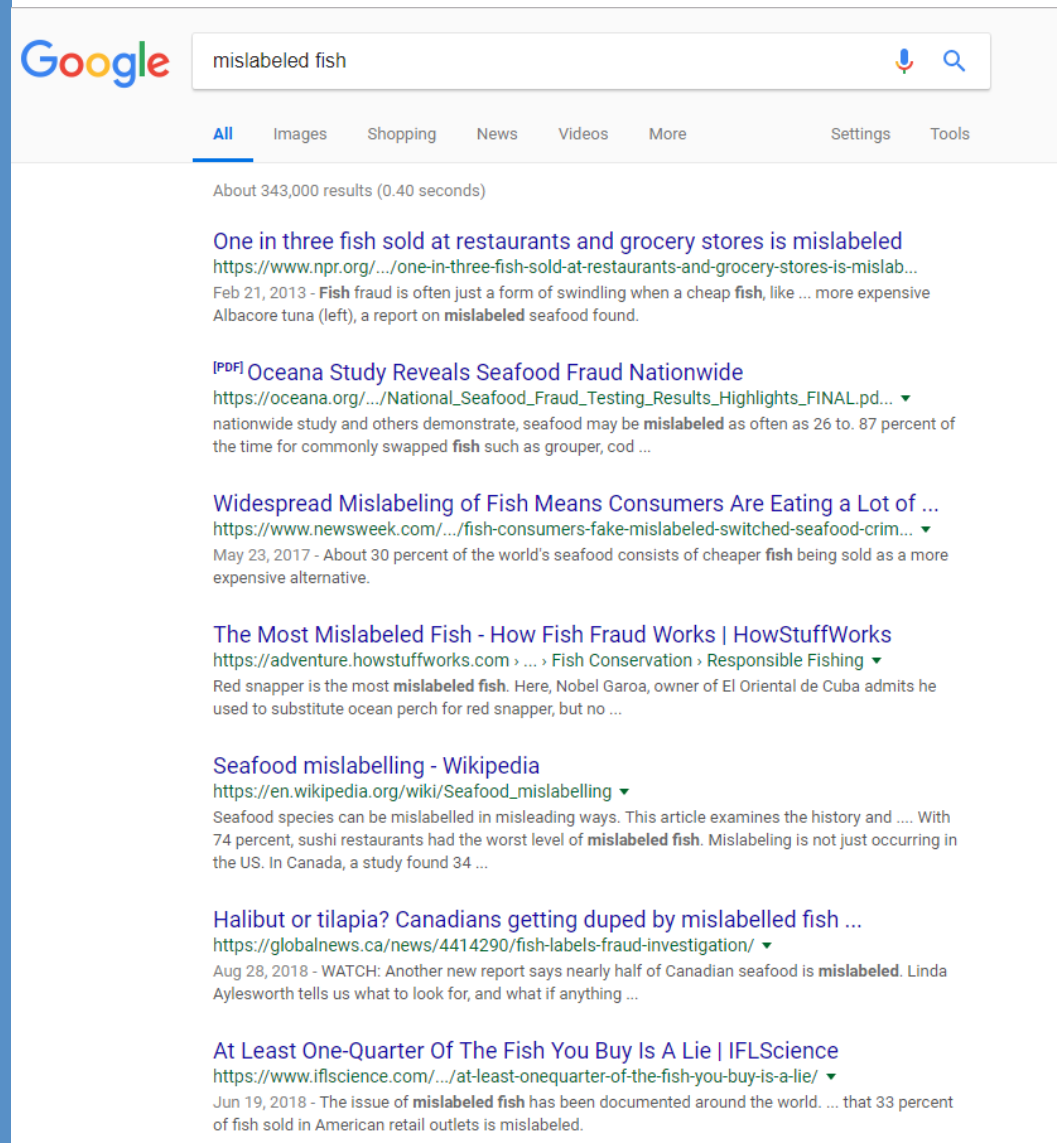
BAP Plants

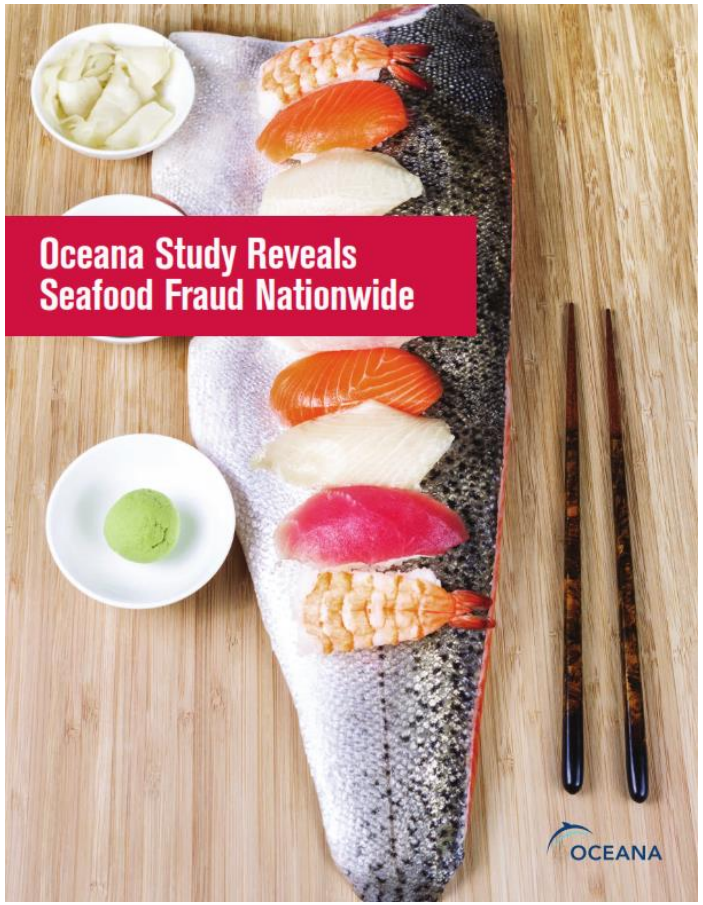
- Unannounced audits yield better results
- Driver for improvements throughout supply chains

Market

- Better assurances
- Many market supporters are requiring GFSI benchmarking
- Next level

Market Issue – Beyond BAP Coverage

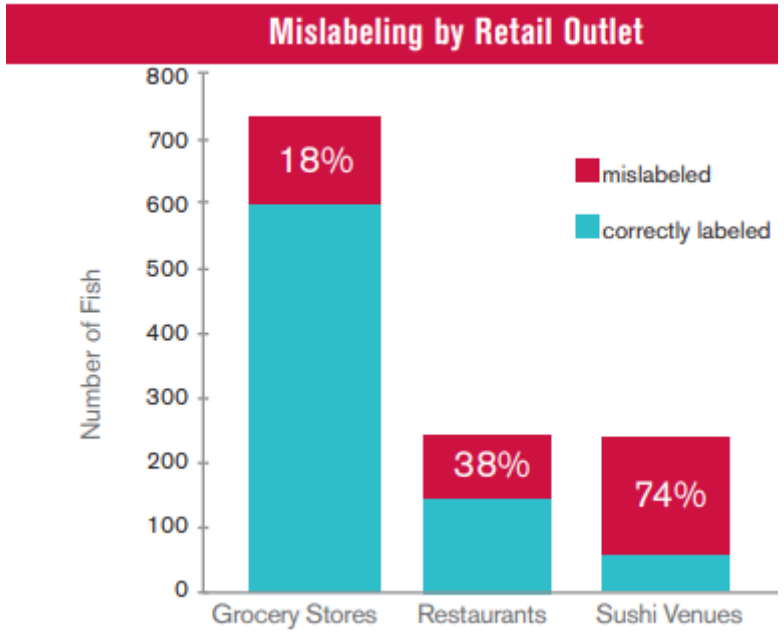




Market Issue – Beyond BAP Coverage

KEY RESULTS

- Mislabeling was found in 27 of the 46 fish types tested (59%).
- Salmon, snapper, cod, tuna, sole, halibut and grouper were the top collected fish types.
- Snapper (87%) and tuna (59%) were the most commonly mislabeled fish types.
- Only seven of the 120 red snapper samples were honestly labeled.
- Between one-fifth to more than one-third of the halibut, grouper, cod and Chilean seabass samples were mislabeled.
- 44% of all the grocery stores, restaurants and sushi venues visited sold mislabeled seafood.
- 84% of the white tuna samples were actually escolar, a species that can cause serious digestive issues for some individuals who eat more than a few ounces.



End to End Recognized Certification

Area of Risk

- GAA not likely to develop BAP standards for end market, we welcome this development by GFSI
- Benefits of certification can be voided by last user of product

GFSI New Scopes

Catering, Food Service and Wholesale/Retail

- Safety
- Defense
- Fraud
- Traceability

Food Safety Culture

- John Tomlinson, Vice president
- John.Tomlinson@brcglobalstandards.com

Some aspects of food safety cultural excellence can be easily seen.

- Posters in the facility
- Documentation
- Visible behaviour
- Certification to GFSI scheme

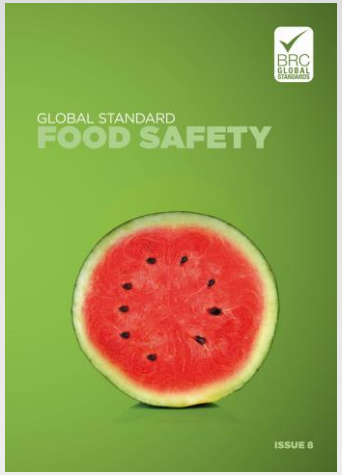
However, many aspects are not visible and lie below the surface

- Unspoken rules
- Accepted levels of service, values and priorities

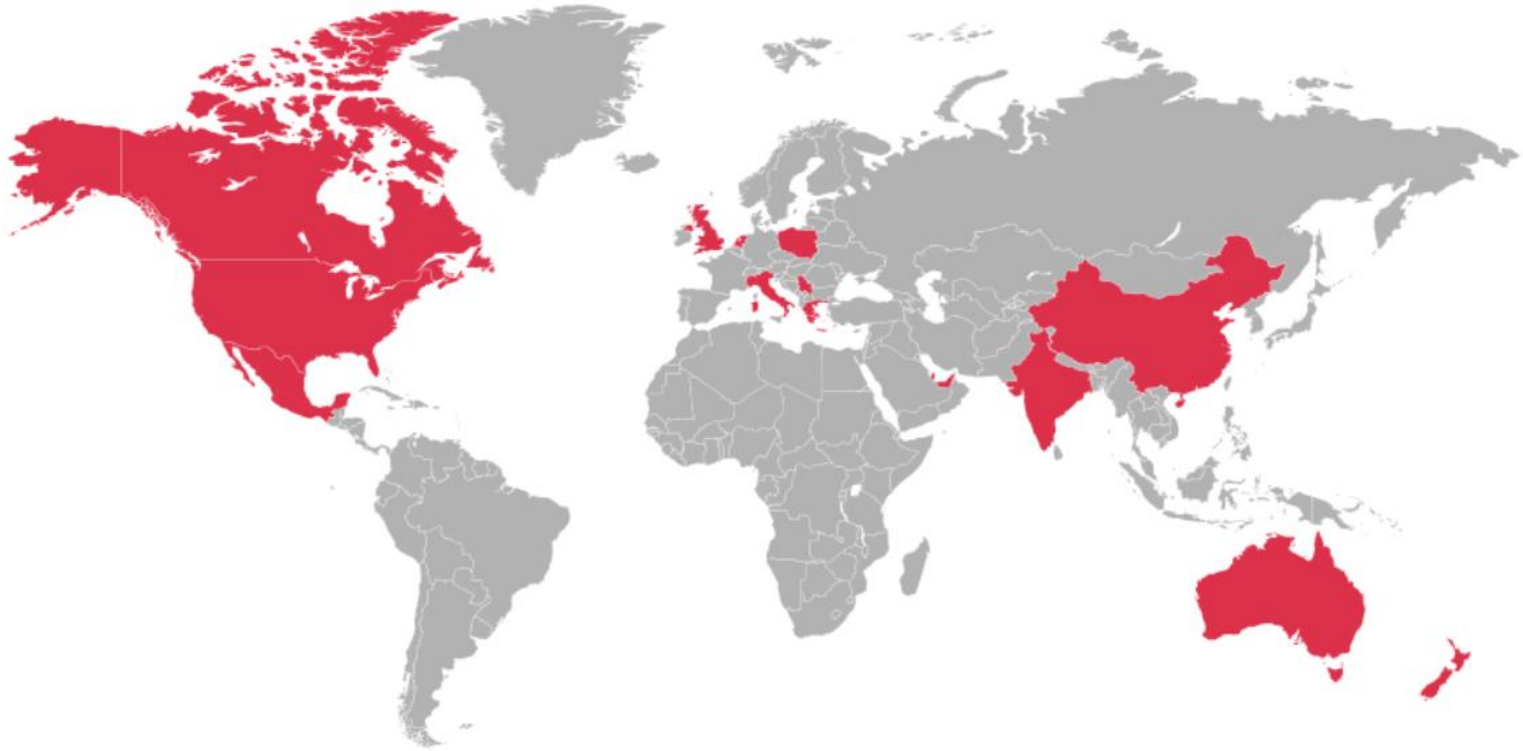
This can make it difficult for a business to assess its own food safety culture

Food Safety Issue 8 – Feb'19

1.1.2	The site's senior management shall define and maintain a clear plan for the development and continuing improvement of a food safety and quality culture. This shall include: • defined activities involving all sections of the site that have an impact on product safety • an action plan indicating how the activities will be undertaken and measured, and the intended timescales • a review of the effectiveness of completed activities.



Model adoption



15 COUNTRIES

23 LANGUAGES

2500+ SITES

40000+ RESPONSES

Protocol

Applicable to any GFSI site and ISO 22K

Annual

Assessment can be conducted at any time

Report is private for the site

The module

PEOPLE
EMPOWERMENT
REWARD
TEAMWORK
TRAINING
COMMUNICATION
CONTROL
COORDINATION
CONSISTENCY
SYSTEMS
PREMISES
PROCESS
PURPOSE
VISION
VALUES
STRATEGY
TARGETS
METRICS
AWARENESS
FORESIGHT
INNOVATION
LEARNING
INVESTMENT
PROACTIVITY

The report

TOTAL	PREVIOUS	CHANGE	GRADE	PREVIOUS	CHANGE
62	NA	—	C+	NA	—

CATEGORY	DIMENSION	SCORE	TOTAL	PREVIOUS	CHANGE
PEOPLE	EMPOWERMENT	53	61	NA	—
	REWARD	65			
	TEAMWORK	61			
	TRAINING	57			
	COMMUNICATION	70			
PROCESS	CONTROL	58	60	NA	—
	COORDINATION	60			
	CONSISTENCY	62			
	SYSTEMS	59			
	PREMISES	58			
PURPOSE	VISION	67	67	NA	—
	VALUES	64			
	STRATEGY	70			
	TARGETS	66			
	METRICS	68			
PROACTIVITY	AWARENESS	60	58	NA	—
	FORESIGHT	56			
	INNOVATION	58			
	LEARNING	61			
	INVESTMENT	55			

the average score for your specific product category. Note: the averages below represent the average of all Culture Excellence site scores from the preceding 12 months from the date this report was created.

TOTAL	INDUSTRY	COMPARISON	CATEGORY	COMPARISON
62	70	-8	64	-2

Elements represent the greatest level of detail in the assessment. Below are the lowest Elements from the lowest Category on page 1, and the highest Elements from the highest Category.
(M): indicates a question asked of managers / senior managers only.
(S / M): Indicates a question asked of supervisors and managers / senior managers only.

CATEGORY	ELEMENT	SCORE
LOWEST: PROCESS	Facilities and equipment are clean and well-maintained	51
	Management systems reviewed and updated (M)	52
HIGHEST: PEOPLE	Enjoyment of training	79
	Being encouraged to praise employees for good work (M)	76

During the assessment, employees are asked to choose criteria that they perceive represent the barriers and positives of food safety culture. Below are the top two barriers and top two positives.

BARRIERS	RESPONSES
Co-ordination across departments / sites	97
Multi-cultural workforce (different cultures)	81

POSITIVES	RESPONSES
Incentives / benefits	76
Employee commitment	71

Customer feedback

97% of sites were able to measure annual progress

92% of sites were able to pinpoint cultural strengths

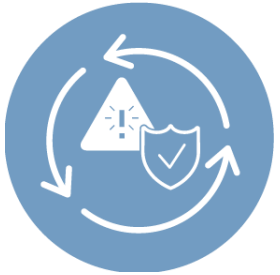
93% of sites identified ways of improving their site performance

92% of sites were able to show commitment to food safety culture to customers

91% of sites were able to demonstrate their commitment to their employees

85% of sites felt that they were better prepared for their food safety audits

89% of sites reported a reduction in the number of non-conformities



84% of sites were able to reduce the risk of incidents

89% of sites were able to improve their staff compliance to their food safety management system

Summary

1. Interest in food safety culture is growing in the industry
2. Sites are using the FSCE assessment tool to drive performance and improvement
3. The tool is available to any site operating to a GFSI scheme
4. New BRC GS Food Safety issue 8 will drive further interest

Thank You!

The Consumer Goods FORUM

GFSI