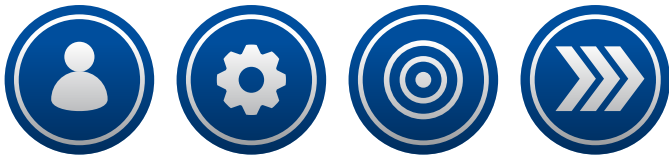




BRC CULTURE EXCELLENCE
**FOOD SAFETY
CULTURE
MODULE**



IN PARTNERSHIP WITH



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INTRODUCING THE FOOD SAFETY CULTURE MODULE

03



People



Process



Purpose



Proactivity

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INTRODUCING THE FOOD SAFETY CULTURE MODULE

The Food Safety Culture Module is a voluntary assessment offered by BRC Global Standards as an addition to the annual food safety audit to provide manufacturers with insight into the culture of their organisation, and highlights:

- the role company culture plays in creating an effective and responsive food safety and manufacturing environment
- the link between culture and audit success.

The module is being offered in partnership with Taylor Shannon International (TSI), industry leaders in the fields of food safety, management, education and organisational culture. Drawn from TSI's full Culture Excellence programme, the BRC Global Standards module is quickly completed and can be easily added on to the BRC Global Standards audit.

DEVELOPING THE BRC GLOBAL STANDARDS FOOD SAFETY CULTURE MODULE

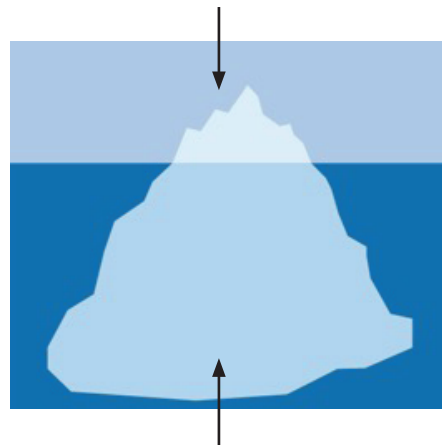
Demand for the BRC Global Standards Food Safety Culture Module was driven by retailers and manufacturers. The module itself was developed by TSI as an adaptation of their own Culture Excellence programme that could be carried out alongside a Food Safety audit.

It draws on decades of academic research, combined with TSI's workplace research in food safety management within the food industry.

Many organisations are beginning to realise that despite investment in food safety training, system implementation and auditing, something is still missing. This 'something' is the assessment of their food safety culture, which until now has been very difficult to measure.

THE CULTURAL ICEBERG

Some aspects of excellence in food safety culture can be seen clearly and easily, such as facilities, documentation and visible behaviour.



However, many aspects are not visible and lie below the surface, such as unspoken rules, accepted levels of service, values and priorities.

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

HOW THE MODULE WORKS

This is a voluntary module, available in addition to certification against the BRC Global Standard for Food Safety, and can be carried out by your BRC certification body at the same time as your annual audit.

The Food Safety Culture Module involves two questionnaires, both assessing company culture. One is completed by employees, taking around 20 minutes, and the other is completed by the external auditor following the audit.

Answers are measured across four categories: people, process, purpose and proactivity.

These each comprise four dimensions, providing results which are both segmented and overarching.

This granular level of detail makes it easier to interpret the results, draw comparisons between sites, and gain greater insight, as you can see below.

ASSESSMENT REPORT - SITE SCORE

TOTAL	PREVIOUS	CHANGE	GRADE	PREVIOUS	CHANGE
71	70		B	B	
CATEGORY	DIMENSION	SCORE	TOTAL	PREVIOUS	CHANGE
PEOPLE 	EMPOWERMENT	71	69	70	
	REINFORCEMENT	67			
	TEAMWORK	69			
	TRAINING	70			
PROCESS 	CONTROL	63	67	67	
	COORDINATION	68			
	CONSISTENCY	69			
	SYSTEMS	68			
PURPOSE 	VISION	76	73	74	
	VALUES	73			
	STRATEGY	71			
	OBJECTIVES	71			
PROACTIVITY 	AWARENESS	69	70	68	
	FORESIGHT	68			
	CHANGE	71			
	LEARNING	73			

THE BENEFITS FOR YOU

The Food Safety Culture Module offers many benefits for manufacturers, retailers and the wider industry. Culture has previously been an intangible aspect of operating a business, but this assessment provides a way to evaluate food safety culture, identify areas for development, and measure the success of changes over time as a company's culture evolves.

Food safety culture in the supply chain is a growing focus. The module provides thorough analysis and insight into working culture, complementing the existing food safety programme with valuable insight and understanding of the site's culture and areas for action.

This assessment goes beyond the period of the BRC Global Standards audit, and delves deeper into how the company operates through the entire year. It provides a unique way of measuring food safety and complements the existing Standard, giving a more in-depth understanding of food safety throughout the site and its staff.

The module highlights areas for investment and has the potential to deliver a happier workforce, better training programmes and greater operational insight.

BRC GLOBAL STANDARDS AUDIT GRADE

Separate to the BRC Global Standards Audit Grade, the module delivers a score and assessment for food safety culture with an explanation provided.

BRC Global Standards is also the only GFSI-benchmarked scheme offering this product, meaning it is available exclusively through the only scheme enabling a culture excellence measurement of food safety.

To receive the most benefit, manufacturers have the opportunity to act on these areas for development, either internally, or through undertaking TSI's more in-depth programme, which is structured with the same measurement criteria but offers additional benefit from access to a dedicated website, including news, expert contributions in the field of culture, a Q&A facility, guidance for improvement, case studies and industry average scores for comparison. Contact BRC Global Standards for more information about this option.

BENEFITS FOR SITES

- Determines strengths and weaknesses in food safety capability
- Provides real insight in to staff opinion, attitude, and behaviour
- Complements the existing audit programme with a behaviour-based approach
- Reveals the 'unseen' culture that goes beyond the day of audit
- Gives the opportunity to strengthen your reputation with customers through a proactive approach to food safety culture
- Offers significant return for a low cost and hassle-free module added to your audit
- Measures the impact of training, systems, and other initiatives
- Identifies the most important targets for resource allocation
- Evaluates return on investment of budget and effort
- Applies respected scientific, academic, and psychological theory and research
- Adds value to your food safety certification as a product exclusive to BRC Global Standards

THE PROCESS EXPLAINED

1

Sites let their certification body know that they are interested in taking the Food Safety Culture Module, and receive an application form

2

The site completes the application form and returns it to their certification body, who add the module for the site's next audit

3

The site receives information and a link to the survey questionnaire to share with employees

5

The employee and auditor questionnaire responses are converted into a Food Safety Culture score and Assessment Report

4

As part of the BRC Global Standards audit, the certification body auditor completes the auditor questionnaire

6

The Assessment Report is uploaded to the BRC Global Standards Directory and the site receives notification that it's available

7

Sites interested in undertaking the full TSI Culture Excellence programme, which provides more personalised insight and recommendations, and the full support package of the programme, contact BRC Global Standards



FAQS



WHAT'S INVOLVED?

The module requires a percentage of staff to complete a questionnaire, which takes around 20 minutes. The percentage of staff is based on the number of employees at the site; enough staff to constitute a statistically valid sample will take part. The auditor also completes a questionnaire and TSI combines and converts these responses into a score and produces an Assessment Report.

DOES THIS REQUIRE ANOTHER AUDIT?

No, the auditor can gather their information while carrying out the BRC Global Standards audit, so no additional audit time is required.

HOW WILL SITES RECEIVE THE RESULTS OF THE MODULE?

An Assessment Report with the site's overall score, grades and a basic explanation of what these mean.

WHO CAN TAKE THE MODULE?

This new, voluntary module is available as an addition to the BRC Global Standards audit.

HOW OFTEN SHOULD THE MODULE BE COMPLETED?

Once a year, as with the BRC Global Standards audit.

HOW ARE RESULTS RECEIVED AND WHO CAN SEE THEM?

The results are uploaded to the BRC Global Standards Directory at the same time as the Food Safety audit results; within 49 days of the audit – they're private and can only be seen by the manufacturer. However, sites can choose to share their results with retailers if they wish.

HOW WAS THE MODULE DEVELOPED?

The BRC Global Standards Food Safety Culture Module was developed in partnership with TSI, and is based on their full Culture Excellence programme. It draws on decades of academic research, including organisational culture and psychological theorists, combined with TSI's real-world research in food safety management within the food industry.

WILL THIS MODULE AFFECT MY FOOD SAFETY AUDIT GRADE?

No, the results don't impact the BRC Global Standards audit grade companies receive; they are designed to provide insight and help companies improve their organisational culture.

HOW CAN FOOD SAFETY CULTURE SCORES BE IMPROVED?

Once sites receive their results, it's up to them how to act on these findings. Campden BRI are able to offer training tailored to the site and based on their individual results so that they can take action on key areas for improvement.

If sites would like to gain further insight and guidance on improving their operational culture, they should contact BRC Global Standards in order to discuss undertaking TSI's full Culture Excellence programme. Built on extensive academic research and industry experience, the programme will: determine strengths and weaknesses; provide insight into employees' opinions, attitudes and behaviours; identify key targets for resource allocation; evaluate the return on investment of budget and effort; and measure the impact of training, systems and other initiatives.

WHAT IF SITES ARE CERTIFICATED TO ANOTHER GFSI APPROVED FOOD SAFETY STANDARD?

The Food Safety Culture Module is exclusively available through BRC Global Standards, so to benefit from this assessment, all sites have to do is contact their current certification body and transfer to the BRC Global Standard for Food Safety.

WHAT GFSI SCHEMES HAVE THIS TYPE OF VOLUNTARY MODULE?

This is an exclusive product from BRC Global Standards. No other GFSI scheme can offer this assessment.



GET IN TOUCH



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