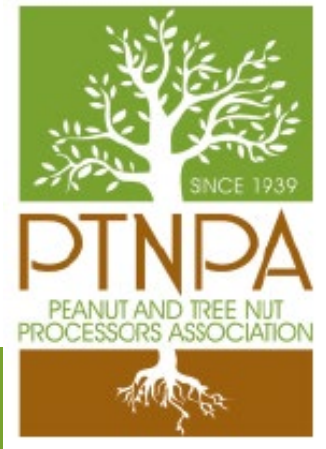


HANDBOOK ON SAFE PROCESSING OF NUTS 4TH EDITION: FOOD SAFETY CULTURE

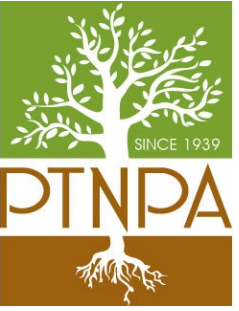
Presenters:

Yvonne Masters, John B. Sanfilippo & Son, Inc.

Erin Clem, Diamond Foods, LLC



NEW CHAPTER: FOOD SAFETY CULTURE



Chapter 11

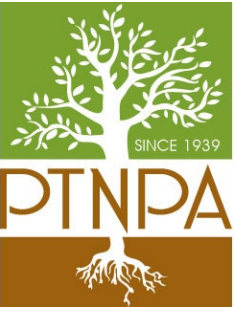
FOOD SAFETY CULTURE (NEW)

11.1 Introduction

Food Safety Culture is a new initiative undertaken by the Global Food Safety Initiative (GFSI) and the Food and Drug Administration (FDA) (GFSI, 2018; FDA, 2020). Facilities that have a strong Food Safety Culture are ones where food safety and quality are a shared responsibility among all employees and are not deemed just a function of one department. These facilities have empowered and encouraged employees to act when they see any deficiencies and have a management team that supports addressing concerns or potential issues as they arise.

The GFSI have identified five dimensions of Food Safety Culture (GFSI, 2018). Each dimension is important to advancing food safety to become part of the business culture and core value. Culture is more than a written set of programs or rules but rather the behaviors and actions of a group.

CHAPTER II: FOOD SAFETY CULTURE



ERIN CLEM

Senior Director Quality Assurance at Diamond Foods, LLC (Lead)

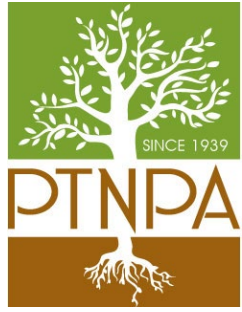


YVONNE MASTERS

Director of Food Safety and Quality Policy at John B. Sanfilippo & Son, Inc.

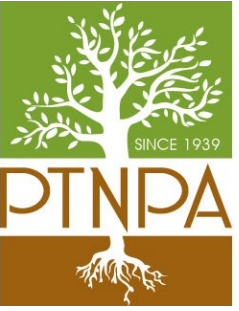


CHAPTER 11: FOOD SAFETY CULTURE



- **11.1 Introduction** (Starts on page 180)
- **11.2 Definitions: Culture of Food Safety**
- **11.3 Leadership – Food Safety Starts at the Top**
 - 11.3.1 Vision and Mission
 - 11.3.2 Food Safety Values and Expectations
- **11.4 People – Food Safety Is Everyone’s Responsibility**
 - 11.4.1 Education and Training to Influence Behavior
- **11.5 Communication – Communicating Food Safety as a Priority**
- **11.6 Measurement – Food Safety Continuous Improvement to Raise the Bar**
- **11.7 Effect – Changing Food Safety Behavior**

CHAPTER 11: FOOD SAFETY CULTURE



- **11.8 Appendix**
 - 11.8.1 Communicating Food Safety Vision and Values
 - 11.8.2 Leadership Commitment
 - 11.8.3 Messaging
 - 11.8.4 Food Safety Education, Training, and Governance
 - 11.8.5 Food Safety Communication
 - 11.8.6 Performance Measurement
 - 11.8.7 Documentation
 - 11.8.8 Accountability

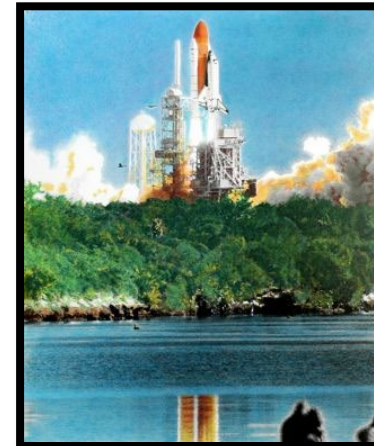
WHY THE FOCUS ON CULTURE?

US oil spill inquiry chief slams BP's 'culture of complacency'



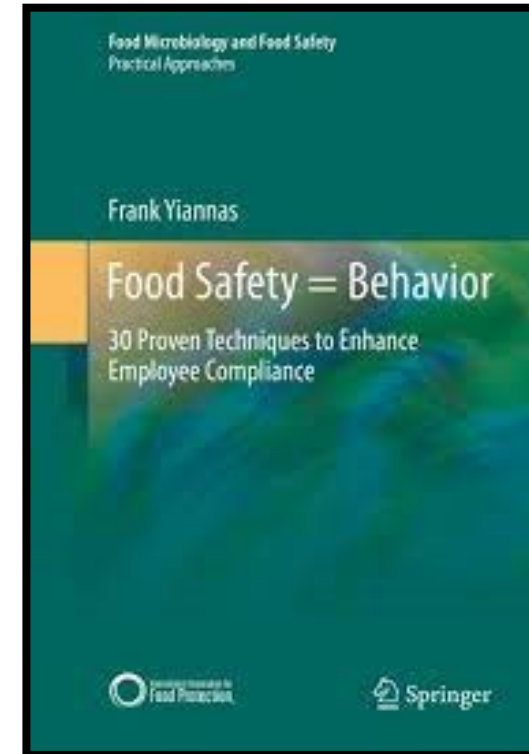
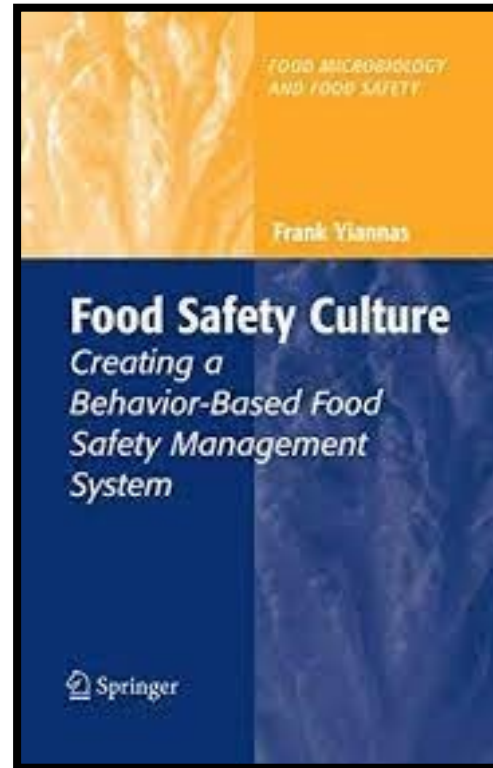
GM Recall Probe to Blame Cultural Failings

Columbia Report Faults NASA Culture, Government Oversight



FOOD SAFETY CULTURE

- Based on:



FOOD SAFETY CULTURE

- “Shared values, beliefs, and norms that affect mindset and behavior toward food safety in, across, and throughout an organization” (GFSI, 2018).
- “How an organization or group does food safety” (Yiannas, 2009).



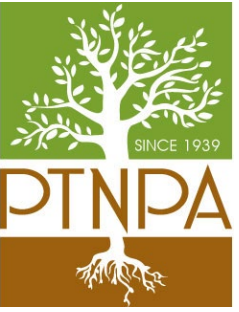
Creating A Food Safety Culture Executive Education – Frank Yiannas (left)
Michigan State University, June 2022

FOOD SAFETY CULTURE

- **LEADERSHIP**
Food Safety Starts at the Top
- **PEOPLE**
Food Safety is EVERYONE'S Responsibility
- **COMMUNICATION**
Communicating Food Safety as a Priority
- **MEASUREMENT**
Food Safety continuous improvement to Raise the Bar
- **EFFECT**
Changing Food Safety Behavior



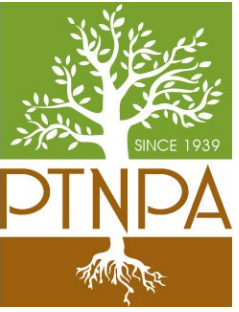
FOOD SAFETY CULTURE



- **LEADERSHIP:**
Food Safety Starts at the Top

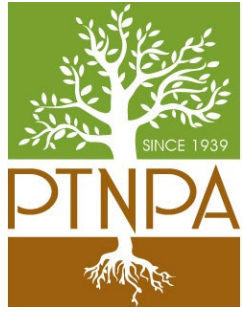


LEADERSHIP: VISION & MISSION



- Vision and mission statements established by the **Senior Leadership**
- **Specific messaging** for how it translates to all stakeholders
- Communicates the **values** of the company
- The importance of **food safety** should be clearly reflected in the company's communications

LEADERSHIP: VISION & MISSION



DISNEY'S VISION AND MISSION

Vision: “to deliver, with integrity, the most consistently exceptional entertainment experiences for people of all ages and interests.”

Mission: “To produce unparalleled entertainment experiences based on the rich legacy of quality creative content and exceptional storytelling.”

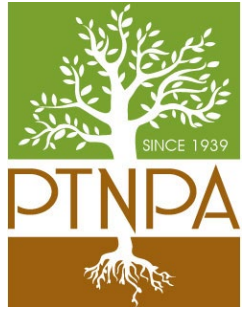


DIAMOND FOODS: FOOD SAFETY OBJECTIVES

- To be the innovative, category leader in branded food by delivering uncompromising food safety, great tasting quality, with unparalleled commitment to customer service.



LEADERSHIP: DIRECTION & EXPECTATIONS



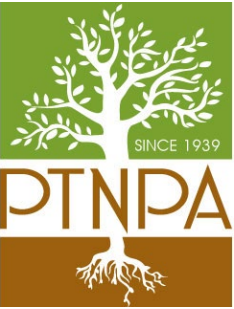
Setting Direction & Food Safety Expectations

- Food safety performance expectations should be:
 - **Simple**
 - **Clear and Concise**
 - **Risk-based**
 - **Relevant**

- Achievable and understood by all

"High expectations are the key to everything."
- Sam Walton

LEADERSHIP: DIRECTION & EXPECTATIONS



Walmart Example of Food Safety Expectations

We respect the individual so we care about their safety



We serve our customers and do it safely



We strive for excellence by starting with safety

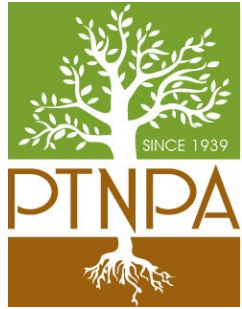


Food Safety High Five

Know the High Five, and follow them while working with food.

- 1 Be Clean, Be Healthy**
 - Wash hands when necessary
 - Do not work with food if you are ill
 - Never touch ready-to-eat food with bare hands
- 2 Keep it Cold, Keep it Hot**
 - Keep cold foods at 41°F or below
 - Keep hot foods at 140°F or above
- 3 Don't Cross-Contaminate**
 - Do not store raw foods over cooked or ready-to-eat foods
 - Never prepare ready-to-eat foods on the same surface or with the same utensils used to prepare raw animal proteins
- 4 Wash, Rinse, & Sanitize**
 - Properly wash, rinse and sanitize all food contact utensils and equipment
- 5 Cook it & Chill it**
 - Cook food until it reaches a proper internal temperature
 - Rapidly cool food to 41°F or below

DIAMOND FOODS: COMMITMENT POLICY



All Diamond Foods, LLC all senior management are committed to the highest standards of food safety, quality, and continual improvement in everything that we do.

FOOD SAFETY & QUALITY MEANS TO EACH OF US:

1. CUSTOMER FOCUS

- Our Vertically Integrated Supply Chain will provide such high and consistent food safety and quality that we always satisfy the stated and implied expectations of our customers, both internal and external. Products will not be distributed if it is determined that the stated specifications are not met.
- We will be seen as leaders in our industry and business and our success will be attributed to accommodating and exceeding our customers' needs.
- To respond in a positive way in an effort to collaborate with our customers to assist them in achieving their goals.

2. MAINTAINING FOOD SAFETY & QUALITY

- Our guiding principle in everything we do, to learn from our experiences and those of our peers to make each and every transaction better and ultimately win with our customers. Our method for achieving this is through preventive action.
- Establishing and upholding a culture whereby employees are empowered to act to resolve food safety issues and to speak up and notify management of issues in a positive manner without recourse.
- We will take corrective and preventive actions when non-conformance or customer complaint occurs.

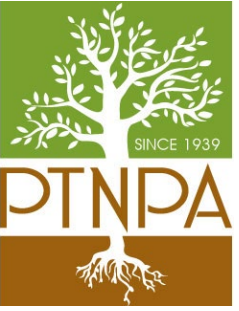
3. CONTINUOUS IMPROVEMENT

- Objectives, goals, KPIs, and activities to improve our food safety and quality will be an integral part of our operation. We will partner with our customers to continually improve the working environment.
- Update our employees training to the latest methods and standards including part time workers.
- By analyzing and measuring the results of our processes we can show continuous improvement in all aspects of our business.

4. HACCP & FOOD SAFETY

- Prevention of contaminants in all of our activities to maintain levels below the Governmental standards and adhere to Government Regulations
- Train our employees to increase their awareness of potential hazards including part time workers
- Communicate any shortfalls in our activities to authorities when they occur as well as to other interested and affected parties

TOTALLY NUTS & MORE, INC.: COMMITMENT POLICY

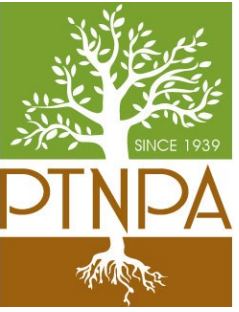


OUR MISSION:

- To continue to develop and strengthen our food safety culture to ensure and pursue the safe information and safe importation and safe distribution of food (tree nuts, seeds, and dried fruits).



LEADERSHIP: COMMITMENT & MESSAGING

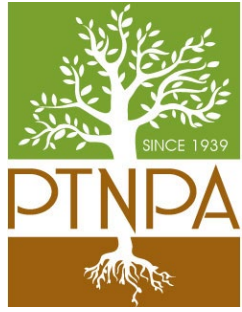


- **Clear and concise** messaging regarding the company's food safety expectations is crucial for a successful Food Safety Culture
- The goal of communication is to **educate, inform, and raise awareness** among all employees in the company
- Tailoring the message to each group ensures all individuals in the company as a whole take ownership of their role in food safety



Lead by Example

CELEBRATE AWARDS AND ACHIEVEMENTS



- Customer awards, audit recognition, GMP scores, etc.
- All are opportunities to celebrate wins and recognize the teams

FOOD SAFETY CULTURE

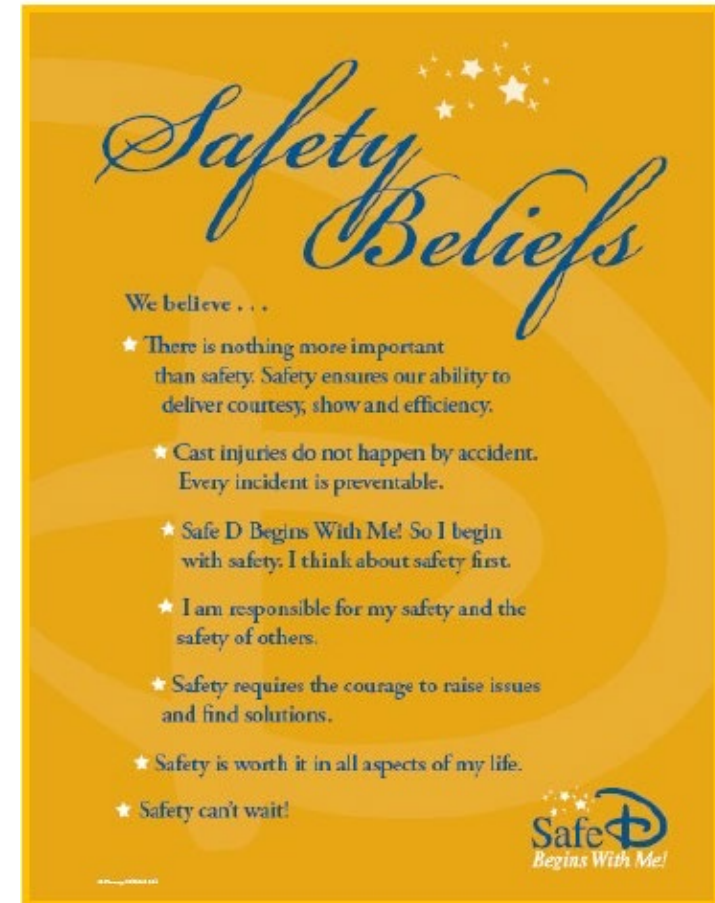
- **PEOPLE:**
Food Safety is **EVERYONE'S**
Responsibility



PEOPLE: EVERYONE IS RESPONSIBLE

ENGAGING EMPLOYEES

- **People** are the **most critical** element in establishing a Food Safety Culture
- **Every** person within an organization has an impact on food safety.
- From the sales team, to marketing, to each individual in the production facility, **EVERYONE'S** behavior has an impact on the overall Food Safety Culture of an organization

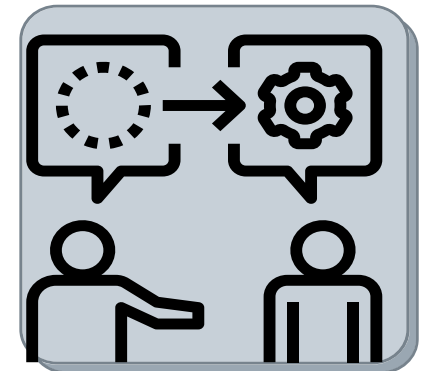
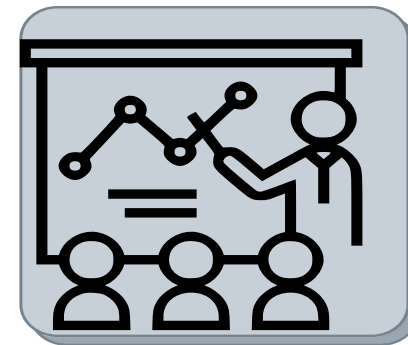


Reference: Disney Safety Beliefs

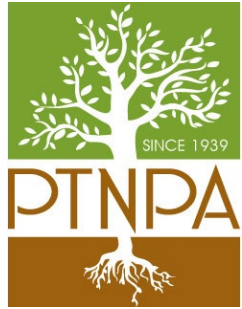
PEOPLE: EVERYONE IS RESPONSIBLE

EDUCATION & TRAINING

- Developing employee understanding and competency of food safety ensures the employee base can swiftly identify concerns or issues.
- Education is **critical** in **ensuring that employees** understand food safety as it **pertains to them**.
- Training topics should include the following:
 - Technical food safety aspects **per position**
 - **Broader** food safety understanding
 - Communication and problem-solving skills
 - Change management



PEOPLE: EVERYONE IS RESPONSIBLE



EDUCATION & TRAINING TO INFLUENCE BEHAVIOR

- Uses of Interactive Tools to Keep People Engaged. Examples:
 - Seinfeld Handwashing Video (YouTube)
 - Poll Questions
 - Catchy Tunes (e.g., The Epic Handwashing Parody on YouTube)

PEOPLE: EVERYONE IS RESPONSIBLE

Handwashing / Lavado de manos / ਹੱਥ - ਧੋਣਾ

Handwashing, when done properly, is the #1 way to prevent the spread of germs and diseases. There are an estimated 1500 bacteria on just 1 cm of your hand. Washing your hands properly prevents spreading germs to the food we produce and to your fellow Diamond Employees.

Lavarse las manos, cuando se hace correctamente, es la forma número uno de prevenir la propagación de gérmenes y enfermedades. Se estima que hay 1500 bacterias en solo 1 cm de su mano. Lavarse las manos correctamente evita la propagación de gérmenes a los alimentos que producimos y a sus compañeros Empleados de Diamond.

ਹੱਥ ਧੋਣਾ, ਜਦੋਂ ਸਹੀ ਢੰਗ ਨਾਲ ਕੀਤਾ ਜਾਂਦਾ ਹੈ, ਕੀਟਾਣੂਆਂ ਅਤੇ ਬਿਮਾਰੀਆਂ ਦੇ ਫੈਲਣ ਨੂੰ ਰੋਕਣ ਦਾ #1 ਤਰੀਕਾ ਹੈ। ਤੁਹਾਡੇ ਹੱਥ ਦੇ ਸਿਰਫ 1 ਸੈਂਟੀਮੀਟਰ 'ਤੇ ਅੰਦਾਜ਼ਨ 1500 ਬੈਕਟੀਰੀਆ ਹਨ। ਆਪਣੇ ਹੱਥਾਂ ਨੂੰ ਚੰਗੀ ਤਰ੍ਹਾਂ ਧੋਣਾ ਸਾਡੇ ਦੁਆਰਾ ਤਿਆਰ ਕੀਤੇ ਭੋਜਨ ਅਤੇ ਤੁਹਾਡੇ ਸਾਥੀ ਡਾਇਮੰਡ ਕਰਮਚਾਰੀਆਂ ਵਿੱਚ ਕੀਟਾਣੂਆਂ ਨੂੰ ਫੈਲਣ ਤੋਂ ਰੋਕਦਾ ਹੈ।

How to Wash Your Hands for 20 – 30 Seconds Cómo lavarse las manos durante 20 a 30 segundos 20-30 ਸਕਿੰਟਾਂ ਲਈ ਆਪਣੇ ਹੱਥ ਕਿਵੇਂ ਧੋਣੇ ਹਨ



01
Wet your hands with warm water.
Mójate las manos con agua tibia.
ਆਪਣੇ ਹੱਥਾਂ ਨੂੰ ਗਰਮ ਪਾਣੀ ਨਾਲ ਗਿੱਲਾ ਕਰੋ।



02
Apply enough soap to cover your hands.
Aplique suficiente jabón para cubrir sus manos.
ਆਪਣੇ ਪੂਰੇ ਹੱਥ ਤੇ ਕਾਫ਼ੀ ਸਾਬਣ ਲਗਾਓ।



03
Rub your hands together.
Frote sus manos juntas.
ਆਪਣੇ ਹੱਥਾਂ ਨੂੰ ਰਗੜੋ।



04
Scrub the back of each hand.
Frote el dorso de cada mano.
ਹਰ ਹੱਥ ਦੇ ਪਿਛਲੇ ਹਿੱਸੇ ਨੂੰ ਰਗੜੋ।



05
Clean between each finger.
Limpio entre cada dedo.
ਹਰੇਕ ਉਂਗਲੀ ਦੇ ਵਿਚਕਾਰ ਸਾਫ਼ ਕਰੋ।



06
Scrub your wrists.
Frote sus muñecas.
ਆਪਣੇ ਗੁੱਟਾਂ ਨੂੰ ਰਗੜੋ।



07
Clean and scrub around your thumbs.
Limpia y frota alrededor de tus pulgares.
ਆਪਣੇ ਅੰਗੂਠੇ ਦੇ ਦੁਆਲੇ ਸਾਫ਼ ਕਰੋ ਅਤੇ ਰਗੜੋ।



08
Scrub your fingernails.
Frote sus uñas.
ਆਪਣੇ ਨਹੁੱਠੀਆਂ ਨੂੰ ਰਗੜੋ।



09
Rinse with warm water.
Enjuague con agua tibia.
ਗਰਮ ਪਾਣੀ ਨਾਲ ਕੁਰਲੀ ਕਰੋ।



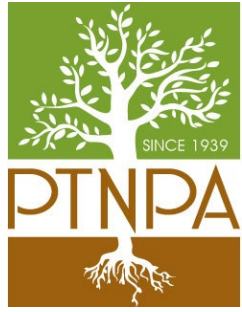
10
Dry your hands with a paper towel.
Seque sus manos con una toalla de papel.
ਆਪਣੇ ਹੱਥਾਂ ਨੂੰ ਕਾਗਜ਼ੀ ਤੌਲੀਏ ਨਾਲ ਸੁਕਾਓ।

EDUCATION & TRAINING TO INFLUENCE BEHAVIOR

- Use of newsletters
- Published in multiple languages to reach all employees.
- Put in paychecks so all employees receive
- Cover topics that relate to monthly quality trainings.

TOTALLY NUTS & MORE, INC.:

PEOPLE: EVERYONE IS RESPONSIBLE



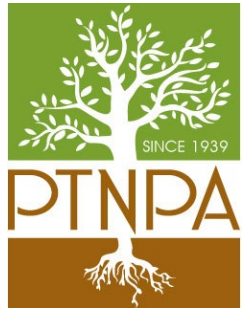
EDUCATION & TRAINING TO INFLUENCE BEHAVIOR

- Our scope is that of being an importer of tree nuts, seeds and dried fruits with the additional services that include: export, storage and distribution. We do not grow, harvest, process, pack, the goods.

In 2022 we gave all employees training on the following subjects:

- *RTE*
- *Water Activity (AW)*
- *EMP*
- *Kill Steps*

TOTALLY NUTS & MORE, INC.: PEOPLE: EVERYONE IS RESPONSIBLE



EDUCATION & TRAINING TO INFLUENCE BEHAVIOR

- Our employee trainings/quizzes may seem simplistic for the honed food safety specialist; however, developing employee understanding on these topics for an importer is not.

KILL STEPS

Select all that apply

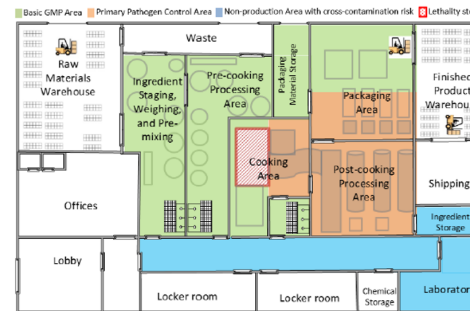
- Steam Pasteurization
- Treatment with Aluminum Phosphide, Phostoxin, or Phosphine (PH3)
- Wet (Oil) Roasting
- Freezing
- Cooking
- Anti-microbial w
- Irradiation
- Refrigeration
- Dry Roasting
- PPO Propylene O

Example of a Conceptual Plant Layout Showing Three Process Areas with Different Hygiene Control: PPCA (Primary Pathogen Control Area) in Orange, a Basic cGMP's (Current Good Manufacturing Practices) Area in Green, and Non-Production Areas with Cross-Contamination Risk in Blue.

Using the schematic below,

1. Identify the Kill Step Click or tap here to enter text.
2. Identify Zone 1 areas Click or tap here to enter text.
3. Identify Zone 4 areas Click or tap here to enter text.

Hint: Pay attention to the doors on the schematic between the different areas.



WHICH OF THESE FOODS WOULD BE CONSIDERED RTE (SELECT ALL THAT APPLY)

Peanut Butter Choose an item.

Breaded uncooked chicken Choose an item.

Canned spaghetti sauce Choose an item.

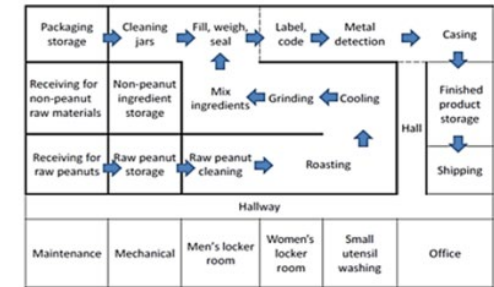
Quick cook oats Choose an item.

Bottled juice Choose an item.

Frozen diced carrots Choose an item.

Using this Peanut Butter factory plant schematic,

1. Identify the kill step Click or tap here to enter text.
2. Identify areas in Zone 1 Click or tap here to enter text.
3. Identify areas in Zone 4 Click or tap here to enter text.

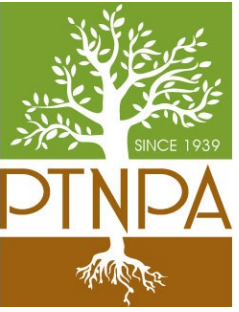


WHICH STATEMENTS ABOUT AN ENVIRONMENTAL MONITORING ARE TRUE?

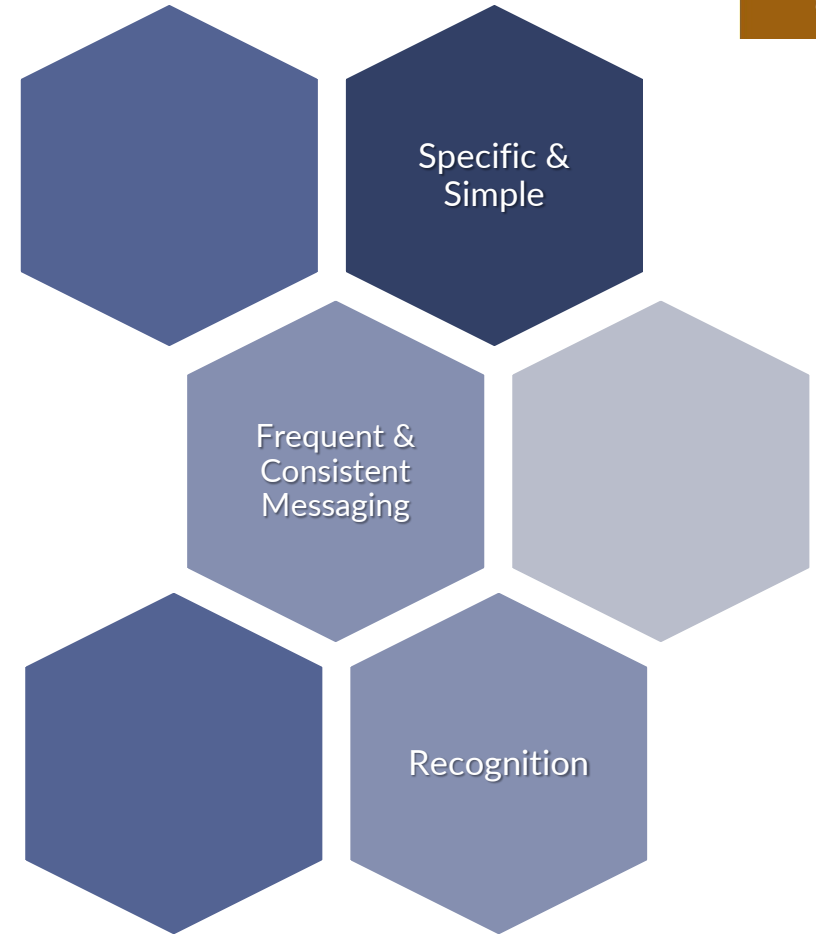
An environmental monitoring program _____ (select all that apply)

- Is needed after a kill step until primary packaging is sealed.
- Can be replaced by a finished product testing program.
- Is needed for any foods cooked by customers.
- Is needed for all areas of a facility making food.
- Is a verification activity for effective sanitation procedures.
- Should reference an SOP for responding to positive pathogen results.

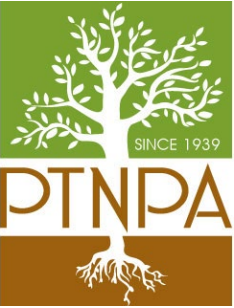
FOOD SAFETY CULTURE



- **COMMUNICATIONS:**
Communicating Food Safety as Priority



COMMUNICATIONS: A PRIORITY



- **Be Specific** - Messaging should be specific and simple – not generic
- **Placement** – Tell employees **what** behavior is needed and **where** the behavior is needed.
- **Keep It Simple** – Avoid complex signs, symbols or posters with too many messages, words, or pictures
- **Change It** - The communication should occur on a **regular basis**. Occasionally, the message(s) will have to be modified or changed

Communication is **essential** in developing and sustaining a **culture**.

Good communication ensures all employees are communicated to in a method they understand.

COMMUNICATIONS: A PRIORITY

- **COMMUNICATIONS:**
Communication throughout a facility and throughout the day reinforces the culture of a company
- Posters, games, and table tents are a great way to establish and communicate

Safety Food Culture
Find the keys to excellent Safety Food

W	A	S	H	X	O	H	A	N	D	S
M	A	X	K	Y	O	U	R	W	W	W
F	A	C	E	M	A	S	K	W	W	W
H	A	I	R	N	E	T	R	C	C	P
H	O	T	W	A	T	E	R	T	A	L
X	R	A	Y	S	X	H	A	C	C	P
M	E	T	A	L	C	O	A	L	W	
D	E	T	E	C	T	O	R	L	W	N
S	A	N	I	T	I	Z	I	N	G	T
C	L	E	A	N	I	N	G	W	W	O
E	D	I	S	I	N	F	E	C	T	S
H	A	A	C	P	D	A	D	W	N	B
A	P	L	A	N	F	O	O	D	A	I
Z	A	N	A	L	Y	S	I	S	T	O
A	C	R	I	T	I	C	A	L	I	L
R	O	P	O	I	N	T	S	W	O	O
D	N	W	W	E	W	W	E	W	N	G
R	T	T	O	A	S	T	E	R	R	I
O	R	O	V	E	N	C	Y	W	L	C
O	O	C	R	I	T	I	C	A	L	A
A	L	C	H	E	M	I	C	A	L	L
S	F	P	H	Y	S	I	C	A	L	W
S	A	F	E	T	Y	F	Q	P	L	A
Q	U	A	L	I	T	Y	O	C	A	W

WASH YOUR HANDS, FACEMASK, HAIRNET.
CCP: HOT WATER, METAL DETECTOR, ROASTER, OVEN, XRAY
CLEANING, SANITIZING, DISINFECT
HACCP: HAZARD ANALYSIS CRITICAL CONTROL POINTS-BIOLOGICAL, PHYSICAL, CHEMICAL.
FQP: FOOD QUALITY PLAN SFP: SAFETY FOOD PLAN

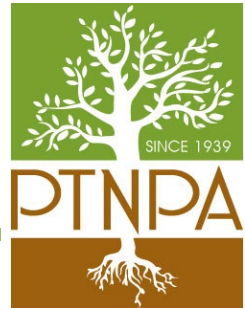
Score: 999
Level: Easy

COMMUNICATIONS: A PRIORITY



- Personalize communication and have employees review why they are committed to safe, high-quality products
- Get their buy-in and their perspectives on improvement

COMMUNICATIONS: A PRIORITY



RECOGNITION



Food Safety Hero
Héroe de Seguridad Alimentaria

Bien Hecho! Well Done, <name>!

**See Something, Say Something...
Ver algo, decir algo ...**

**<name> received a monetary reward.
<name> recibió una recompensa monetaria.**

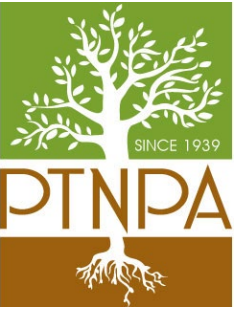
**First & Last Name
shift, role/title**

**<English - add information about what the employee found,
how the employee responded, & how it helped the company/food safety>**

**<Spanish - add information about what the employee found,
how the employee responded, & how it helped the company/food safety>**



COMMUNICATIONS: A PRIORITY



RECOGNITION



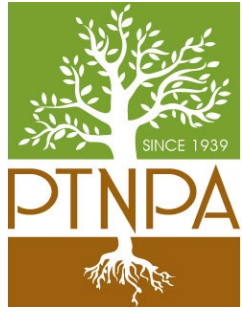
COMMUNICATIONS: A PRIORITY

COMMUNICATIONS

Recognize each other and why we are thankful to do what we do



TOTALLY NUTS & MORE, INC.: COMMUNICATIONS: A PRIORITY



COMMUNICATIONS

Recognize each other and why we are thankful to do what we do.

Recognizing one of our employees who accomplished their HACCP qualification

ÉK
Éva Keresztes 01-23 1:03 p.m.
Thank you all so much for your kind words! It is indeed a very happy day for me!

TH
Tammie Hanley 01-23 12:46 p.m.
Wow that is fantastic! Congratulations Eva.
❤️ 1

LA
Lina Arcuri 01-23 12:47 p.m.
WOW EVA !!! YOU ARE UNSTOPPABLE ❤️

YOU DID IT!

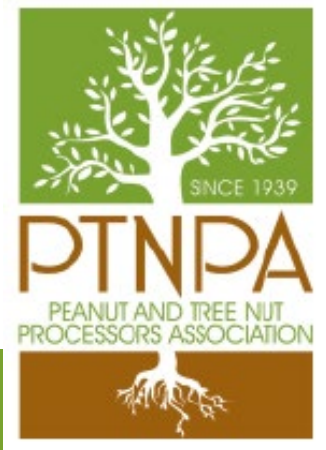
congrats!

LB
Laura Biancardi 01-23 12:52 p.m.
Amazing job, Eva!!!!!!!
❤️ 1

Give a 'hear-hear' to Éva for her achievement on successfully passing her HACCP exam. Éva is now HACCP certified. Good going! Very proud of you. 🥳 1 ❤️ 1

QUESTIONS?

INDUSTRY HANDBOOK FOR SAFE PROCESSING OF NUTS



FOOD SAFETY CULTURE

- **MEASUREMENT:**
Continuous Improvement to
Raise the Bar



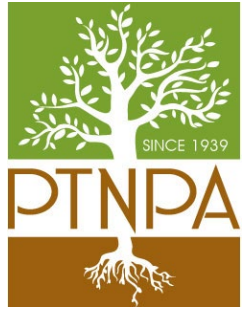
MEASUREMENT: SETTING EFFECTIVE GOALS



- Make Them Achievable
- Be Specific
- Make Them Risk-Based
- Make Them Measurable
- Write Them Down

Goals → Behavior → Consequence

MEASUREMENT

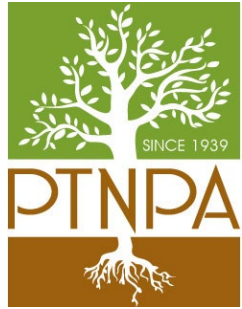


- **Know What to Measure**

- Conditions
- Processes
- Knowledge
- Behavior

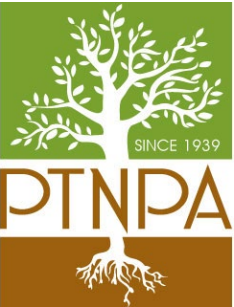
Company ABC Food Safety Scorecard					
Category	Jan FY22	Dec FY22	Comp	Target	Rating
Food Safety Audit	93%	95%	2%	90%	↑
Category	YTD FY22	YTD FY23	Comp	Target	Rating
Regulatory	0.64	0.59	- 0.05	<0.60	↑

MEASUREMENT



Lagging Indicators	Leading Indicators
Foodborne Surveillance Data	Quantitative and Qualitative Culture Surveys
Pathogen Baseline Surveys	Knowledge Assessments
Food Recalls	Preventive Control Checks & Measurements
	Audits of Risk Factors
	Microbial Validations

MEASUREMENT



• Using surveys to get feedback from employees on Food Safety Culture

Name/Nombre (Optional/ Opcional):	Department/ Departamento:
Date/ Fecha (MM/DD/YYYY):	Shift/ Turno (Circle One / Circule Uno): 1 st 2 nd 3 rd

Instructions/ Instrucciones: Read each statement and circle the response that best represents how you feel about the statement. Lea cada afirmación y encierre en un círculo la respuesta que mejor represente cómo se siente de la afirmación.

Q1. My plant believes making safe, quality food is more important than the number of cases we make. Mi planta cree que hacer alimentos seguros y de calidad es más importante que la cantidad de cajas que hacemos.

1 – Agree/ De Acuerdo 😊 2 – Neutral/ Neutro 😐 3 – Disagree/ Desacuerdo ☹️

Q2. I am encouraged to report food safety issues or concerns. Se me pide reportar problemas o inquietudes sobre la seguridad de los alimentos.

1 – Agree/ De Acuerdo 😊 2 – Neutral/ Neutro 😐 3 – Disagree/ Desacuerdo ☹️

Q3. The training I receive helps me to understand my role in making safe, quality food. El entrenamiento que recibo me ayuda a entender mi papel en la producción de alimentos seguros y de calidad.

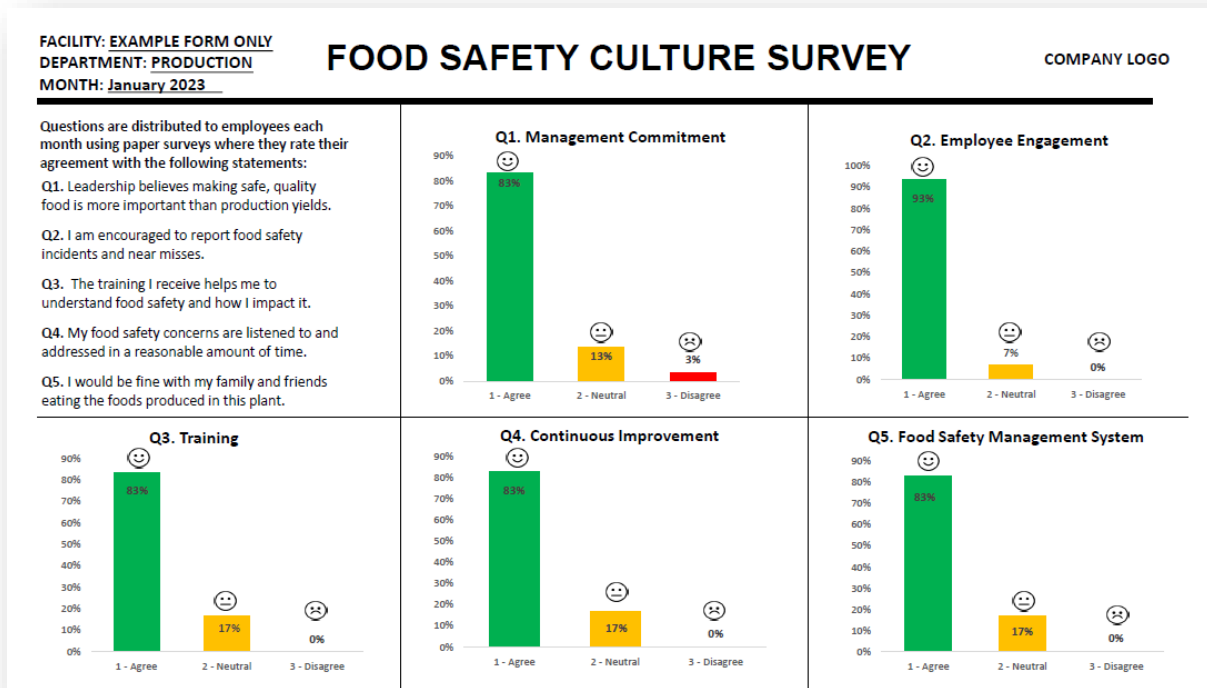
1 – Agree/ De Acuerdo 😊 2 – Neutral/ Neutro 😐 3 – Disagree/ Desacuerdo ☹️

Q4. My food safety concerns are listened to and addressed in a reasonable amount of time. Mis inquietudes sobre la seguridad alimentaria son escuchadas y atendidas en un tiempo razonable.

1 – Agree/ De Acuerdo 😊 2 – Neutral/ Neutro 😐 3 – Disagree/ Desacuerdo ☹️

Q5. I would feed my family and friends the foods produced in my plant. Le daría de comer a mi familia y amigos los alimentos producidos en mi planta.

1 – Agree/ De Acuerdo 😊 2 – Neutral/ Neutro 😐 3 – Disagree/ Desacuerdo ☹️



FOOD SAFETY CULTURE

- **EFFECT**
Changing Food Safety Behavior

Increase or Decrease a Behavior



Empower the **right people** make the **key decisions** in a **timely manner** rather than having a lagging period of fact-finding especially during a food safety event or crisis.

Recognition or Consequence



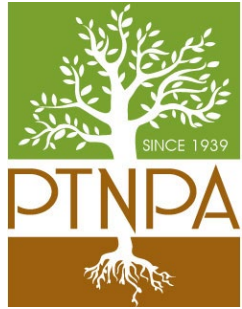
Formal and informal recognition systems in place throughout **all levels** of an organization can **empower team members** to recognize the impact of their colleagues.

FOOD SAFETY CULTURE

- **LEADERSHIP**
Food Safety Starts at the Top
- **PEOPLE**
Food Safety is EVERYONE'S Responsibility
- **COMMUNICATION**
Communicating Food Safety as a Priority
- **MEASUREMENT**
Food Safety continuous improvement to Raise the Bar
- **EFFECT**
Changing Food Safety Behavior



FOOD SAFETY CULTURE

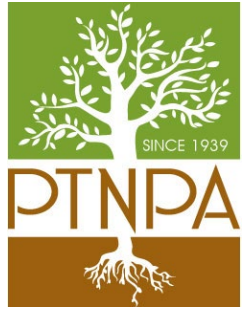


- Other features in the Handbook – Important Dates for Food Safety and Nut Industry

Month	Date	Description
January		
February	Month	National Snack Food Month
	16 th	National Almond Day
	25 th	National Chocolate Covered Nut Day
	26 th	National Pistachio Day
March		National Peanut Month
	1 st	National Peanut Butter Lover's Day
April		National Pecan Month
	14 th	National Pecan Day
	21 st	National Chocolate Covered Cashew Day
May		Food Allergy Awareness Month
	17 th	National Walnut Day
June	1 st	National Hazelnut Cake Day
		First Friday in June – World Donut Day!
	7 th	World Food Safety Day
		Food Allergy Awareness Week

July	8 th	Chocolate with Almonds Day
August	3 rd	National Grab Some Nuts Day
	31 st	Trail Mix Day
September		Food Safety Education Month
	4 th	National Macadamia Nut Day
	13 th	National Peanut Day
October	15 th	Global Handwashing Day
	22 nd	National Nut Day
November		National Peanut Butter Lovers Month
	15 th	National Clean Your Refrigerator Day
	23 rd	National Cashew Day
December	4 th	National Cookie Day
	14 th	National Roast Chestnuts Day

FOOD SAFETY CULTURE

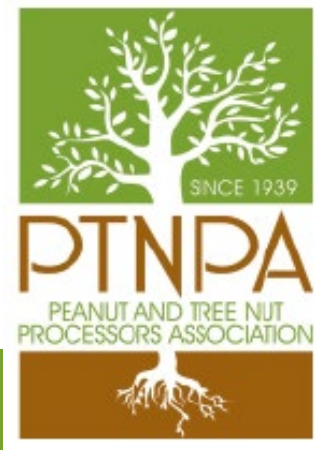


- Example of Posters & Signs with Simple Messaging for Global Handwashing Day

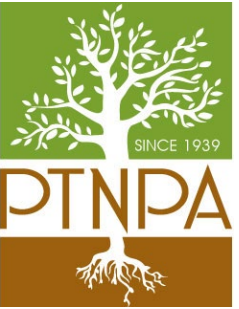


QUESTIONS?

INDUSTRY HANDBOOK FOR SAFE PROCESSING OF NUTS



SAVE THE DATE!



WASHINGTON, DC FLY-IN ADVOCACY EVENT

May 16-17, 2023
Washington, DC

PTNPA TECHNICAL SUMMIT

June 27-28, 2023
Chicago, Illinois