

FOOD SAFETY MANAGEMENT CERTIFICATE AND OTHERS

Over the last few years, Unique's outstanding activities are in the right development track, i.e. it modernizing its operations, achieving continuous growth, and expanding its reach, creating convenient work area by paying attention to the quality of its products above all else.

On the bases of the above premise,different organizations has conducted supervision in Unique Flour and Macaroni Factory. Consequentily, the factory has fullfilled the requirement set by the organizations and hence,the Ethiopian Conformity Assesement Enterprise licenced to use Ethiopian Standard Mark.

Simillarly, the Ethiopian Food and Drug Authority(EFDA) after investigating geared towards quality, certificated in food manufacturing competency.

On top of the above, it has been evaluated by external bodies (at the international level) in food safety management system so that, in the production and supply of Wheat Flour and Macaroni accredited an international food safety certificate ISO 22000-2018, registration number 40100244FSMS2018.

In general, these recognition (national and International) that the company retains are the result of all sided struggle across the competition focusing on quality.Certainly, these are great attainments and accomplishment to the company and conformatioin for a strong proof of the success on its on-going undertaking.

Besides, the recognition could also set foundation to other products too. Therefore, the organization will make diligent exertions to achieve better goals in the future.



International Food Safety Accreditation Certificate (ISO 22000-2018)

FOOD SAFETY MANAGEMENT SYSTEM POLICY

Policy Title: Food Safety Management System Policy for Unique Businesses Company [Unique Pasta Factory, Unique Biscuits and Flour Factory and Unique Maize Factory]

The Purpose and Scope of the Policy

A Food Safety Management System (FSMS) serves as a structured approach to overseeing the safety of food throughout every stage it passes, from production to consumption. The purpose of an FSMS is deeply rooted in the prevention of foodborn hazards and the assurance of safe food production, handling, and delivery. Entities within the food supply chain utilize these systems to adhere to legal standards and expectations, minimize risks associated with food safety, and protect consumers.

We carry out quality-oriented activities by ensuring the integrated communication of any relevant information in the organization and continuously improving food safety. Everything we do is aligned with the core beliefs in our vision and values.

This policy demonstrates our commitment to achieving the highest standards of food safety in our factories. It applies to the employees of Unique Pasta Factory, Unique Biscuits and Flour Factory, and Unique Maize Flour Factory under Unique Business Company.

Statement of the Policy

Unique Business Company [Unique Pasta Factory, Unique Biscuit and Flour Factory and Unique Maize Factory] are committed to produce and supply flour, pasta and biscuits of the highest quality that meet or exceed food safety standards. In this regard, we are recognized ISO 22000:2018 Registration No. 40100244FSMS2018 certificate in wheat and macaroni products.

The company is also working hard to expand international recognition Food Safety Manager System (FSMS) certification to other types of products (Unique Pasta Factory, Unique Biscuit and Flour Factory and Unique Maize Flour Factory). Actions will be exercised to ensure compliance with regulatory requirements and customer satisfaction. We are committed to continuously adapting and improving our products.

Significance of FSMS in the Food Industry

The significance of FSMS in the food industry cannot be overstated. By implementing FSMS, businesses convey trust in consumers, confirming their commitment to safety and quality. Compliance with FSMS helps prevent food-born diseases and protects the reputation of food businesses, making it essential for industry-wide best practices and consumer assurance.

Key Principles of FSMS

1. Hazard Analysis and Critical Control Points (HACCP)

The Hazard Analysis and Critical Control Points (HACCP) system approach identifies, evaluates, and controls hazards significant to food safety. It involves seven key steps: conducting a hazard analysis, identifying critical control points (CCPs), establishing critical limits, monitoring procedures, corrective actions, verification procedures, and record-keeping. By focusing on prevention rather than end-product testing, HACCP helps businesses proactively manage food safety risks.

2. Good Manufacturing Practices (GMP)

Good Manufacturing Practices are the foundation of food safety management. These practices encompass various aspects of production, including hygiene, processing, equipment maintenance, and employee training. GMP ensures that food is consistently produced and controlled according to quality standards, minimizing the risks of contamination and food-born illnesses.

3. Traceability and Transparency

Traceability refers to the ability to track any food through all stages of production, processing, and distribution. It is crucial for managing food safety risks, as it enables quick and effective responses to food safety incidents, including contamination and recalls. Transparency in sourcing ingredients and processing methods also builds consumer trust and supports ethical and sustainable food production practices.

4. Employee Training and Education

Educating and training employees in food safety practices are critical. Workers should be well-versed in personal hygiene, cross-contamination prevention, proper handling and storage of food, and emergency procedures. Regular training ensures that all staff members are aware of the latest food safety guidelines and regulations.

5. Regular Auditing and Compliance

Regular auditing of food safety practices helps identify and rectify potential issues before they become significant problems. Compliance with local and international food safety regulations, that businesses are accountable for maintaining high safety standards.

6. Effective Communication

Effective communication across the food supply chain is vital. This includes clear labeling of food products, sharing food safety data among stakeholders, and promptly communicating any food safety issues to the public and relevant authorities.

7. Continuous Improvement

The food industry is constantly evolving, with new threats and challenges emerging. A commitment to continuous improvement, through regular reviews of food safety policies and incorporation of new technologies and practices, ensures that food safety management systems remain robust and effective.

In conclusion, adhering to these principles of food safety management is not just a regulatory requirement but a moral imperative. By implementing rigorous food safety practices, businesses can protect consumers, enhance their reputation, and contribute to the overall health and well-being of society. As consumers continue to demand higher standards of food safety and quality, the food industry must rise to the challenge, ensuring that every meal is not only delicious but, more importantly, safe to eat.

Comprehensive/detailed Food Safety Objectives

Objective 1: Ensure that all products meet regulatory and customer food safety requirements

. Key Performance Indicators (KPIs):

- percentage of products that meet regulatory standards; and
- number of uncorrected activities/items during regulatory audit.
- Frequency of regulatory supervision per year

. Action Plan:

- conduct regular internal audits and inspections; and
- review and update procedures to align with regulatory changes.

Objective 2: Effectively identify and control food safety hazards in the production process

. Key Performance Indicators (KPIs):

- number of critical control points established and monitored; and
- frequency of risk assessments conducted.

. Action Plan:

- implementing a comprehensive hazard analysis and critical control points (Hazard Analysis Critical Controlling Program-HACCP) plan; and
- review and update risk assessments and control measures at regular base.

Objective 3: Confirm that all workers are trained and competent in food safety practices

. Key Performance Indicators (KPIs):

- training topics covered in the training,
- trained workers in Percentage, and
- number of training sessions conducted per year

. Action Plan:

- update and strengthen training focus areas,
- develop and implement a food safety training program ;and
- scheduling regular training and refresher courses for everyone

Objective 4: Develop a food safety management system (FSMS) to organize/facilitate sufficient information to effectively support

. Key Performance Indicators:

- allocation budget for food safety management system ; and
- organizing maintenance records of equipment and facilities

. Action Plan:

- allocate budget to facilitate the accivities of food safety management system; and
- regular maintenance and repair of equipment and facilities to ensure they meet food safety standards.

Objective 5: Ensure the effectiveness of food safety policies and procedures by strengthening stakeholder participation and involvement

. Key Performance Indicators:

- the number of established communication lines; and
- feedback from staff and stakeholders on food safety practices

. Action Plan:

- develop and implement a communication plan to disseminate food safety information; and
- gather feedback from employees and stakeholders to improve communication strategies

Objective 6: Perform effective food safety performance and continuous task

. Key Performance Indicators:

- number of corrective and preventive measures implemented;
- collect feedback from coustomers;and
- internal and external audit results.

. Action Plan:

- to identify areas for improvement (Food Safety Management System-FSMS) monitoring and analysing performance data;
- analyse and implement the responsiveness of customers; and
- implementation of corrective and preventive measures based on audit findings and performance reviews.

What will the Implementation of this Policy Achieve?

- Reduces food safety incidents/accidents.
- Maintaining food safety allows the organization to grow and become more profitable.
- With respect to food safety management system, evidence has to be organized on greater engagement of workers.
- A reliable and consistent management rationale is available for making informed decisions on food safety programs.
- It allows for awards, nominations and recognition by external bodies and
- When our performance is compared to our peers and customers or reviewed by independent external bodies, it develops and improves our best practice results.

Organizational Roles, Responsibilities And Authorities

Top management shall ensure that the responsibilities and authorities for relevant roles are assigned, communicated and understood within the organization.

Top management shall assign the responsibility and authority for:

- a) ensuring that the FSMS conforms to the requirements of this document;
- b) reporting on the performance of the FSMS to top management;
- c) appointing the food safety team and the food safety team leader;
- d) designating persons with defined responsibility and authority to initiate and document action(s).

The food safety team leader shall be responsible for:

- a) confirming the FSMS is established, implemented, maintained and updated;
- b) managing and organizing the work of the food safety team;
- c) ensuring relevant training and competencies for the food safety team ;
- d) reporting to top management on the effectiveness and suitability of the FSMS.

Department and service officers are responsible for:

- strengthening and implementing processes;
- make employees aware of their responsibilities and receive appropriate training; and
- address any inappropriate behaviour.

Employees have a legal obligation to cooperate with these objectives:

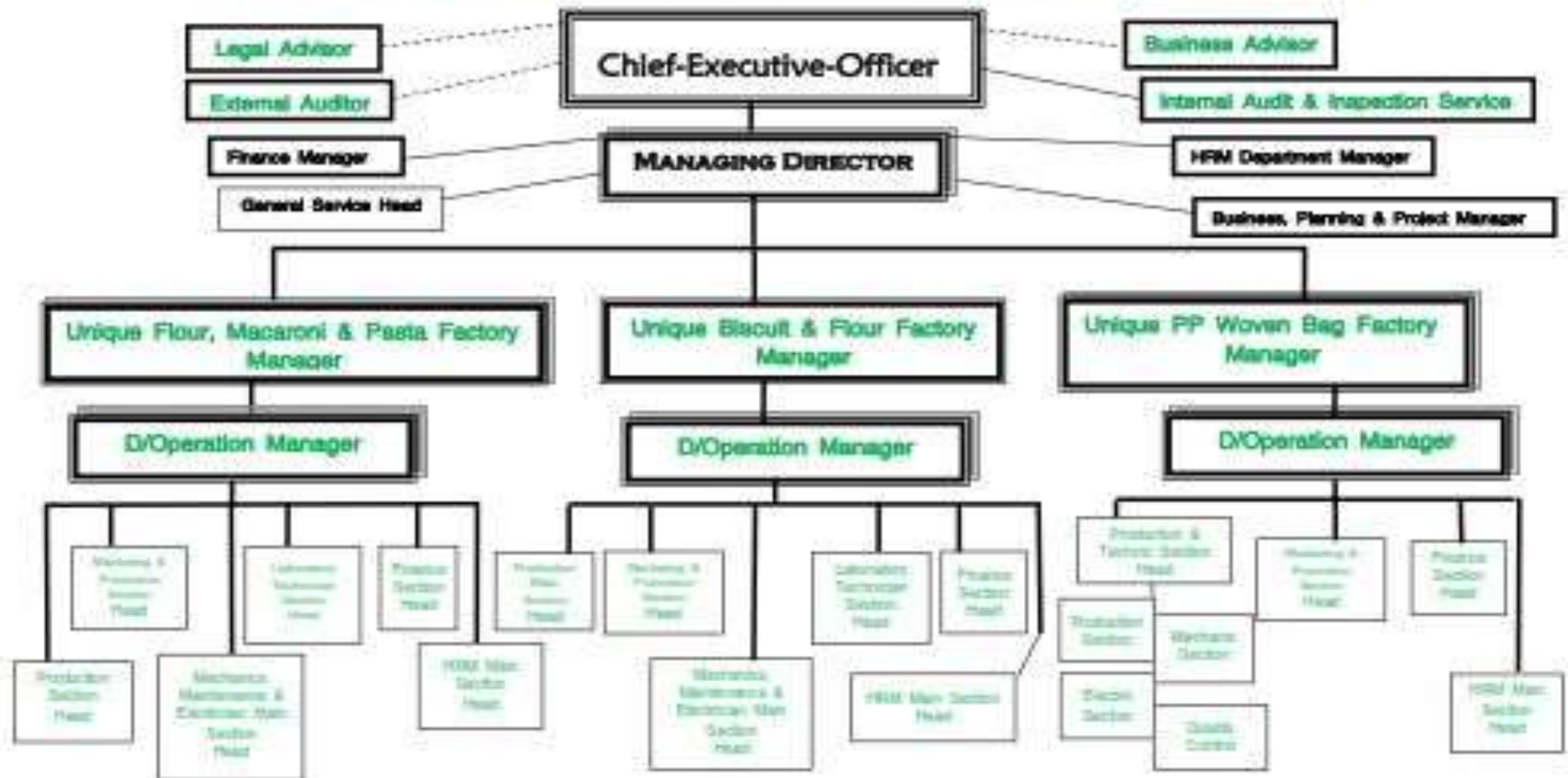
- work safely, cleanly and efficiently with due consideration for others around them;
- monitoring the company's food safety arrangements and procedures in the food safety management system;
- maintain and use work and protective equipment according to the information, guidance and training;
- reporting incidents of illness, contamination or injury or food safety violations to appropriate authorities; and
- as the business activity changes in nature and scale, the company has to improve its performance and food safety management system.

Policy Review:

This policy will be reviewed annually, updated and revised as necessary to ensure its continued relevance and effectiveness.

Confirmed by:**Birhanu Adugna****CEO,****UNIQUE Business Company****Date 15-07-2024**

ORGANIZATIONAL STRUCTURE OF UNIQUE BUSINESS COMPANY



Note:

- The dot refers to the areas of work relationships that are important to the organization and performed on a contract or permanent basis as the case may be.
- The classification and personnel position at the factory level may vary according to the nature of the work.