



## Food Safety & Quality Policy

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Issued by and Approved by: Management

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Hubbert's Industries Limited packages vegetable oil products and manufactures and packages animal oil & protein products. These products are distributed locally, nationally and internationally for the restaurant, food service and industrial markets. The company has been family owned and operated business since 1899.

The Management of Hubbert's Industries Limited is committed to the production of safe, legal, and authentic products, and to the continuous safety and quality of all products produced at the facility. A food safety and quality program has been developed and is maintained to ensure continuous improvement of the food safety and quality culture at the company. This written program defines activities in all sections of the facility that have an impact on product safety, including how those activities are undertaken and measured, and their associated frequencies. These activities are reviewed on a regular basis to ensure the effectiveness of their implementation and completion.

The Management provides the required resources and tools to maintain the Quality program at the facility. The Management evaluates legal compliance, product safety and quality programs on a regular basis and will implement improvements as necessary to allow for continuous improvement of the food safety and quality program to ensure its effectiveness by making changes as required. The Administrative policies and the supporting documents that complete our quality program are updated as required and are reviewed annually to ensure that the food safety and quality programs at the facility are properly maintained.

Employees are informed of the following changes / updates through training and/or communication with Management/ Supervisors:

1. New customer and their quality requirements
2. New regulations/ updates to regulations / standards and CFIA requirements
3. New policies and updates to the internal procedures related to food safety and quality
4. Any relevant scientific developments / updates
5. Any food safety issues
6. Corrective actions/ improvements / as a result of an audit/ customer complaints
7. Upcoming audits and audit results

The realization of the Food Safety and Quality Policy is achieved through:

- Implementation and management of the company's Food Safety and Quality Management system to the BRC global standard and the Safe Food for Canadians Regulations. Hubbert's Industries Limited implements an FSEP/HACCP program to meet all CFIA, BRC, and customer requirements.
- Ensuring all staff are aware of and understand the companies Food Safety and Quality Policy and
- Conducting adequate training to a level commensurate with their work activity.

### KOSHER CERTIFICATION:

All vegetable products produced at Hubbert's are certified as Kosher by the rabbinical staff of the Council. Kosher certificates are available to our customers for all the products as well as the tankers that are use by Hubbert's for cartage. The plant is visited on a daily basis by the kosher food inspector to oversee the handling of the kosher products. All kosher products have the Kosher symbols on the label.

### HALAL CERTIFICATION

We are committed to following all of the regulatory requirements involved in the production of Halal products, including but not limited to: employee training on Halal requirements, segregation of Halal products from non-Halal products, ensuring that products, labels, and chemicals are free of any non-Halal and forbidden products and words, such as those associated with pork or alcoholic drinks.

Ed Godsalve  
General Manager

Feb 27, 2020

Date