



The Equitable Food Initiative Culture of Food Safety Standards *Addendum*

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Responsibility for these Requirements

The EFI Standards Committee has responsibility for this document and will periodically review and update it.

Users should verify that they are using the latest version by checking on the EFI website at:

www.equitablefood.org.

Versions Issued

Version No.	Date	Description of Amendment
v1.0.	01.01.2024	First public-facing version of the EFI Culture of Food Safety Standards.

About the Equitable Food Initiative (EFI)

EFI is a non-profit skill-building and certification organization that brings growers, farmworkers, retailers, and consumers together to create a safer, more equitable food system. This unique approach sets standards for labor practices, food safety and pest management while engaging workers at all levels to address issues and challenges in the produce industry.

Our Mission Statement

To bring together growers, farmworkers, retailers, and consumers to transform agriculture and the lives of farmworkers.

We Believe:

- That being a farmworker is a valuable and honorable profession.
- The skills and contributions of farmworkers create a healthier work environment and produce safer food.
- The future of agriculture lies within the collaboration among growers, farmworkers, retailers, and consumers.
- By transforming agriculture, we will transform lives.

Introduction to the EFI GFSI+ Program

A key innovation that EFI brings to the fresh supply chain is assisting certified growers in effectively engaging with their workforce to produce safer food. There are many critical technical practices and management systems that are also required to reduce the risk of unsafe products reaching market. These are at the core of the Global Food Safety Initiative (GFSI) benchmarks. Through EFI's GFSI program, EFI will accept a GFSI-benchmarked certification in lieu of auditing the full suite of EFI food safety standards. However, in order to maintain the competitive advantage for growers that comes through farmworker engagement on food safety, growers will be audited to, and must demonstrate full conformance to, EFI's Culture of Food Safety Addendum (this document).

Scope

The EFI Culture of Food Safety Addendum (CoFS) applies when a grower holds a qualified GFSI-benchmarked food safety certificate and is seeking to certify to EFI's Social Standards. Each indicator below will be audited in lieu of the EFI Food Safety Standards, Guidance, and Interpretations.

CoFS Standards & Indicators		Guidance and Interpretations
Accountability and Recordkeeping (AR)		
Standard AR-1 Management demonstrates a clear commitment to food safety.		
AR 1.1	There is a clearly written organizational structure identifying those with responsibility for food safety, and containing clearly identified job functions, including the Leadership Team.	A review of the organizational structure of the farm shall verify that the identities of those with responsibility for food safety, including hygiene measures, and the role of the Leadership Team, are documented and include clearly identified job functions.
Standard AR-3 Farmworkers and individual(s) responsible for food safety have received training commensurate with their responsibilities.		
AR 3.3	Farmworkers are trained in food safety practices commensurate to their responsibilities on the farm, and are provided with periodic updates as necessary.	FWIs shall verify that farmworkers have been trained in food safety practices commensurate to their responsibilities on the farm upon hire and have been provided with updates as necessary, or anytime there are significant operational changes, and at least annually.
Standard AR-12 Employees who show signs of illness or who have open wounds that are not properly covered are prohibited from direct contact with produce and food contact surfaces.		
AR 12.1	Farmworkers are trained to recognize signs of illness, including signs and symptoms of pesticide poisoning.	FWIs shall verify that farmworkers have been trained on and can recognize signs of illness.
AR 12.3	Farmworkers are made aware of the illness reporting system.	FWIs shall verify that farmworkers are aware of the illness reporting system.
AR 12.4	Employees are required to report illness or injury and are not punished for reporting illnesses and injuries. Supervisors are required to watch for signs of unreported illnesses or injuries.	FWIs, management interviews, and a review of disciplinary records shall verify that employees' have not been punished for reporting illnesses and injuries. A review of training records shall verify that supervisors have been trained on how to recognize signs of unreported illnesses or injuries.
AR 12.5	Employees who show signs of illness are assigned to jobs other than those involving direct contact with produce and food contact surfaces. Farmworkers are excluded from the farm only to the extent necessary to prevent public health risks until requirements in AR 12.6 are met.	FWIs and a document review shall verify that employees who show signs of illness are assigned to jobs other than those involving direct contact with produce and food contact surfaces or are excluded from the farm only to the extent necessary to prevent public health risks.
AR 12.6	Employees are symptom-free for 48 hours or produce a note from a doctor before returning to work involving direct contact with produce and food contact surfaces.	A review of the food safety plan shall verify that a 48-hour period of being symptom-free or a note from a doctor be provided before farmworkers return to work involving direct contact with produce and food contact surfaces.
AR 12.7	Employees who have open wounds or sores are issued protective coverings (such as gloves or bandages) if they will have direct contact with produce and food contact surfaces.	A review of the food safety plan shall verify that it mandates that employees who have open wounds or sores are issued brightly-colored protective coverings (such as gloves or bandages) if they will have direct contact with produce or food contact surfaces. Visual observation by the auditor shall verify that wounds or open sores are covered. FWIs shall verify that farmworkers know how sores and open wounds should be managed prior to beginning or continuing work.

CoFS Standards & Indicators		Guidance and Interpretations
Standard AR-14 All employees participate in health and hygiene training prior to beginning work.		
AR 14.1	All employees are trained in: 1. Proper hand washing; 2. Proper personal hygiene; 3. Proper toilet use; 4. Proper glove use, if required; 5. Proper treatment of cuts and abrasions; 6. Identification of illness and signs of illness; 7. Control of bodily fluids (coughing, sneezing, spitting); and 8. Knowledge of reporting system for illness and injuries.	A review of health and hygiene training curriculum and training attendance records shall verify that farmworkers are trained on: 1. Hand washing; 2. Personal hygiene; 3. Toilet use; 4. Glove use, if required; 5. Treatment of cuts and abrasions; 6. Identification of illness and signs of illness; 7. Control of bodily fluids (coughing, sneezing, spitting); and 8. The reporting system for illness and injuries. FWIs shall verify that farmworkers received health and hygiene training at the start of the growing season and apply the practices prior and during work.
AR 14.3	Health and hygiene training is provided at hire and at the beginning of each growing season. Periodic updates are provided as necessary, including without limit, upon observation or information indicating that personnel are not meeting regulatory requirements.	FWIs shall verify that farmworkers received health and hygiene training at hire and at the start of the growing season.
AR 14.4	Signs are posted indicating proper hand washing and toilet use. Signs use pictures and/or are written in the predominant language of the workforce.	Visual observation shall verify that posted signs indicate proper hand washing and toilet use. Signs use pictures and/or are written in the predominant languages of the workforce.
Harvest (H)		
Standard H-3 Harvest personnel are properly trained to identify and correct food safety issues.		
H 3.1	Personnel who come into direct contact with produce during harvest: 1. Practice good hygiene and sanitary practices; 2. Inspect equipment, tools, containers, produce, and/or food contact surfaces to ensure sanitary conditions; 3. Take steps to minimize the risk of contamination by known or reasonably hazards and potential physical damage to produce; and 4. Report such problems to the supervisor (or other individuals responsible for food safety), as appropriate to the person's job responsibilities.	FWIs and visual observation shall verify that farmworkers who come into direct contact with produce during harvest: 1. Practice good hygiene and sanitary practices; 2. Inspect equipment, tools, containers, produce and/or food contact surfaces to ensure sanitary conditions; 3. Take steps to minimize the risk of contamination by known or reasonable foreseeable hazards and potential physical damage to produce; and; 4. Report such problems to the supervisor (or other individuals responsible for food safety), as appropriate to the person's job responsibilities
Post-Harvest: Packing, Storage, Testing, Transportation (PH)		
Standard PH-2 Post-harvest personnel are properly trained to identify and correct food safety issues.		
PH 2.1	Personnel who come into direct contact with produce during post-harvest: 1. Practice good hygiene and sanitary practices; 2. Inspect equipment, tools, containers, and produce to ensure sanitary conditions; and 3. Take steps to minimize potential physical damage to produce.	A document review, FWIs and visual observation shall verify that farmworkers who come into direct contact with produce during post-harvest: 1. Have been trained in good hygiene and sanitary practices; 2. Have an understanding of hygiene and sanitary practices; 3. Practice good hygiene and sanitary practices; 4. Inspect equipment, tools, containers, and produce and/or food contact surfaces to ensure sanitary conditions; and 5. Take steps to minimize potential physical damage and contamination to produce.

CoFS Standards & Indicators		Guidance and Interpretations
Standard PH-4 Written sanitation standard operating procedures are developed, followed, and documented.		
PH 4.2	<p>Washing, grading, sorting, and packing lines and food contact surfaces are cleaned and sanitized, at least daily when in use, to reduce risk of contamination with pathogens.</p> <p>Records of date and method of cleaning and sanitizing are maintained.</p> <p>There is a written sanitation verification program that is implemented to verify sanitation effectiveness.</p>	<p>A review of Sanitation SOPs and records shall verify that there is a written policy that washing, grading, sorting, and packing lines, and food contact surfaces are cleaned and sanitized, at least daily when in use and that there is a written sanitation verification program that applies to both food contact and non-food contact surfaces and that verifies effectiveness of the SOPs.</p> <p>FWIs and visual observation shall verify that the sanitation SOPs have been fully implemented.</p>
Standard PH-9 Transportation facilities, equipment, and procedures reduce potential for contamination.		
PH 9.1	<p>Procedures for loading and unloading of produce are maintained and documented. Personnel involved in the loading and unloading of produce during transport practice good hygiene and sanitary practices and ensure that produce is not likely to become contaminated.</p>	<p>FWIs, visual observation and a review of SOPs and training material shall verify that requirements have been developed and implemented that farmworkers engaged in the loading or unloading of produce:</p> <ol style="list-style-type: none"> 1. Practice good hygiene and sanitary practices; and 2. Ensure that produce is not likely to become contaminated.
PH 9.4	<p>The individual(s) responsible for loading produce inspect the cargo area of transport vehicles to ensure they are as clean as practicable and take steps to minimize the potential of physical damage to produce.</p> <ol style="list-style-type: none"> 1. Personnel are aware of prior use of transport vehicles and take steps to avoid cross contamination of produce. 2. Loading dock personnel do not stack pallets that have touched the ground on top of pallets of product. 	<p>FWIs and visual observation shall verify that farmworkers responsible for loading produce:</p> <ol style="list-style-type: none"> 1. Have inspected the cargo area of transport vehicles to ensure they are as clean as practicable and take steps to minimize the potential of physical damage to produce; 2. Are aware of the prior use of transport vehicles and take steps to avoid cross contamination of produce; and 3. Do not stack pallets that have touched the ground on top of pallets of product.
Worker Involvement – Food Safety (WI-FS)		
Standard WI-FS-1 Farmworkers are knowledgeable, trained, and empowered to ensure compliance with food safety stewardship standards.		
WI-FS 1.1	<p>Farmworkers are trained on food safety practices and understand the importance of following food safety practices and why they should do so.</p>	<p>FWIs shall verify that farmworkers have been trained on, and retained an understanding of, the importance of and reasons for following food safety practices.</p>
WI-FS 1.2	<p>Farmworkers recognize signs of illness and understand the relationship between illness and food safety on the farm.</p>	<p>FWIs shall verify that farmworkers have been trained on, and retained an understanding of, signs of illness and the relationship between illness and food safety on the farm.</p>
WI-FS 1.3	<p>Farmworkers have been trained on health and hygiene protocols and demonstrate an understanding the relationship between practicing these behaviors and food safety on the farm.</p>	<p>FWIs shall verify that farmworkers have been trained on, and retained an understanding of, hygiene protocols and how these affect food safety.</p>
WI-FS 1.4	<p>Farmworkers understand the risks to human health that rodents and other pests can introduce. Farmworkers report presence of pests in fields or packing facilities.</p>	<p>FWIs shall verify that farmworkers have been trained on, and retained an understanding of, the risks to human health that rodents and other pests can introduce.</p> <p>FWIs shall verify that farmworkers understand and utilize the reporting channel when they encounter pests in the fields or packing facilities.</p>

WI-FS 1.5	Farmworkers are trained on and demonstrate an understanding of risks posed by the presence of animals in fields, are trained to avoid contact with animals other than working animals, and report evidence of animals in fields, including animal urine and feces.	FWIs shall verify that farmworkers have been trained on, and retained an understanding of, the risks posed by the presence of animals in fields. FWIs shall verify that farmworkers understand and utilize the reporting channel when they encounter animals in the fields and avoid contact with animals other than working animals..
WI-FS 1.6	Farmworkers are trained to report presence of animals in water sources.	FWIs shall verify that farmworkers understand and utilize the reporting channel when they encounter animals in water sources.

CoFS Standards & Indicators		Guidance and Interpretations
WI-FS 1.7	Farmworkers are trained on good hygiene and sanitation practices and follow practices in harvesting, packing, loading/unloading, and storage of produce.	FWIs shall verify that farmworkers have been trained on, and retained an understanding of, good hygiene and sanitation practices. FWIs shall verify that farmworkers practice good hygiene and sanitation practices during all farm activities.
WI-FS 1.8	Farmworkers inspect cargo holds for potential sanitation or other problems and alert management to problems.	FWIs shall verify that farmworkers have been trained on, and retained an understanding of, how to inspect a cargo hold for potential sanitation or other problems. FWIs shall verify that farmworkers understand and utilize the reporting channel when they encounter a cargo hold that has a potential sanitation issue.
WI-FS 1.10	Leadership Team has access to and reviews food safety plan and accompanying documentation, including risk assessments, testing results, sanitation schedules, and training schedules. Leadership Team is empowered to raise food safety issues with management.	LTIs shall verify that LT members have access to and can review food safety plans and accompanying documentation, including risk assessments, testing results, sanitation schedules, and training schedules, and that they feel empowered to raise food safety issues with management.