Maintaining Spice Operations Safely During a Pandemic

ASTA Online

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McCormick Delivers the Taste You Trust™ on a Global Scale

McCormick manufactures, markets and distributes flavor products including spices, seasoning mixes and condiments to the entire food industry – retail outlets, food manufacturers and foodservice businesses

$5.3 Billion in sales

69% Americas **19%** EMEA **12%** APZ

Nearly 12,000 Employees Worldwide

51 Facilities in **27 Countries**

61% Consumer **39%** Flavor Solutions

Why Are We Here?

- All major domestic and global health authorities have confirmed that food is not believed to be a vector for transmission of COVID-19

- It is the responsibility of the entire global food industry to keep the world fed – Critical Infrastructure!

- Many spice production facilities around the world are continuing to operate at this time as a key part of the food industry

- In order to play our part it is critically important for companies to protect the health of their employees, customers, and consumers while operating during the outbreak

- This presentation will provide an overview of current industry practices and examples for how to maintain spice operations safely in the midst of the pandemic crisis.

- Let's remember - Everyone has a role to play in the responding to the pandemic.

- Spice facilities must maintain focus on food safety and quality to protect the food supply as health systems will be focused on the COVID-19 response.

McCormick Principles

Passion for FLAVOR™

Flavor is at the heart of everything we do

Flavor expertise and insights that propel the food industry

Inspiring great tasting, healthy choices

Power of PEOPLE™

Unwavering commitment to our people-first, high-performance culture

Respect and value every person

Embody the 2-for-1 spirit

Taste you TRUST™

Relentless focus on quality from source to table

Unmatched track record in safety and integrity

Transparency in what we do, make and say

Driven to INNOVATE

Continuous reinvention of our business

Innovation is everyone's responsibility

Leading the pursuit of what's next in flavor

Purpose-led PERFORMANCE

Deliver industry-leading financial performance

Responsibility to the long-term vitality of people, communities and planet

Do what's right

Let's Be Clear on What Matters…

- Protect the Safety and Health of Our People and Our Families

- Maintain Quality and Integrity of the products we supply

- Feed the World!

- Come out of this stronger!

The Spice Industry is Part of the Critical Infrastructure and Our Food Safety Plans Prepare Us to Successfully Navigate

- In a guidance issued by Department of Homeland Security on March 19 Guidance on the Essential Critical Infrastructure workforce: Ensuring Community and National Resilience in COVID-19, workers in the Food and Agriculture are named as essential critical infrastructure workers.

- FDA-regulated food manufacturers are required to follow Current Good Manufacturing Practices (CGMPs) and many have food safety plans that include a hazards analysis and risk-based preventive controls. CGMPs and food safety plans have requirements for maintaining clean and sanitized facilities and food contact surfaces. See: FSMA Final Rule for Preventive Controls for Human Food.

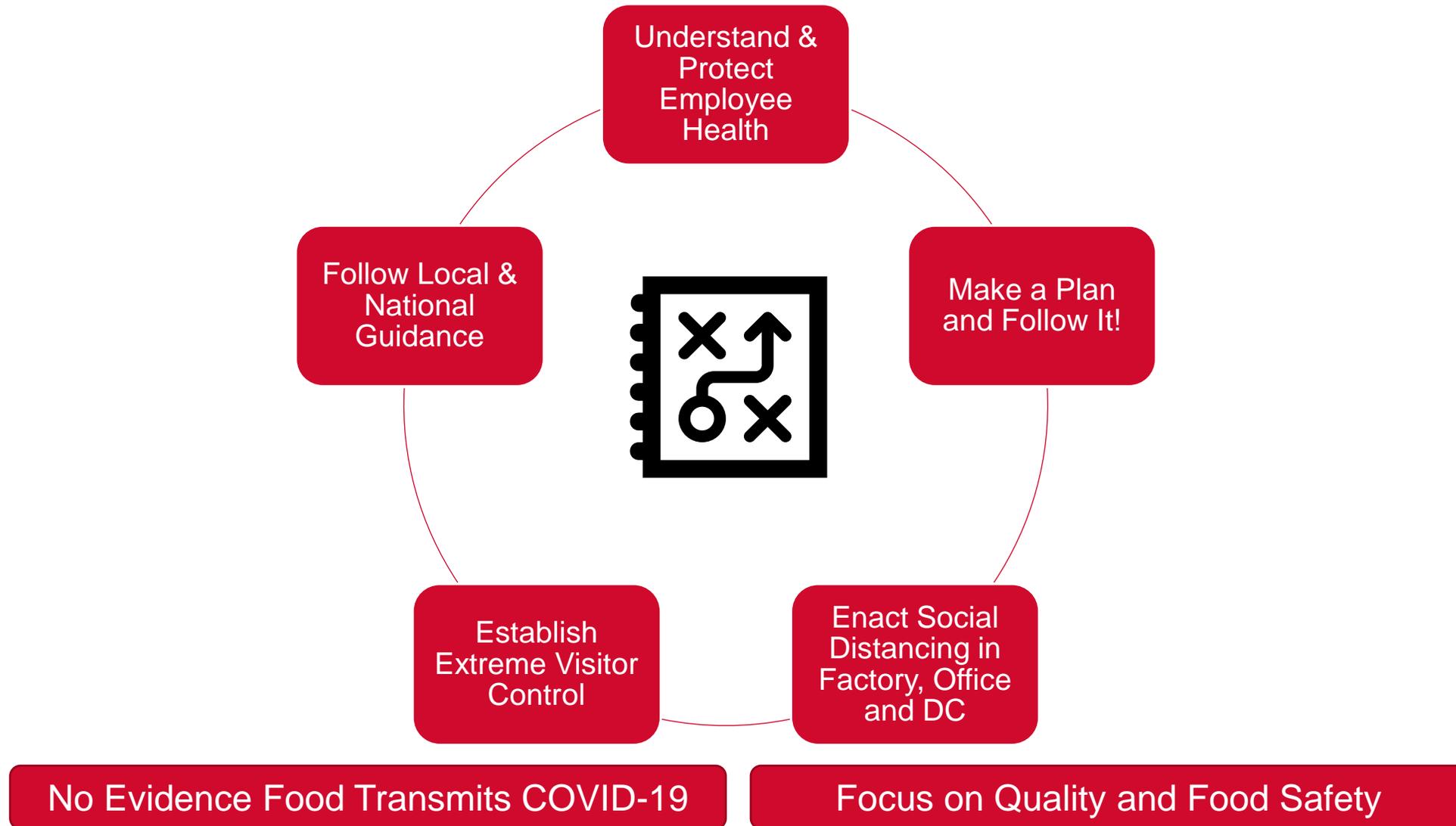- Food facilities may want to consider a more frequent cleaning schedule.

The US FDA is Being Supportive of the Food Industry and Making Science-Based Risk Assessments…

- The US FDA does not anticipate that food products would need to be recalled or be withdrawn from the market because of COVID-19, as there is currently no evidence to support the transmission of COVID-19 associated with food or food packaging.

- The US FDA suggests there is no reason to believe that any product will need to be put on hold due to exposure to an employee with COVID-19 exposure – follow standard procedures for extraordinary circumstances

- Additionally, facilities are already required to control any risks that might be associated with workers who are ill regardless of the type of virus or bacteria. For example, facilities are required to maintain clean and sanitized facilities and food contact surfaces.

- We are responsible for the Safety and Health of the Public – regardless of short term adjustments to on-site regulatory approach of the FDA

Key Principles and Practices to Safely Navigate the Pandemic

- Understand & Protect Employee Health
- Make a Plan and Follow It!
- Enact Social Distancing in Factory, Office and DC
- Establish Extreme Visitor Control
- Follow Local & National Guidance

No Evidence Food Transmits COVID-19

Focus on Quality and Food Safety

Understand and Protect Employee Health

- Actively encourage sick employees to stay home

- Employees who have [symptoms](#) (i.e., fever, cough, or shortness of breath) should notify their supervisor and stay home.

- Sick employees should follow [CDC-recommended steps](#). Employees should not return to work until the criteria to [discontinue home isolation](#) are met, in consultation with healthcare providers and state and local health departments.

- Employees who are well but who have a sick family member at home with COVID-19 should notify their supervisor and follow [CDC recommended precautions](#).

- If an Employee shows symptoms or reports feeling ill while at work send them home immediately or isolate them until they can leave

Make a Plan and Follow It

- Establish Controls –

  - Entry   Canteen

  - Locker rooms   Lines and hallways

  - Visitors   Health checks (self or on site)

  - Increased cleaning frequency in common areas and offices

  - Work from home for as many as possible

- Establish a Risk Assessment Mechanism to Enable Transparency with your Employees

  - Talk to your people and Train them

  - Show them you Care

  - ***Walk the Talk***

Make a Plan and Follow It

- When you identify risk:

  - Send home/isolate impacted employee

  - Track & Trace – isolate contacts

  - Suspend operations in impacted areas

  - Clean & Sanitize

    - Offices
    - Lockers
    - Canteen
    - Time clocks
    - Door handles & knobs
    - Fork trucks
    - Tape guns

In addition consider…

- Identify a COVID workplace coordinator
- Implement flexible sick leave and supportive policies and practices
- Be prepared to change your business practices if needed to maintain critical operations (e.g., identify alternative suppliers, prioritize existing customers, or temporarily suspend some of your operations if needed).
- Identify alternate supply chains for critical goods and services. Some good and services may be in higher demand or unavailable.
- Talk with companies that provide your business with contract or temporary employees about the importance of sick employees staying home and encourage them to develop non-punitive leave policies.
- Talk with business partners about your response plans. Share best practices with others in your supply chain
- Determine how you will operate if absenteeism spikes
- Consider improving the engineering controls using the building ventilation system
- Support respiratory etiquette and hand hygiene for employees, customers, and worksite visitors:
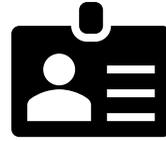- Perform routine environmental cleaning and disinfection:

Enact Social Distancing in Factory, Office and DC

▪ Social distancing should be implemented if recommended by state and local health authorities. Social distancing means avoiding large gatherings and maintaining distance (approximately 6 feet or 2 meters) from others when possible (e.g., breakrooms and cafeterias).

▪ Strategies that a spice business might employ include:

- Implementing flexible worksites (e.g., telework, alternating office days, redesign workstations, partitions)

- Implementing flexible work hours (e.g., staggered shifts)

- Increasing physical space between employees at the worksite

- Downsizing operations

▪ Use visual factory and 5S principles to make expectations clear

- Mark the floor, hallways, canteen and workstations with social distancing cues

- Post simple, picture-based and multi-lingual posters with instructions, reminders and expectations

Establish Extreme Visitor Control

- Only Critical Visitors and Service Providers Should be allowed on site

  - Pest Control Operators

  - Mission Critical Contractors

- Establish Clear Visitor Program

  - Rules

  - Training

  - Health Check

  - PPE (on par with local policy)

- Negotiate with persistent auditors

  - Extensions

  - Virtual

Follow Local and National Guidance

- The pandemic may manifest differently in different places and at different times
    - Be aware
    - Be prepared

- Build your references and familiarize yourself
    - Local and state Public Health officials
    - http://www.afdo.org/coronavirus-resources

- Provide letters for your employees if required for travel to/from work

- Protect your people and your products

US FDA Resources

- US FDA COVID Resources Page https://www.fda.gov/emergency-preparedness-and-response/counterterrorism-and-emerging-threats/coronavirus-disease-2019-covid-19

- In this temporary guidance for receiving facilities and FSVP importers, the FDA made clear its intent in certain circumstances related to impact of the coronavirus outbreak (COVID-19), not to enforce requirements in three foods regulations to conduct onsite audits of food suppliers if other supplier verification methods are used instead. The three regulations are:

- Current Good Manufacturing Practice, Hazard Analysis, and Risk-Based Preventive Controls for Human Food (21 CFR part 117)

- Current Good Manufacturing Practice, Hazard Analysis, and Risk-Based Preventive Controls for Food for Animals (21 CFR part 507)

- Foreign Supplier Verification Programs for Importers of Food for Humans and Animals (21 CFR part 1 subpart L)

- See the Constituent Update (*FDA Issues Temporary COVID-19 Policy for Receiving Facilities and FSVP Importers in Meeting FSMA Supplier Verification Onsite Audit Requirements*) for more information.

Additional Resources

- **Federal Government Resources**

  - CDC's [What to do if you are sick with coronavirus disease 2019 (COVID-19)](#). [Clean and disinfect](#) surfaces in the employee's workspace. Inform fellow employees of their possible exposure to COVID-19 while maintaining confidentiality. Instruct employees who are well, but have been exposed to COVID-19, to notify their supervisor and follow CDC's Interim Guidance for Implementing Safety Practices for Critical Infrastructure Workers Who May Have Had Exposure to a Person with Suspected or Confirmed COVID-19.

  - Businesses should consult the CDC's [Interim Guidance for Business and Employers to Plan and Respond to Coronavirus Disease 2019](#), which is frequently updated.

  - The Occupational Safety and Health Administration (OSHA) also issued [Guidance on Preparing Workplaces for COVID-19](#) that includes information on how a COVID-19 outbreak could affect workplaces and steps all employers can take to reduce workers' risk of exposure to SARS-CoV-2 (COVID-19).

  - EPA approved disinfectants [products that meet EPA's criteria for use against SARS-CoV-2external icon](#), the cause of COVID-19, and are appropriate for the surface

- **Industry Resources**

  - The Food and Beverage Issues Alliance has developed [protocols](#) for (1) when an employee of a firm is a confirmed or presumptive case of COVID-19 and (2) when a facility employee/facility visitor/customer has been in close contact with an individual with COVID-19. This protocol is specific to food manufacturing facilities, distribution centers, and wholesale and retail outlets.

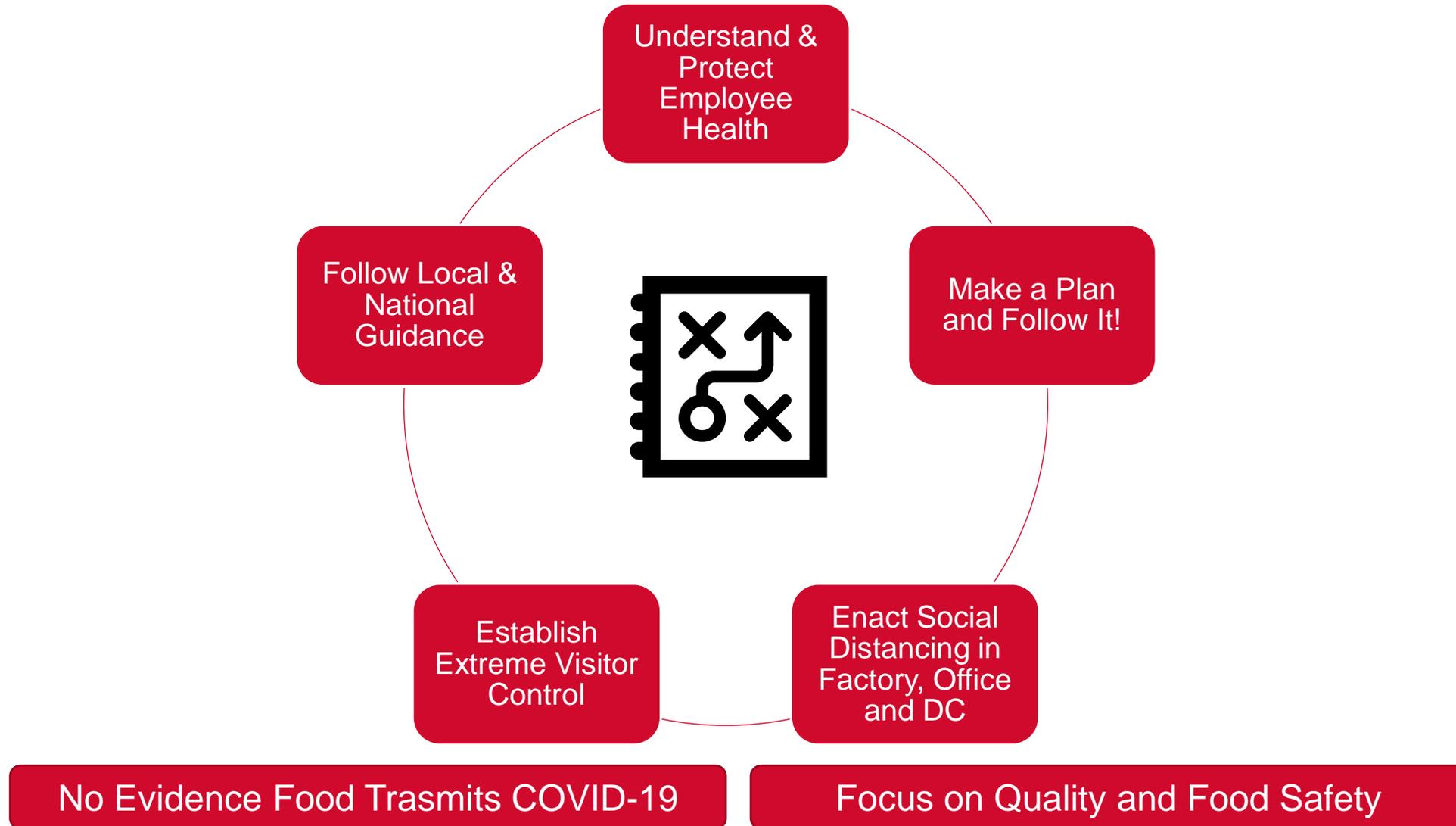 - ASTA website COVID-19 resource section

A few points to consider from the CDC…

- To prevent spread of COVID-19, CDC is recommending individuals employ social distancing or maintaining approximately 6 feet from others, when possible. In food production/processing facilities and retail food establishments, an evaluation should be made to identify and implement operational changes that increase employee separation. However, social distancing to the full 6 feet will not be possible in some food facilities.

- The risk of an employee transmitting COVID-19 to another is dependent on distance between employees, the duration of the exposure, and the effectiveness of employee hygiene practices and sanitation. When it's impractical for employees in these settings to maintain social distancing, effective hygiene practices should be maintained to reduce the chance of spreading the virus. Also, see Should Employees in retail food and food production settings wear face coverings to prevent exposure to COVID-19? (Posted April 4, 2020).

- IMPORTANT: Maintaining social distancing in the absence of effective hygiene practices may not prevent the spread of this virus. Food facilities should be vigilant in their hygiene practices, including frequent and proper hand-washing and routine cleaning of all surfaces.

- Because the intensity of the COVID-19 outbreak may differ according to geographic location, coordination with state and local officials is strongly encouraged for all businesses so that timely and accurate information can guide appropriate responses in each location where their operations reside.

- Sick employees should follow the CDC's What to do if you are sick with coronavirus disease 2019 (COVID

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QUESTIONS?

McCORMICK