

FOUNDATION FSSC ANNUAL REPORT 2022





AN OVERVIEW OF OUR APPROACH TO PROVIDE TRUST AND DELIVER IMPACT TO THE CONSUMER GOODS INDUSTRY

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From the very first day, ensuring safe food for everyone has been the center of FSSCs' efforts, with the FSSC 22000 certification Scheme for Food Safety Management Systems as our core business. The mission of FSSC is to be the leading brand that provides trust and delivers impact to the consumer goods industry. Our goal is to help organizations contribute to the UN Sustainable Development Goals and thereby create a better world. While the focus has always been on food safety, FSSC has expanded into social sustainability in 2022.

We drive positive impact through our certification Schemes, which are governed by an independent Board of Stakeholders. Only when we operate with integrity can we build trust and create a better world. The FSSC Integrity Program delivers assurance by monitoring the performance of our partners. Valuing our stakeholders and understanding their needs is key. During this past year, FSSC continued to provide well-researched analysis and reasoned solutions to the FSSC Certified Organizations. We are pleased with the valuable feedback from our stakeholders captured through surveys to improve our Schemes. In the food safety area, the Advisory Committee worked hard on the latest Version 6 of our FSSC 22000 Scheme.

Our annual Insights Event held online in October 2022, continued to serve as a platform for discussions on strategic developments with over 400 participants, a true community of food safety leaders. Our keynote speakers included Bert Debets, the independent Chair of the Board of Stakeholders, who focused his remarks on how the Integrity Program provides trust to our Scheme.

This year our work included the development and launch of the FSSC 24000 certification Scheme for Social Management Systems, a multi-year initiative with stakeholders from the industry, NGOs, and Accreditation and Certification Bodies to broaden our horizon on ISO-aligned management systems.

The addition of the FSSC 24000 Scheme next to our flagship FSSC 22000 Scheme is a new step toward our vision to create a better world.

With the FSSC 24000 Scheme, we want to help organizations to provide safe and fair working conditions, meet business ethics requirements and apply human rights due diligence in their supply chain management.

During 2022 our Director Brand Strategy, Marc Cwikowski, decided to step down from the FSSC Management Board and was succeeded by Guido Dinjens as of 1 October 2022.

I am pleased to share with our stakeholders that Foundation FSSC reaffirms its continued support for the United Nations Global Compact and our ongoing commitment to the initiative in the areas of Human Rights, Labor, Environment, and Anti-Corruption. In our first Communication on Engagement, we disclose our continuous efforts to integrate the Ten Principles related to Human Rights, Labor, Environment, and Anti-Corruption into our business strategy, culture, and daily operations and contribute to the United Nations goals, particularly to the Sustainable Development Goals.

On behalf of my colleagues at Foundation FSSC, I would like to express my sincere appreciation for your continued support to achieve our mission. Without your contributions, none of this would have been possible.

On behalf of the FSSC Management Board,



Aldin Hilbrands, CEO

THIS IS FOUNDATION FSSC

NON-PROFIT SCHEME OWNER

INTEGRITY PROGRAM

GOVERNANCE

LICENSED PARTNERS

FSSC ACHIEVEMENTS IN 2022

OVERVIEW FSSC 22000

LAUNCH OF FSSC 24000

PREPARATION OF FSSC 22000 V6

FSSC ASSURANCE PLATFORM

FSSC HARMONIZATION PROGRAM

STRATEGIC PARTNERSHIPS

BRAND RESEARCH

GLOBAL COMPACT

FOUNDATION FSSC

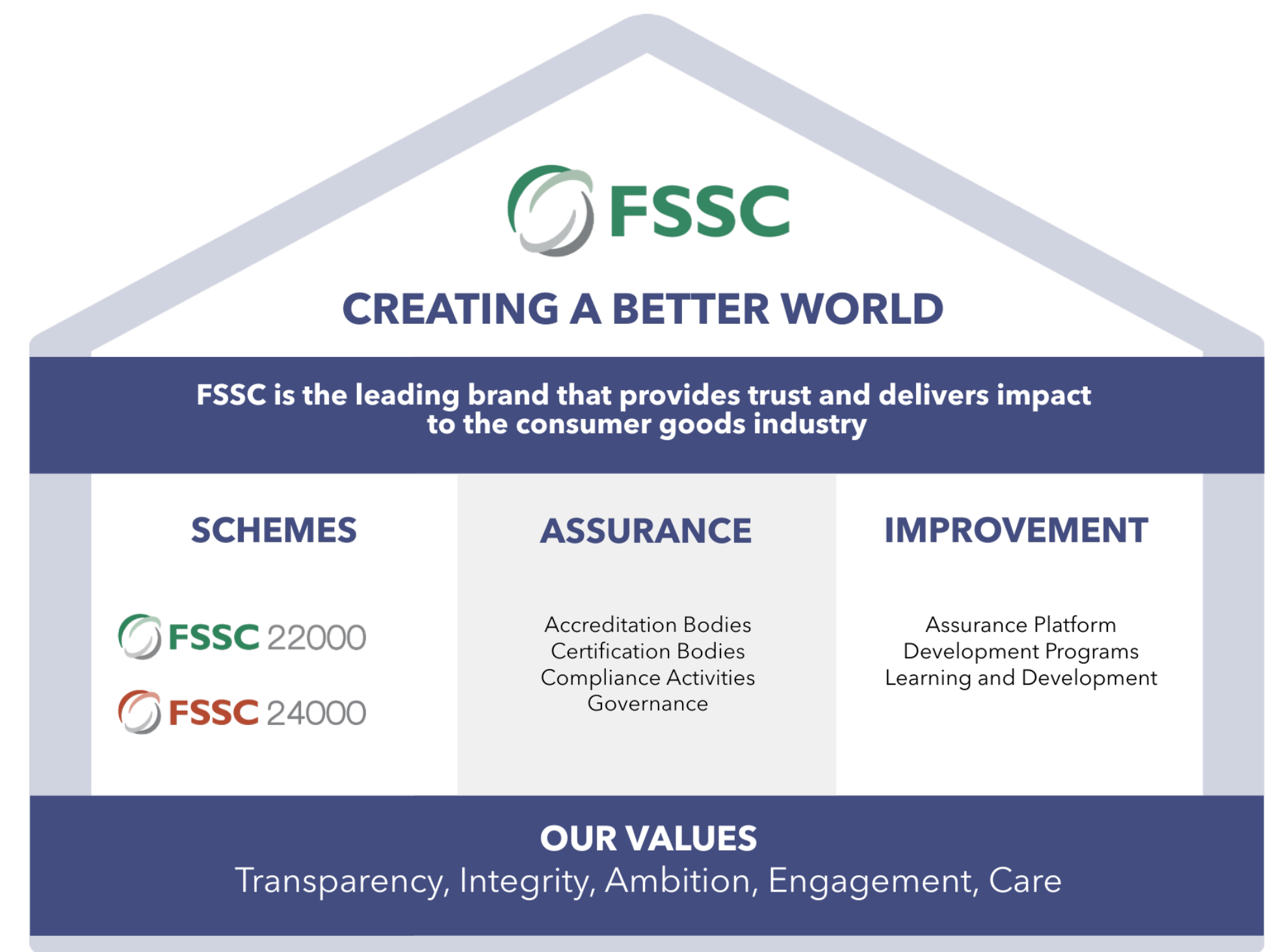
FSSC STRATEGY

FSSC is the leading brand that provides trust and delivers impact to the consumer goods industry. We are the independent non-profit owner of the FSSC 22000 Scheme and the new FSSC 24000 Scheme.

Both Schemes align with the ISO Management System approach and the ISO Harmonized Structure, which makes FSSC unique. Our Schemes support the consumer goods industry in implementing effective management systems, protecting its brands, and achieving targets. FSSC supports organizations to contribute to the global Sustainable Development Goals (SDGs) and thereby help to create a better world.

CREATING A BETTER WORLD

FSSC has formulated a three-year strategy to ensure we can drive forward global aims based on three pillars of the FSSC branded house and its vision to create a better world. The FSSC house is built on our brand values, which support the three pillars: schemes, assurance, and improvement. We aim to make meaningful change through our contributions as a Foundation and by the design of our Schemes. With the FSSC 22000 Scheme for Food Safety Management Systems, we have been delivering impact on global food safety for over 14 years.



ISO-BASED APPROACH

With the launch of the FSSC 24000 Scheme, we expanded our scope to Social Sustainability Management Systems. With both Schemes, we support the consumer goods industry in implementing management systems that align with the ISO management system approach and the ISO harmonized structure. Effective management systems enable organizations to achieve set business objectives, protect their brands and facilitate contributions to the SDGs.

TRUST AND IMPACT

We also provide continuous trust to our licensed partners by having a robust Integrity Program and an advanced Assurance Platform. FSSC is a non-profit Foundation, and by giving back, we want to create a better world by sharing knowledge and further expanding our impact.

In the second quarter of the year we signed a strategic partnership with UNIDO to support local communities in low- and middle-income countries for safer food. An FSSC forest was established with the 2022 Christmas gift: inviting the FSSC's global team members, Board of Stakeholders, Advisory Committee, and our suppliers to plant a tree in an 'FSSC Community Forest'.

TOGETHER WITH OUR PARTNERS

FSSC's ambition is to have our Schemes and services add value to our partners and the consumer goods industry while offering benefits that meet our customers' needs. We do so by involving them in our Governance structure (Board of Stakeholders and the Advisory Committee) and collecting their input for Scheme changes through surveys (e.g., FSSC 22000 Scheme Version 6 survey, May 2022).

We are always open to considering customization and actively involving partners in relevant co-creation projects.

CONTINUOUS IMPROVEMENT

Continuous improvement of Foundation FSSC requires sound operational structures, dedicated human resources, professional learning & development, information security, and health & safety measures.

FSSC works on further strengthening a business structure tied to performance across all dimensions of the organization to support professionalization, sustainable development, and market value.



ORGANIZATIONAL UPDATE

Based in the Netherlands, from where we provide global governance and representation throughout Europe, FSSC has a liaison in China and regional representatives across North America, South America, South Asia, India, and Japan. In 2022 we also appointed a representative for Türkiye and the Middle East.

To support and deliver on our vision, the FSSC global team expanded from 20 to 35 professionals in the last three years. All team members sign a Code of Conduct in which they commit themselves to the values of the Foundation.

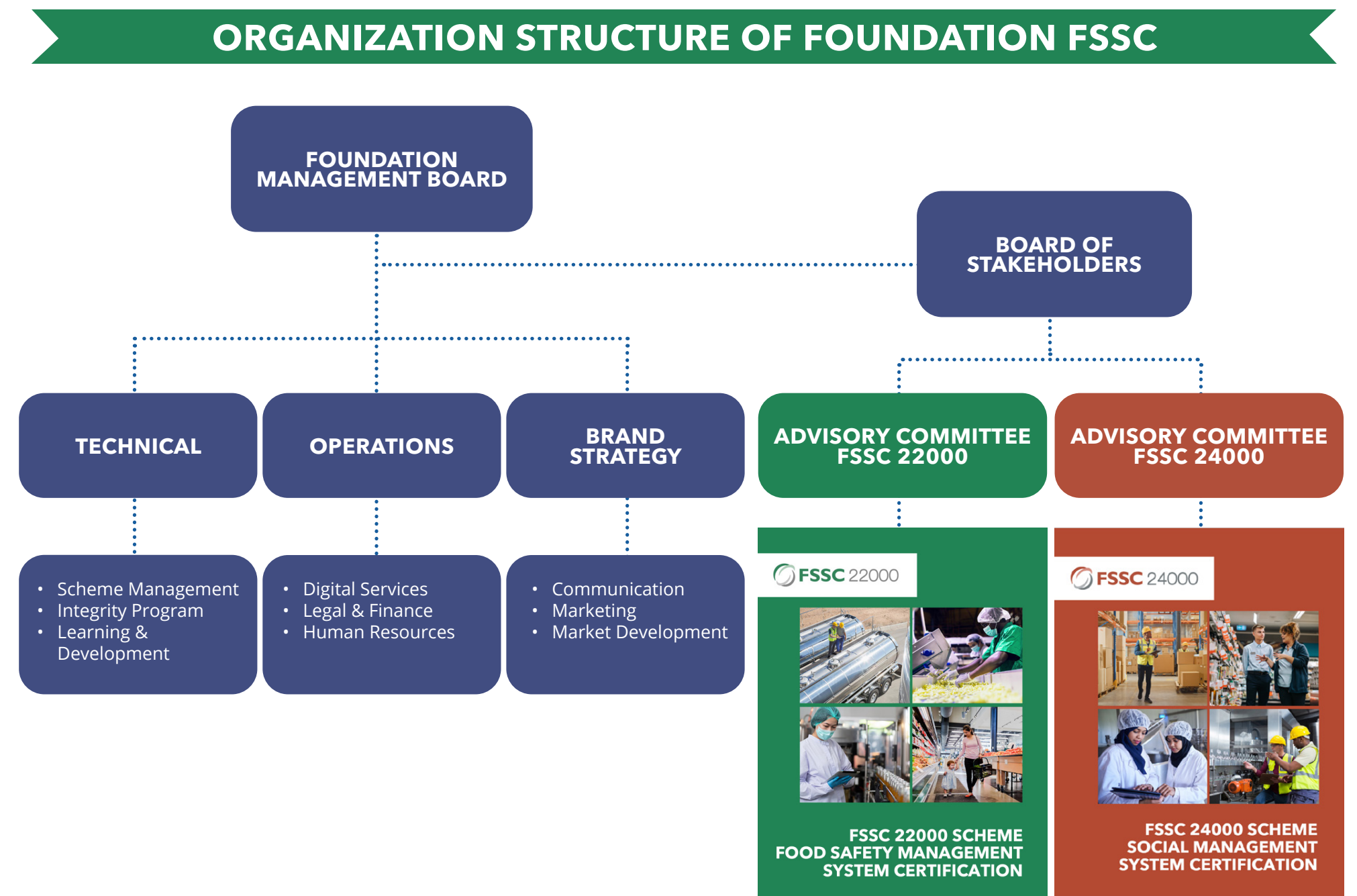
In October 2022, we launched an FSSC Code of Ethics, which is a declaration of commitment that applies to our licensed partners, FSSC Certified Organizations, and other business partners. It summarizes strict conduct and compliance principles on human rights, labor, the environment, integrity, and fair business conduct in line with the UN Global Compact principles for sustainable development.

Foundation FSSC also moved to a new head office location in 2022. With our global team spread worldwide, remote working while maintaining an office in the Netherlands is vital to a cohesive organization.

GOVERNANCE

The FSSC 22000 Scheme and the newly launched FSSC 24000 Scheme are governed by the FSSC Board of Stakeholders, which consists of a balanced representation of key stakeholders in the consumer goods industry. Board members represent the interests of the various sectors covered by the Schemes. All Scheme changes are submitted to the Board of Stakeholders for final review, discussion, and decision-making.

In February 2022, FSSC welcomed Bert Debets as the new independent Chair of its Board of Stakeholders. The current members include Albert Heijn (Ahold Delhaize), The Coca-Cola Company, Food Drink Europe (FDE), Food Industry Asia (FIA), the Independent Association



of Accredited Registrars (IAAR), Independent International Organization for Certification (IIOC), IQnet, Mars Inc., Metro AG, Safe Supply of Affordable Food Everywhere (SSAFE), Serving Europe and Unilever.

The Board of Stakeholders is supported by the Advisory Committee, which provides expertise and input into recommendations on Scheme changes. This system offers oversight, transparency, and industry involvement to ensure that the Scheme(s) remains relevant and credible in the marketplace.

More information about our Board of Stakeholders and Advisory Committee can be found on our website. A dedicated Advisory Committee is planned for 2023 to provide expertise and recommendations on changes related to the FSSC 24000 Scheme.

OVERVIEW FSSC 22000



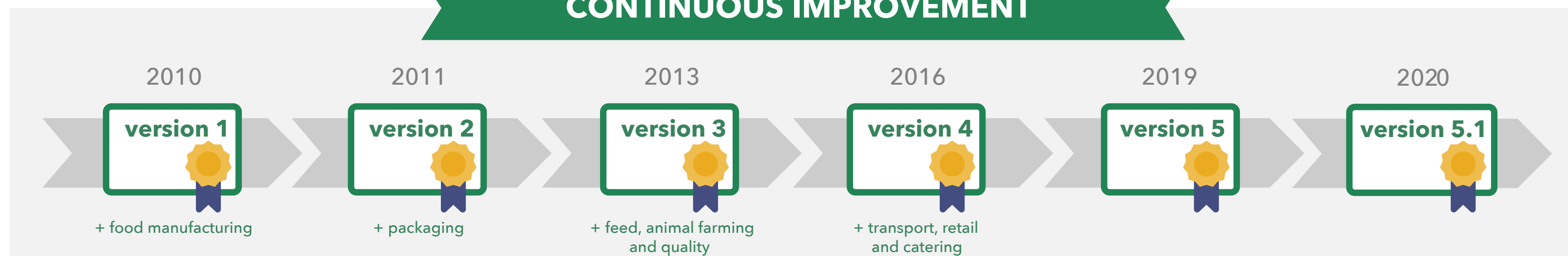
WHO MANAGES FSSC 22000?

The FSSC 22000 Scheme is governed by an independent Board of Stakeholders.

An Advisory Committee ensures transparency and involvement of the industry.

The Advisory Committee reports to the Board of Stakeholders.

CONTINUOUS IMPROVEMENT



31 December 2022

FSSC 22000

[MAIN MENU](#)

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[FSSC SOLUTIONS](#)

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FSSC 22000 PREPARATION VERSION 6

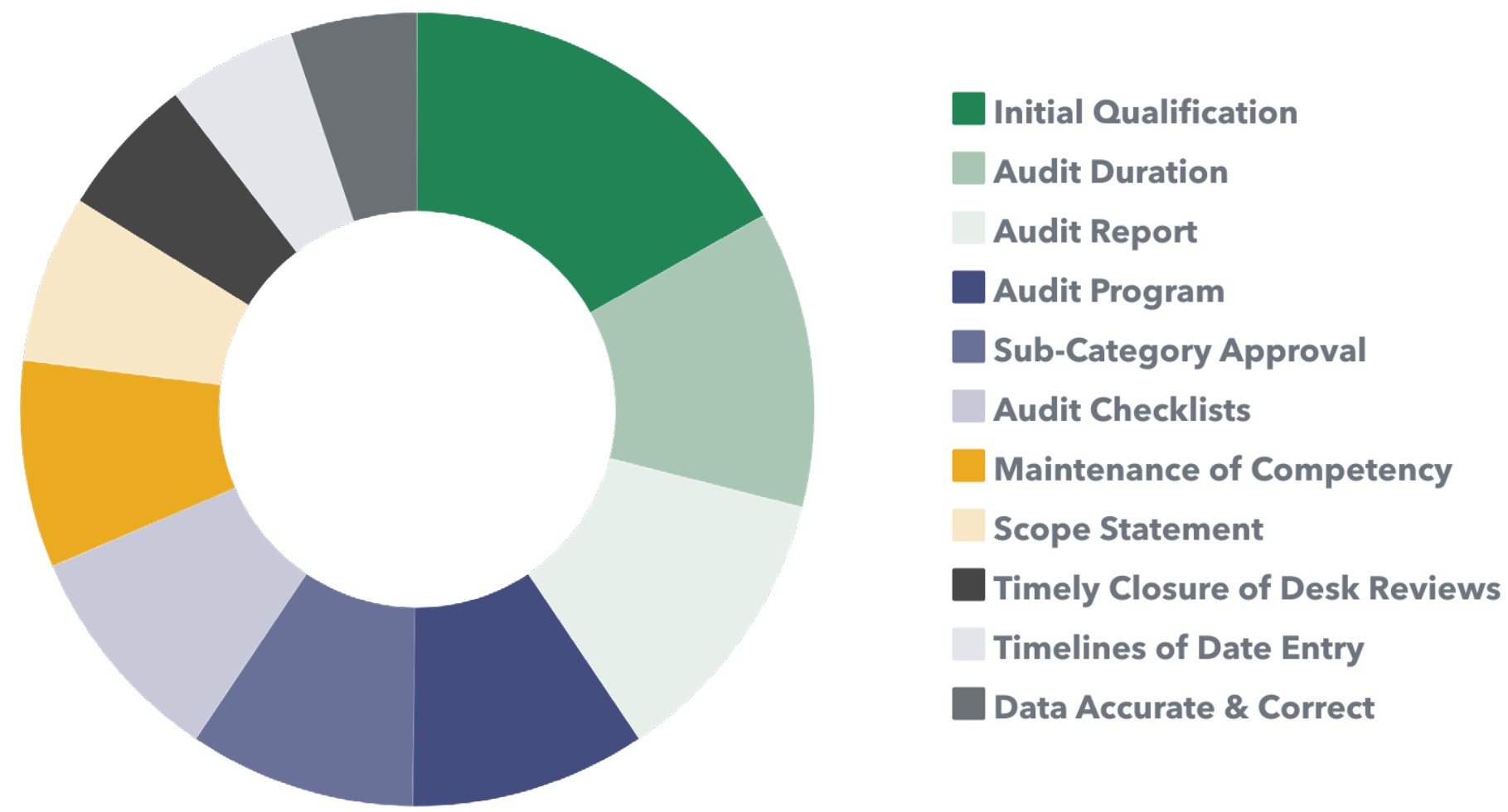
In 2022 we announced the expected publication of Version 6 for the FSSC 22000 Scheme in the second-quarter of 2023. The main reasons for the new version are:

- Integrating the requirements of ISO 22003-1:2022,
- Strengthening the requirements to support organizations in their contributions to meeting the UN SDGs,
- Incorporating feedback from the Version 6 development survey, which received nearly 2000 responses, and
- Editorial changes and amendments as part of continuous improvement.

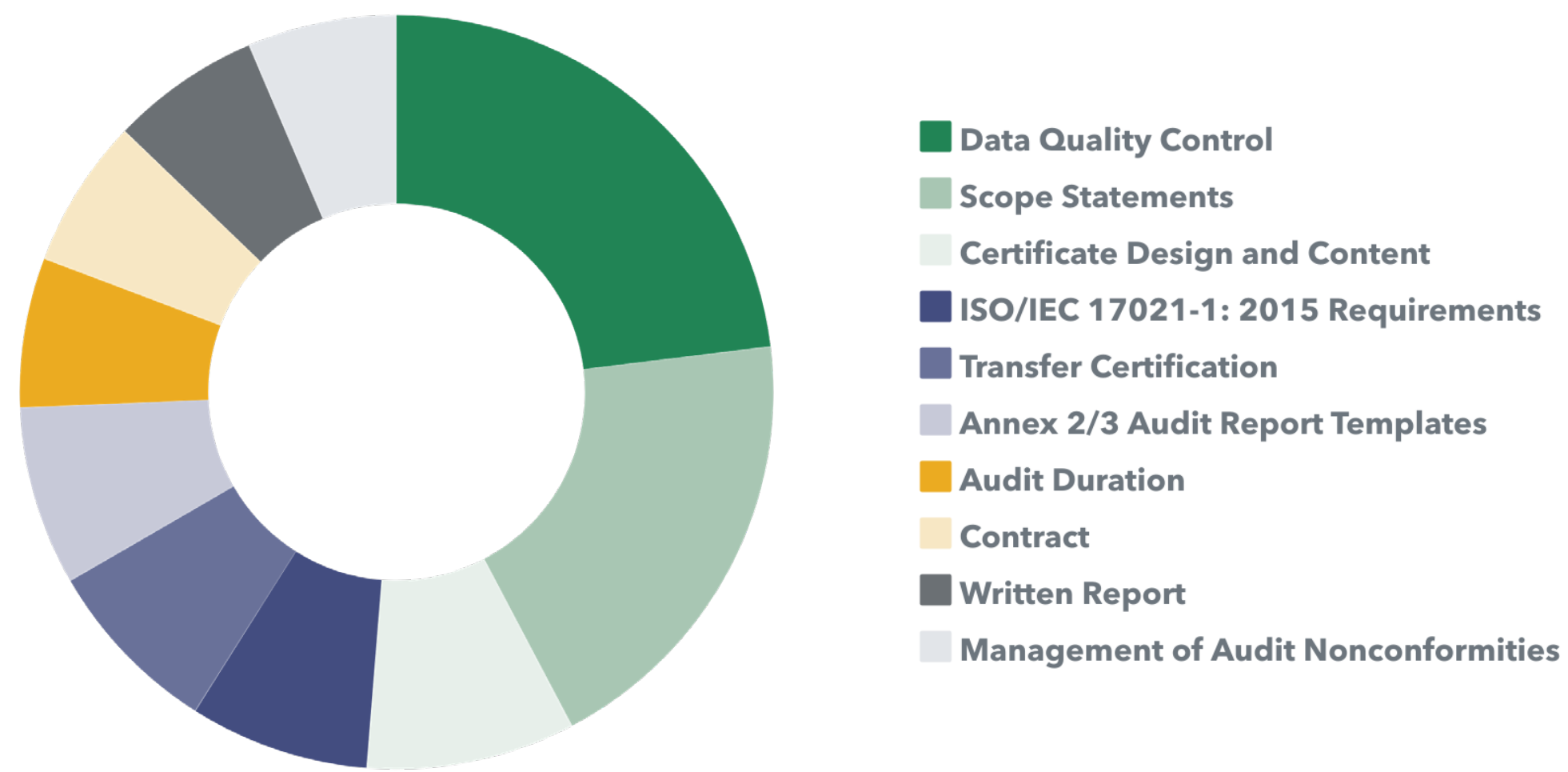
FSSC 22000 Version 6 is expected to be published on 1 April 2023, and a 12-month transition period is granted to allow Certification Bodies and Certified Organizations to make the conversion. Supporting webinars, guidance documents, and E-learning will be developed in addition to the Scheme documents to assist users with implementing Version 6.



MAIN NONCONFORMITIES RAISED DURING DESK REVIEWS



MAIN NONCONFORMITIES RAISED DURING OFFICE ASSESSMENTS



INTEGRITY PROGRAM

The Integrity Program ensures an additional level of assurance and governance, beyond that provided by Accreditation Bodies. It is one of the key mechanisms in providing trust in certification to our stakeholders and the consumer goods industry. The program focuses on continued assurance and compliance activities linked to the performance of our licensed Certification Bodies.

Monitoring Certification Body performance is multi-dimensional and includes off-site desk review activities of audit information uploaded into our system. Certification Body on-site office assessments focus on the Certification Bodies management system and how they implement the Scheme requirements alongside data tracking and monitoring key performance indicators.

In 2022, we performed 434 desk reviews and 48 office assessments in 30 countries. These evaluations resulted in a total of 1418 Nonconformities (NCs), against the FSSC 22000 Scheme requirements and are used as a driver for continuous improvement.

Escalations 2022

FSSC uses a card system to flag compliance breaches, consisting of yellow and red cards issued based on the severity of the noncompliance. In 2022, ten yellow cards and four red cards were issued. More severe infringements result in the suspension of the Certification Body license and could result in license termination.

Onboarding Program

In line with the FSSC ethos, we continued implementing our Onboarding Program for new Certification Bodies in 2022. The program aims to support Certification Bodies in understanding the Scheme requirements, e.g., through E-learning and mentoring sessions, with the aim to improve Certification Body performance.

To date, 31 Certification Bodies have enrolled in the Onboarding Program.

MAIN COMPONENTS OF THE FSSC ONBOARDING PROGRAM



Mentoring
Clarity in achieving the objectives
Interactive



Integrity Program Monitoring
Desk Reviews
Office Assessments



Training
Technical, Portal, IP Topics
E-Learning including Exams



Performance
KPI Monitoring
Results of Training
NC Recurrence

LAUNCH OF FSSC 24000

Next to the flagship Scheme FSSC 22000, we launched the Social Management System Scheme FSSC 24000 at the FSSC Insights Event in October 2022. The Scheme is based on the internationally recognized, independent management system standard PAS 24000, developed and published by BSI in September 2022. This innovative standard enables organizations to create social impact by improving overall labor-related social performance and thus contribute to other Sustainable Development Goals than those only related to Food Safety.

The FSSC 24000 Scheme targets consumer goods manufacturing and processing organizations (food and non-food), including their related service providers. FSSC 24000 is an audit and certification Scheme for social sustainability management systems that aligns with the ISO Management System approach. The aim of the Scheme is to ensure that organizations provide safe and fair working conditions, meet business ethics requirements, and apply human rights due diligence in their supply chain management. All Certified Organizations will be listed in a public register on the FSSC website.



ISO HARMONIZED STRUCTURE

Alignment to the ISO Harmonized Structure facilitates integration with other ISO management system standards. Organizations with existing management systems – such as FSSC 22000 for food safety management – can integrate the same approach toward meeting social objectives and performance.



NEXT STEPS IN 2023 TO STRENGTHEN MARKET ACCEPTANCE

IAF MLA APPROVAL

Foundation FSSC will apply to endorse the FSSC 24000 Scheme as a sub-scope of the International Accreditation Forum (IAF) and their Multilateral Recognition Arrangement (MLA).

Once IAF members have endorsed the FSSC 24000 Scheme as a sub-scope, Certification Bodies require accreditation by an Accreditation Body recognized under the IAF MLA sub-scope for their FSSC 24000 certification activities, similar to the earlier endorsement of the FSSC 22000 Scheme.

This provides assurance and trust in accredited third-party certification through reliable and consistent certifications with Accreditation Body oversight in a globally harmonized manner.

ITC STANDARDS MAP

The International Trade Center (ITC) is an agency of the United Nations that presents in-depth information on sustainability standards through its Standards Map database.

It comprises baseline indicators that allow for benchmarking environmental and social sustainability standards performance.

Alongside the FSSC 22000 Scheme, it is also planned to have the FSSC 24000 Scheme listed on the Standards Map database so interested stakeholders can access critical features before making certification decisions.

SSCI RECOGNITION

FSSC also plans to apply for the Sustainable Supply Chain Initiative (SSCI) recognition. The SSCI is the Consumer Goods Forum (CGF) Coalition of Action that recognizes Scheme Owners following a successful benchmarking process.

The benchmarking aims to provide clear guidance to the consumer goods industry that a Scheme demonstrably covers essential sustainability requirements and applies relevant governance and verification.

SSCI recognition of FSSC 24000 certification will build client confidence and lead to global acceptance among those that adopt the SSCI principles, in the same way as the recognition of FSSC 22000 by the Global Food Safety Initiative (GFSI), which is the CGF Coalition of Action to oversee food safety standards.

FSSC SOLUTIONS

LICENSED PARTNERS

The Foundation is pleased to work with licensed Certification Bodies, Accreditation Bodies, and Training Organizations. They are our partners, and it is only through collaboration with these partners that we can safeguard reliable audits and certification of our Schemes. An ongoing dialogue with our partners is crucial to ensure we serve the consumer goods industry in the continuous improvement of food safety and social sustainability.

Only licensed Certification Bodies are allowed to deliver audits against the FSSC 22000 and FSSC 24000 Schemes. To become licensed, a Certification Body needs to meet our Scheme requirements and achieve accreditation to ISO/IEC 17021-1 (and ISO 22003 for FSSC 22000). This accreditation ensures that Certification Bodies operate according to management system standards governed by the International Accreditation Forum (IAF) and are continuously monitored by recognized Accreditation Bodies.

We work closely with our recognized Accreditation Bodies to further build trust in certification, as accreditation forms an integral part of the Scheme governance. In 2022, we finished signing cooperation agreements with all our Accreditation Bodies.



Since 2017, FSSC has continued to play an active role through our IAF associate membership of the User Advisory Committee and recently assumed the vice-chair position. The year 2022 also saw FSSC accept a leadership role as co-convenor of the newly formed working group on sustainability.

FSSC HARMONIZATION PROGRAM

FSSC introduced its newly positioned Harmonization Program in October 2022, encompassing a selection of courses offered through the FSSC E-Learning Platform. The Harmonization Program contains mandatory training for our licensed Certification Bodies and Accreditation Bodies, with the purpose of further providing transparency and trust in our alignment of knowledge and Scheme understanding. The program is convenient with its presence online and can be followed at the time and location preferred by our global partners.

At FSSC, we aim to make training more comprehensive, widespread, and accessible. We want to share knowledge and expand our impact as part of our giving-back strategy. This is the main focus behind the FSSC Management Board announcement that FSSC will discontinue licensing Training Organizations as of 1 January 2023. The licensing of Training Organizations will be replaced by free FSSC capability development tools, such as e-learning courses and guidance documents that will be available to interested stakeholders, Certification Body auditors, Accreditation Body assessors, and the industry in general.

MYFSSC

All our partners have access to MyFSSC, where they can consult the FSSC knowledge base and submit a ticket through the Helpdesk.

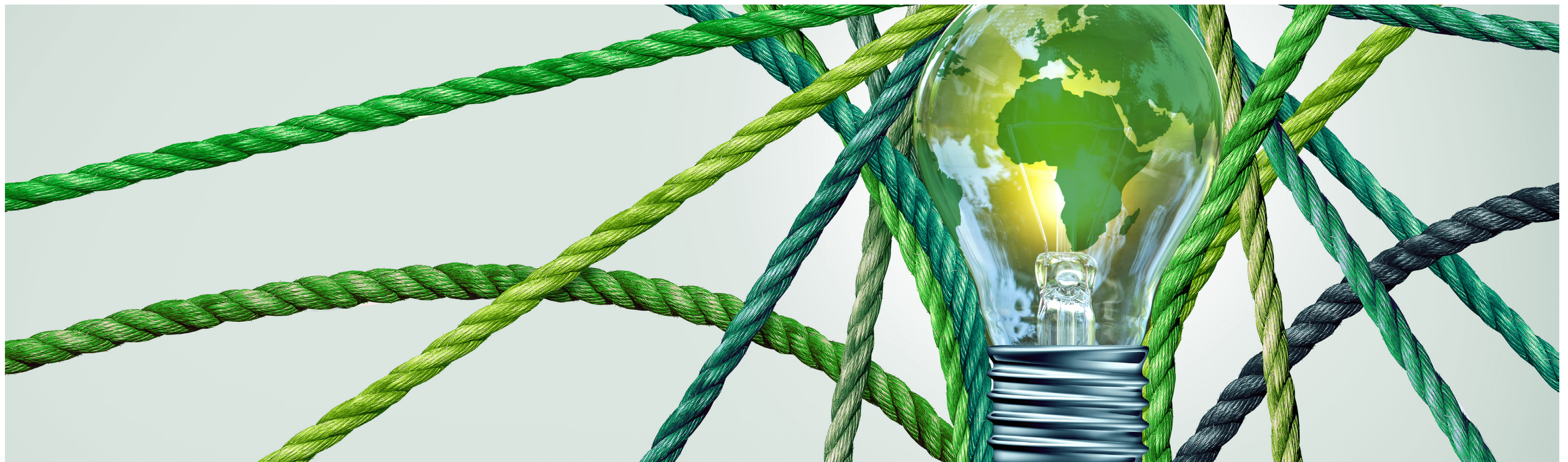
Technical Newsletters and Webinars

Throughout 2022, we published 11 technical newsletters to inform FSSC partners of key developments within the organization, and held two technical webinars, which were dedicated exclusively to our partners:

- Updates on the Assurance Portal (15 February 2022)
- FSSC 24000 Social Management System Certification (6 December 2022).

FSSC Insights Event

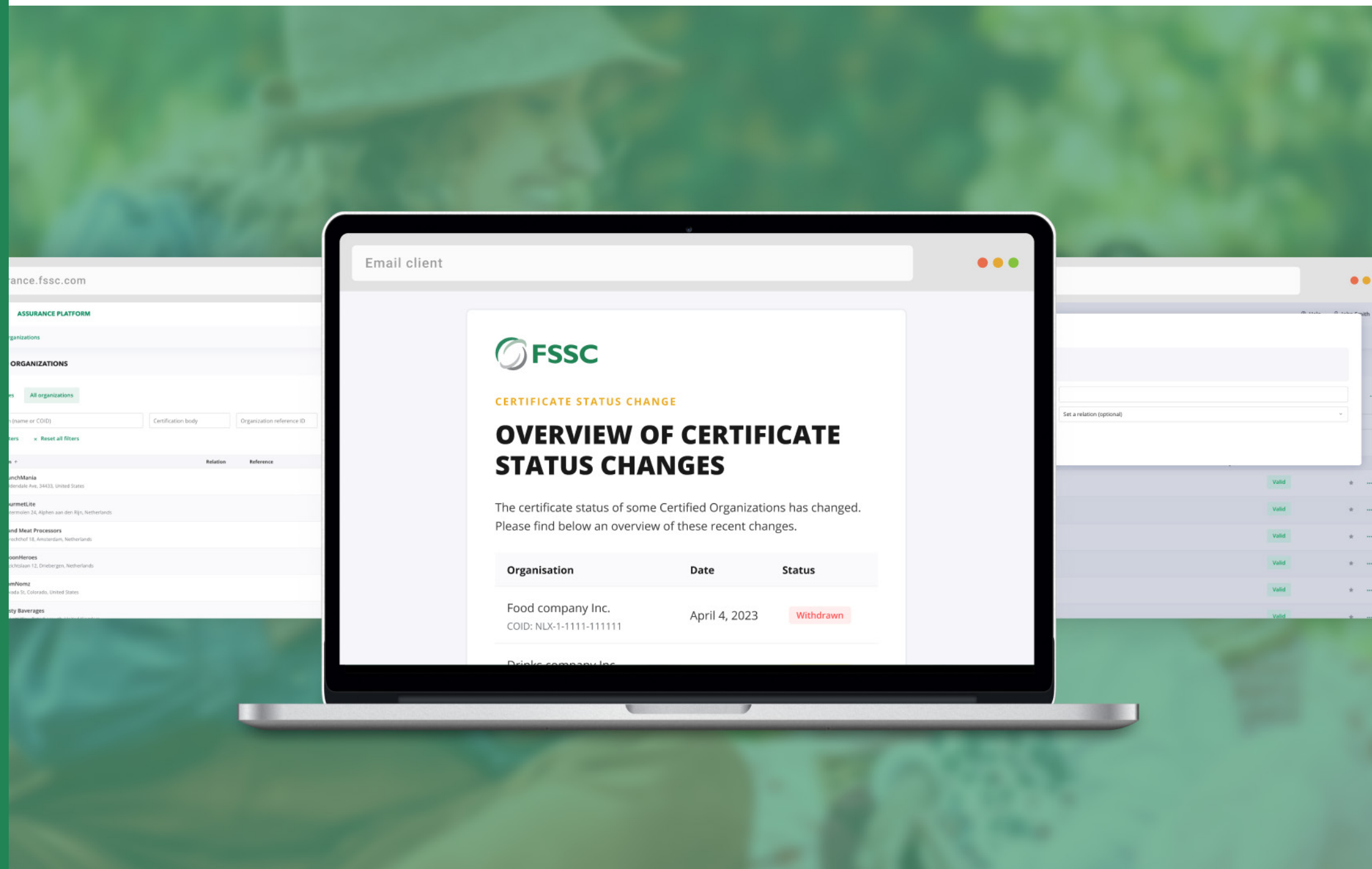
The FSSC Insights Event of 2022 took place online, with participants joining one of two sessions held on 12 and 13 October. The theme was 'Co-creating a reliable supply chain.' Together with 443 participants, we explored how the Foundation and our partners can contribute towards increased reliability within the FSSC Schemes.



FSSC ASSURANCE PLATFORM

The FSSC Assurance Platform contains the data of all performed audits in a fully protected digital environment. To develop a secure digital solution to make these data available, we initiated co-creation projects with several certified food manufacturers and food service organizations. This collaboration resulted in the development of FSSC On-Site, which provides valuable insight into the certification status of all Certified Organizations, including real-time updates of certificate validity changes. It can also support continuous improvement of an organizations management system and provide transparency on the certification status.

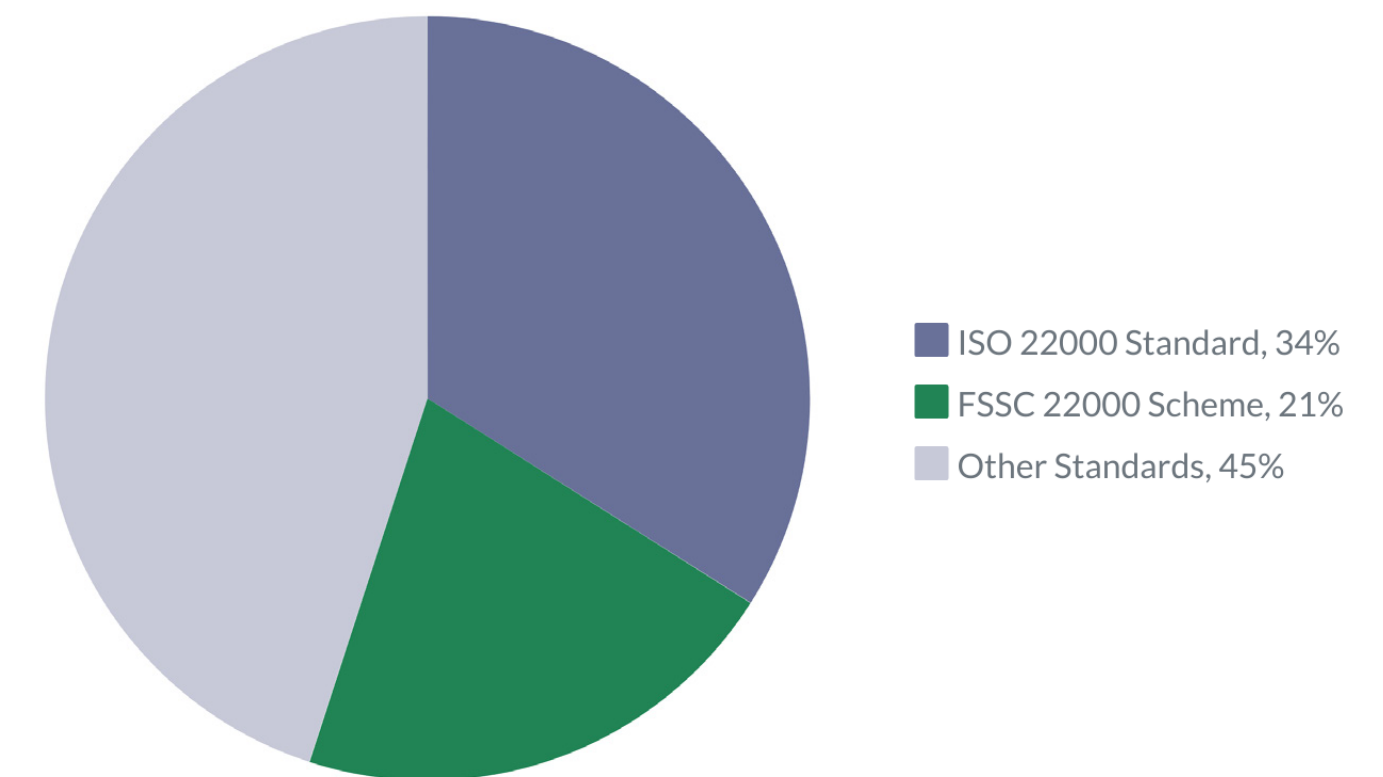
The co-creation process continues to develop additional digital solutions that will include more detailed audit information, with full respect for confidentiality. It shows how collaboration with our partners and end-users results in high-level tools and solutions that benefit all supply chain organizations.



BRAND RESEARCH

To first measure where FSSC stands as a brand, FSSC initiated a quantitative survey among global food safety professionals on FSSC’s brand performance on trust and impact indicators and key characteristics of the FSSC 22000 Scheme. We included the same trust and impact indicators and characteristics in an internal survey among our partner Certification and Accreditation Bodies. We were honored to find that, after ISO 22000, FSSC 22000 is the most preferred food safety certification Scheme among almost 500 global food safety professionals.

PREFERENCE FOR ISO-BASED FOOD SAFETY CERTIFICATION



Approximately 75% of food safety professionals indicated that they give a ‘very good’ or ‘excellent’ score on statements relating to FSSC having an impact, providing trust, contributing to world food safety, and creating a better world. In the internal survey all FSSC’s top 20 partner Certification Bodies and most of the other Certification Bodies gave a ‘very good’ or ‘excellent’ score on the statement relating to FSSC contributing to world food safety. The same applies to the scores for the fit they see with key characteristics of the FSSC 22000 Scheme, such as providing assurance, reliable audits against the Scheme, continuous improvement, and being ISO-based.

FSSC PARTNERSHIPS AND COLLABORATIONS

IAF MLA

Accreditation is the independent, third-party evaluation of Certification Bodies against conformity assessment standards, and it forms an integral part of FSSC Scheme governance. The International Accreditation Forum (IAF) is a worldwide association of Accreditation Bodies and other bodies interested in conformity assessment, such as Certification Bodies, industry associations, and Scheme Owners like FSSC.

IAF aims to reduce risks for businesses and their customers by assuring that accredited certificates can be relied upon. One of the mechanisms to realize this assurance is to maintain and develop a Multilateral Recognition Arrangement (MLA) to enable recognition of accredited certification between its Accreditation Body members. This is of great importance for the FSSC 22000 and FSSC 24000 Schemes, as it will safeguard acceptance and harmonization of the accreditation and certification processes globally. IAF strives for 'accredited once, accepted everywhere - certified once, accepted everywhere.'

IAF members have already endorsed the FSSC 22000 Scheme as a sub-scope of the IAF MLA, which means our FSSC 22000 Scheme meets the IAF international standards for the accreditation process worldwide. Following up on this success, FSSC has continued to work on formalizing the relationships with all our recognized Accreditation Bodies to further build trust in certification through a cooperation agreement that was achieved in 2021 and 2022.



COLLABORATION WITH GFSI & ISO

Achieving impact means working closely with our partners, meeting stakeholder expectations, and considering external drivers. This concept forms the basis for continual improvement of the Scheme to ensure that FSSC remains a relevant and trusted brand in the consumer goods industry. In support of this, we are involved with several industry networks and stakeholder groups that have an objective to provide safe food to the world, as listed below:

International Standardization Organization (ISO)

ISO management system standards, including accreditation, are vital components of the FSSC Schemes. To this end, we are involved in several ISO working groups to stay current with significant developments and contribute our expertise as large-scale ISO users.

One of the collaborations in 2022 was the work on the revision of ISO 22003, which is a normative document for the accreditation of Certification Bodies that deliver Food Safety Management System audits and issue certificates. Furthermore, we are part of a working group reviewing the current ISO 22002 Technical Specification standards for food industry prerequisite programs.

Recognition and Acceptance by Industry and Regulators

One of the key differentiators of the FSSC 22000 Scheme is its recognition by the Global Food Safety Initiative (GFSI). FSSC actively participates in various working groups with GFSI, such as the Stakeholder Advisory Forum (SAF). Benchmarking also extends to work with regulators, which in the case of FSSC 22000 certification by food business operators, includes acceptance of our Scheme by the Dutch, French, and US governments.

GIVING BACK WITH UNIDO

On 15 June 2022, UNIDO and Foundation FSSC signed a trust fund agreement to promote food safety from farm to fork in low- and middle-income countries. The agreement runs for an initial period of three years. The strategic partnership aims to develop robust food

safety systems in selected low- and middle-income countries through capacity-building activities to reduce the socio-economic impact of food-borne diseases.

Selected low- and middle-income countries will receive support in creating a food safety culture at different levels. From food safety practitioners and small and medium enterprises to national food associations and food safety authorities, the aim is to ensure that the food produced is safe for local consumption.

Our first project was to conduct a 'Train the Trainers' course for food safety experts in Ethiopia. The training addressed vital elements of Food Safety Management Systems (FSMS), focusing on the hygienic production and processing of safe and quality Moringa tree (*M. Stenopetala* and *M. oleifera* species) products.

The five-day hybrid event, which included a field visit to observe the Moringa supply chain in person and the potential application of the knowledge gained during the training, trained 22 participants from different institutions, government agencies, universities, and food manufacturing companies. As a result of the course, participants are ready to train local support institutes and selected cooperative members in the moringa supply chain to ensure that moringa products produced in the cooperatives meet food safety requirements.

Thanks to the contribution of FSSC, UNIDO will continue to provide training activities, equipment, and tools needed to reduce the socio-economic impact of foodborne diseases in the countries most in need. FSSC will continue to donate funds and provide knowledge resources to support Food Safety capacity building for local production and consumption in those countries. Giving back is a key element to achieving FSSC's vision of creating a better world, and the partnership with UNIDO forms an integral part of FSSC's giving-back strategy.

UNITED NATIONS GLOBAL COMPACT MEMBERSHIP

As of 15 October 2021, Foundation FSSC officially joined the United Nations Global Compact, a worldwide sustainability-oriented initiative. It received a mandate from the United Nations to also support the private sector in creating an impact by realizing the UN SDGs. FSSC strives to advance the ten principles of the UN Global Compact Initiative through our Schemes and the contributions of the Foundation.

As a non-business participant in the UN Global Compact, Foundation FSSC is committed to submitting a Communication on Engagement (COE) every second year. The COE discloses specific activities a non-business participant uses to support the UN Global Compact and its endeavors. In our first COE, we make known our continuous efforts to integrate the Ten Principles into FSSC's business strategy, culture, and daily operations, and we report on our contribution to the United Nations' goals, particularly the SDGs.

Commitments, target setting and progress

Foundation FSSC has set its own organizational objectives toward creating impact, marked as Internal Impact. We have also addressed the External Impact: this is the impact through the industry as a result of implementing the FSSC 22000 and the new FSSC 24000 Scheme. The FSSC implementation strategy is based on the UN Global Compact Management Model that guides companies through the process of formally committing to, assessing, defining, implementing, measuring, and communicating a sustainability strategy based on the Global Compact and its principles:

- **Commit:** Leadership commitment to mainstream the Global Compact principles into strategies and operations and to take action in support of broader UN goals transparently.
- **Assess:** Assess risks, opportunities, and impacts across Global Compact issue areas.
- **Define:** Define goals, strategies, and policies.
- **Implement:** Implement strategies and policies throughout and across the company's value chain.

- **Measure:** Measure and monitor impacts and progress toward goals.
- **Communicate:** Communicate progress and strategies and engage with stakeholders for continuous improvement.

After joining the Global Compact as part of FSSC's commitment from a leadership perspective, we started in 2021 to get more familiar with the requirements, goals, and impact toward the Foundation and the impact of the FSSC Schemes in the supply chain. FSSC continued this journey in 2022 by attending and actively participating in the training courses and information sessions organized by Global Compact Netherlands. This effort continued into the assessment of 2022 risks, opportunities, and impact targets.

We have classified our commitment, targets, and progress into two main areas: social and environmental sustainability, all aligned to the ten principles of the Global Compact.

FSSC is proud of its unique culture based on our organization's values: transparency, integrity, ambition, engagement, and care. We are committed to the principles of equal employment opportunity for all employees and providing a work environment free of discrimination and harassment.






All employment decisions at FSSC are based on business needs, job requirements, and individual qualifications without regard to the following:

- Race, color, religion, or belief
- National, social, or ethnic origin
- Sex, including pregnancy
- Age and disability
- Sexual orientation, gender identity, or expression, or
- Any other status protected by the laws or regulations in the locations where we operate
- FSSC does not tolerate discrimination or harassment based on any of these characteristics.

THE 10 PRINCIPALS OF THE UN GLOBAL COMPACT

HUMAN RIGHTS	PRINCIPLE 1	Businesses should support and respect the protection of internationally proclaimed human rights.
	PRINCIPLE 2	Businesses should make sure that they are not complicit in human rights abuses.
LABOR STANDARDS	PRINCIPLE 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
	PRINCIPLE 4	Businesses should uphold the elimination of all forms of forced and compulsory labor.
	PRINCIPLE 5	Businesses should uphold the abolition of child labor.
	PRINCIPLE 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.
ENVIRONMENT	PRINCIPLE 7	Businesses should support a precautionary approach to environmental challenges.
	PRINCIPLE 8	Businesses should undertake initiatives to promote greater environmental responsibility.
	PRINCIPLE 9	Businesses should encourage the development and diffusion of environmentally friendly technologies
ANTI-CORRUPTION	PRINCIPLE 10	Businesses should work against corruption in all its forms, including extortion and bribery.

FOUNDATION FSSC INTERNAL IMPACT

FSSC Values & Commitment	Impact Target & Achievement 2022	Global Compact Business Principle	SDG
<p>FSSC is committed to the principle of equal employment opportunity for all employees and providing a work environment free of discrimination and harassment.</p>	<p>FSSC has a Code of Conduct in place applicable to its employees.</p> <p>FSSC Management Team Gender Balance:</p> <ul style="list-style-type: none"> • Female: 6 (COO / Scheme / Integrity / HR / Learning & Development / Marketing) • Male: 5 (CEO / CMO / Market Development / Digital Services / Operations) <p>FSSC employs a multinational team consisting of 37 employees of 15 different nationalities.</p> <p>FSSC has an externally validated and transparent remuneration policy to support equal pay for equal work.</p>	<p>Principle 1,2,3,4,5</p>	
<p>FSSC ensures that all team members are clear about the ethical behavior we expect of them.</p>	<p>FSSC team members have signed a Code of Conduct in which they commit themselves to the Foundation's values and conduct themselves ethically in their work.</p> <p>All new FSSC team members are trained by an induction plan.</p>	<p>Principle 3</p>	
<p>FSSC is committed to working with organizations whose values align with ours.</p>	<p>FSSC has developed and communicated a Code of Ethics that covers ethical behavior expectations for all our partners and suppliers.</p>	<p>Principle 1, 2, 3, 4, 5</p>	
<p>FSSC Giving Back & Capacity Building</p>	<p>FSSC has signed a cooperation agreement with UNIDO to build capacity for food safety management in the supply chain.</p> <p>FSSC & UNIDO developed and executed a training on Food Safety in Ethiopia on Morenga farming and production.</p> <p>FSSC supports food safety research projects with Wageningen University students through a Master of Science thesis.</p>	<p>Principle 1,2</p>	
<p>FSSC Environmental Impact</p>	<p>FSSC is working on an inventory of its environmental impact to inform setting a climate-neutral target.</p> <p>All FSSC employees and supporting partners received a green Gift by donating a tree to create our FSSC Forest.</p> <p>FSSC Commuting & Travel policy encourages environmentally friendly traveling by supporting public transport for all employees.</p>	<p>Principle 7, 8, 9</p>	

FOUNDATION FSSC EXTERNAL IMPACT

FSSC Values & Commitment	Impact Target & Achievement 2022	Global Compact Business Principle	SDG
<p>FSSC 22000 Food Safety Management System Certification</p>	<p>Ensuring safe food with more than 32,000 FSSC 22000 certificates facilitating food security and economic development.</p> <p>Provision of safe food for consumers worldwide, thereby minimizing food waste.</p> <p>FSSC Scheme version 6 now also includes food waste requirements which result in GHG emission reduction when reduction is achieved.</p>	<p>Principle 1,2,3,4,5,6,7,8,9,10</p>	
<p>FSSC 24000 Social Sustainability Management System Certification</p>	<p>FSSC Developed and launched a new social sustainability certification Scheme in 2022 that will support organizations to implement socially acceptable working conditions in the consumer goods manufacturing supply chain.</p> <p>FSSC has also become a member of the IDH/ISEAL working group on the living wage.</p>	<p>Principle 1,2,3,4,5,6,7,8,10</p>	

BUILDING A COMMUNITY WITH THE CONSUMER GOODS INDUSTRY

Although our partners are crucial in reaching the industry, FSSC aims to build a community with the consumer goods industry. We do so by including industry partners in our governance structure (Board of Stakeholders and Advisory Committee) and involving them in co-creation activities.

Alongside these formative connections, FSSC reaches out to the industry directly with our public newsletters, public webinars, and online.

Public Newsletters

FSSC published quarterly public newsletters in 2022 to inform anyone interested in any news related to the Foundation and its Schemes.

Public Webinars

We proudly commenced a series of free FSSC Insights webinars – quarterly public events which were open to anyone interested in the topics:

From ISO 22000 to FSSC 22000 (10 February 2022)

- What is FSSC 22000 (10 May 2022)
- Food Fraud (7 July 2022)
- Food Safety Culture (22 November 2022)

FSSC.com Website

With the FSSC 24000 Scheme for Social Management Systems launched to stand next to the FSSC 22000 Scheme for Food Safety Management Systems, Foundation FSSC released a new website. The website provides valuable information to anyone interested in certification of food safety or social management systems.

Most visited sections of the FSSC website include the Public Register of Certified Organizations to our Scheme(s) and access to the Scheme documents, which are available to download at no cost.

Other popular webpages include those where we share informative documents that offer guidance across multiple topics, like food fraud and food defense, which are also available to the public free of charge. The Insights page provides industry-relevant information, such as news articles, upcoming events, webinar recordings, and presentations of past Insights webinars.

Social Media

Foundation FSSC's social media strategy focuses on LinkedIn and Twitter. The audience for our LinkedIn company page grew 26,8% in 2022 to over 53,000 followers, with an average engagement rate of around 5%. Alongside our company page, we facilitate discussions, job opportunities, and event sharing through a community of food safety conscious members in our FSSC 22000 LinkedIn group, which contains over 50,000 professionals.

On Twitter, @FoundationFSSC has approximately 6,800 followers. Our social media offers content on FSSC Schemes and other relevant initiatives supporting and involving our stakeholders.





WEBSITE

EMAIL

LINKEDIN

TWITTER

