



Beyond The Checklist:
Proving Food Safety Culture for SQF Edition 10

Jeff Chilton: Rootwurks Strategic Advisor and CEO Peak Advisors

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Agenda

Welcome!

Rootwurks Introduction

What's New – SQF Edition 10 and the updated GFSI Position Paper

The 5 Dimensions of Food Safety Culture

Defining Objectives and Measuring Food Safety Culture

How Auditors are shifting from methodology to mindset

How to implement feedback systems

How to bridge the gap between policy and behaviors

Framework for Proving Food Safety Culture Improvements

Resources



The Most Affordable Training Platform for SQF 10 Compliance

Booth 325



Confidently Prepare Your Team for SQF 10 with a platform built to meet new demands



Easily Verify Competency in Real Time



Assign Training by Role, Dept, and Task



Track, Assess, and Elevate Safety Culture



Stay Audit-Ready and Ditch the Pen and Paper



Access expert, strategic consulting that builds food safety culture



Save 40% to 60% on average compared to legacy training platforms

What's New – SQF Edition 10 Requirements!

2.1.1.2

Site management shall build a positive food safety culture within the site that ensures that all requirements of the SQF Food Safety System are implemented and maintained.

All personnel shall:

- i. Understand and fulfill their food safety and regulatory responsibilities;
- ii. Notify management about actual or potential food safety issues;
- iii. Act to resolve food safety issues within their scope of work; and
- iv. Demonstrate commitment to the production and safe handling of food.

2.1.1.3

A food safety culture assessment plan to drive continuous improvement shall be documented, implemented, and maintained.

This plan shall address at a minimum:

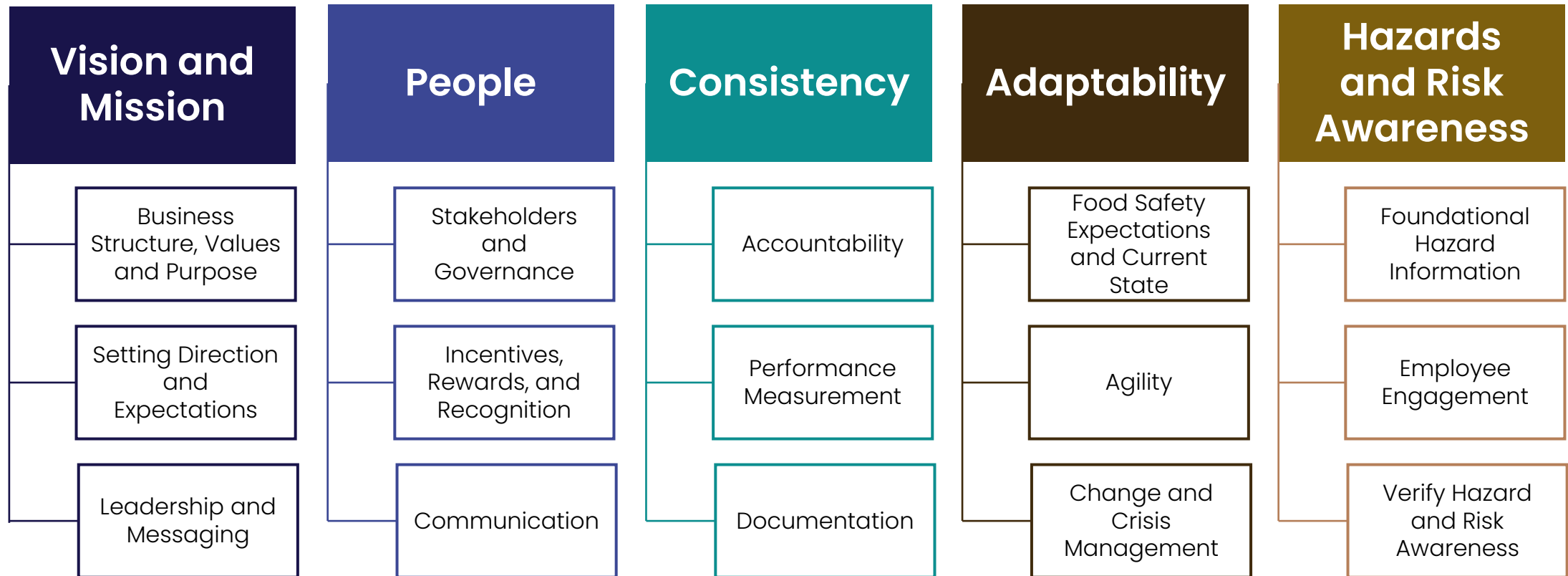
- i. Effective communication strategies to ensure all personnel are informed and engaged in food safety practices;
- ii. Comprehensive training programs for all personnel including site management;
- iii. Mechanism to collect and address feedback from all personnel regarding food safety practices; and
- iv. Regular measurement and evaluation of food safety-related activities.

What's New – Updated GFSI Position Paper

- Updated March 2026
- Updated Definition: a concept existing in all food businesses relating to the deeply rooted beliefs, behaviors, values and assumptions that are learned and shared by all employees, and which integrate to impact the food safety performance of the organization.
- Integration of shared values, behaviors, risk awareness and organizational learning
- FSC is a critical determinant of food safety outcomes
- FSC must be measurable, actionable and continuously improved



GFSI Food Safety Culture Dimensions



Measuring Food Safety Culture

Employee Feedback Survey Example

Knowledge & Understanding

(Do people 'get it')

- I understand the main food hazards for my job.
- I know what could go wrong if food safety procedures are not followed in my area.
- I understand how my role impacts product safety and customer risk.

Engagement & Ownership

(Do people care + act?)

- If I see a food safety risk, I feel comfortable speaking up.
- I believe leadership truly prioritizes food safety over output when there is a conflict.
- I feel empowered to stop work if I believe food safety is at risk.

Communication & Training Effectiveness

(Is the system working?)

- Food safety expectations are communicated clearly in a way I can understand
- Training helps me handle real situations I face on the job.
- I believe our site's food safety culture has improved in the past 6-12 months.

Measuring Food Safety Culture

Objectives and Driving Continuous Improvement Examples



Operational Controls

% of CCP checks completed on time

CCP deviations per 1,000 production hours

PRP compliance scores (sanitation, allergen, GMP audits)



Verification & Monitoring

Internal audit scores by module (monthly/quarterly trends)

Environmental monitoring trend lines

% of monitoring records verified on time by supervisors



Corrective Action Effectiveness

Average time to close CAPAs

% of repeat deviations (recurrence rate)

% of root causes linked to training, process, or equipment

Measuring Food Safety Culture

Driving Continuous Improvement Examples



People & Training Effectiveness

Post-training knowledge
assessment scores

Observation-based behavior compliance
(ex. allergen changeover)

% of critical roles current on
required training



Supplier & Input Controls

Supplier approval status % current
COA non-conformance rate

Raw material defect trend by supplier



Management Review Metrics

Monthly food safety KPI dashboard
reviewed by leadership

Trending of top 5 food safety risks

Action closure rate of food
management review



Auditor Shifts – Methodology to Mindset

- Senior Management engagement
- Food Safety Culture Assessment
Plan robustness
- Plant Observations – GMP Compliance,
Employee Interviews, Facility Conditions
- Employee Engagement
- Plant signage and communications
- Training Implementation and effectiveness

How to implement feedback systems

- Two-way communications are critical to positive food safety cultures
- Must be much more than top-down Management communications
- Sites must solicit and respond to feedback from employees concerns and suggestions
- Best practices to get employees engaged and communicating:
 - Recognition for Food Safety Hero's and Champions
 - Employee Suggestion cards or forms
 - Apps or SmartSheets with open input
 - Food Safety Culture Surveys, Debriefs and Action Plans





Bridge the gap between policy & behaviors

- It must be more than a written program!
- Help employees understand the “Why” behind what has to be done
- Secure employee commitment to practice right behaviors
- Audit your systems to see if they are really working – daily inspections, Gemba Walks, monthly audits
- Move from firefighting and repeating problems to robust improvements

Framework for Proving FSC Improvement



Management

- Senior Management commitment
- Management engagement at all levels
- Food Safety Culture Assessment Plan Details for Communications, Training, Feedback and performance Measurement
- Complete effective training
- Define and measure the right objectives
- Demonstrate improvement
- Use Surveys for quantitative results
- Communicate, solicit feedback and recognize people



Employees

- Employee engagement
- Frequent communications – daily
- GMP compliance routinely
- Training delivery and effectiveness
- Encourage peer to peer support and accountability
- Visual reminders with signage and messages
- Readiness for interviews
- Ask their opinion and for their feedback



Key Takeaways



Start Now, Be ready!



Measure & Improve!



Train and Communicate!

Resources:

- <https://products.rootwurks.shop/food-safety-culture-survey-1>
- <https://products.rootwurks.shop/food-safety-culture>
- <https://products.rootwurks.shop/food-safety-culture-es>
- <https://mygfsi.com/wp-content/uploads/2026/03/GFSI-Food-Safety-Culture-Position-Paper-March-2026.pdf>
- <https://www.sqfi.com/the-sqf-code/choose-your-code/library-of-codes/food-manufacturing>



Peak Food Safety Culture Assessment process and KPIs



www.peakadvisors.com



info@peakadvisors.com



Peak Advisors



**Thank
You!**