



SOBEYS INC. FOOD SAFETY POLICY

DATE: JUNE 7, 2017

VERSION: 1

APPROVED BY: MICHAEL MEDLINE – PRESIDENT & CHIEF
EXECUTIVE OFFICER



**We are a family
nurturing families**

Sobeys Inc. Food Safety Policy

Food safety is an expectation of our customers and the highest priority for Sobeys Inc. Our Company is committed to providing safe, wholesome, quality products to our customers. To this end, it is the responsibility of every employee, both corporate and franchise, to actively and rigorously support the following policy:

It is Sobeys Inc.'s policy that all products offered for sale must be safe and secure and in compliance with all applicable government legislation. Every employee is obliged to adhere to the highest standards relating to food handling, product temperature integrity, prevention of cross contamination, personal hygiene and sanitation. These standards apply to both ongoing and proactive prevention measures as well as to any response undertaken to resolve a food safety issue, if identified.

In fulfilling this commitment, management and franchise affiliates will:

- Take all reasonable steps to understand and effectively communicate and execute all food safety and labeling policies, standards, guidelines and procedures;
- Review the performance of all business units to ensure business practices are consistent with all food safety and labeling policies, standards, guidelines and procedures;
- Require all employees to fulfill their obligations related to all food safety and labeling policies, standards, guidelines and procedures as a condition of employment; and
- Comply with all legislation related to food safety, security and labeling.

All managers, operators and supervisors are responsible for ensuring that:

- All food safety practices are in keeping with Sobeys Inc.'s food safety programs and are effectively executed;
- Employees are trained in food safety and product handling processes and procedures;
- All workplaces, equipment and tools are maintained in good working order and are in sanitary condition; and
- All identified hazards and/or risks are promptly and effectively addressed.

Each employee is responsible for:

- Completion of food safety training as required related to the maintenance of proper temperature control, prevention of cross contamination, proper personal hygiene, sanitation and pest control practices;
- Notifying management of any situation or circumstance that may lead to a microbiological, chemical (including allergenic) or physical hazard in food or non-food products we sell to our customers or that may result in a product safety issue**; and
- Compliance with all Company food safety and labeling policies, standards, guidelines and procedures.

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***Employees who are uncomfortable with reporting significant and/or systemic food safety issues to store management are encouraged to call the Ethics Line at 1-888-427-2530. This 24-hour-a-day, toll-free service allows Sobeys Inc. employees to anonymously report concerns regarding actions and behaviours that are illegal, unethical or potentially damaging to Sobeys Inc.'s overall corporate reputation or the integrity of its brands.*

