



Adding
Value
to
Food

Technical Information

FAQ Pack

Issue No. 96

Date of Issue:

29/10/2025

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Section 1 - Scobie & Junor Group Information

The company was founded in 1918 by John Scobie & John Junor. It was purchased by John Wicklow and John Bryce in the 1950s. It is currently owned by the Wicklow family. In 2004 the company moved to the current premises in East Kilbride to bring all business activity under one roof. The company's business covers warehousing of a range of ingredients and packaging for the food industry, machinery for the food industry and a dry ingredient blending plant. The manufacture of elastic meat netting and covered rubber and thermoformed bone caps is also undertaken at this site. Customers range from Supermarkets, large meat processing plants, small to medium meat processing plants and butcher shops. Butchers are encouraged to visit <https://www.scobiesdirect.com/>.

The Scobie & Junor Group is made up of the following 3 sites:

| Name and Address & Contact Details. | Site Activities | Certifications Held |
|---|--------------------------------------|---|
| Scobie & Junor (Estd. 1919) Ltd. 1 Singer Road Kelvin Industrial Estate East Kilbride Glasgow G75 0XS Tel: +44 (0) 1355 237041 Fax: +44 (0) 1355 576343 Email: info@scobie-junor.co.uk Website: www.scobiesdirect.com | Food Manufacturing | BRCGS Food Organic Farmers & Growers RSPO |
| | Food Packaging Manufacturing | BRCGS Packaging Kosher |
| | Wholesale of Food and Non-Food Items | BRCGS Storage & Distribution. |

| Name and Address & Contact Details. | Site Activities | Certifications Held |
|--|--------------------------------------|-------------------------------|
| Scobie & Junor (Ireland) Ltd. 14 McKinney Road McKinney Industrial Estate Newtownabbey BT36 4PE Tel: +44 (0) 2890841025 Fax: +44 (0) 2890843547 Email: claire@scobie-junor.com Website: www.scobiesdirect.com | Wholesale of Food and Non-Food Items | BRCGS Storage & Distribution. |

| Name and Address & Contact Details. | Site Activities | Certifications Held |
|---|--------------------------------------|--|
| Scobie & Junor (Estd. 1919) Ltd. Unit 3 M7 Business Park Newhall Interchange Naas Co. Kildare Tel: +353 (0) 45 856 747 Fax: +44 (0) 2890843547 Email: E: info@scobie-junor.com Website: www.scobiesdirect.com | Wholesale of Food and Non-Food Items | Organic Trust Working towards BRCGS Storage & Distribution |

Section 2 - Emergency Contacts

Emergency contacts, in the event of a product recall, are detailed in the form below. As this could happen at any time, we have detailed telephone numbers for during the working day and contacts that will be available 24 hours a day, 7 days a week that can be used in an emergency. Emergency contacts for all 3 sites are detailed below:

| | |
|---|--|
| Supplier Name: | Scobie & Junor (Estd.1919) Ltd |
| Supplier Address: | 1 Singer Road Kelvin Industrial Estate East Kilbride Glasgow G75 0XS |
| Out of Hours Contact Details | |
| Name: | Gordon Wicklow |
| Position: | Managing Director |
| Email Address: | Gordon@scobie-junor.co.uk |
| Telephone Number: | 01355 567327 |
| Mobile: | 07831 886043 |
| Alternative Out of Hours Contact Details | |
| Name: | John Usher |
| Position: | Production Director |
| Email Address: | Johnu@scobie-junor.co.uk |
| Telephone Number: | 01355 576367 |
| Mobile: | 07775 954468 |
| Technical Contact Details | |
| Name: | Steven Stamp |
| Position: | Technical Controller |
| Email Address: | Steven.Stamp@scobie-junor.co.uk |
| Telephone Number: | 01355 576373 |
| Mobile: | 07768 898668 |
| Commercial Contact Details | |
| Name: | Gordon Wicklow |
| Position: | Managing Director |
| Email Address: | Gordon@scobie-junor.co.uk |
| Telephone Number: | 01355 567327 |
| Mobile: | 07831 886043 |

| | |
|--------------------------------------|--|
| Supplier Name: | Scobie & Junor (Ireland) Ltd |
| | |
| Supplier Address: | 14 McKinney Road McKinney Industrial Estate Newtownabbey BT36 4PE |
| Out of Hours Contact Details: | |
| Name: | Gordon Wicklow |
| Position: | Managing Director |
| Email Address: | Gordon@scobie-junor.co.uk |
| Telephone Number: | 01355 567327 |
| Mobile: | 07831 886043 |

| | |
|--------------------------------------|--|
| Supplier Name: | Scobie & Junor (Estd.1919) Ltd |
| | |
| Supplier Address: | Unit A3 M7 Business Park Newhall Interchange Naas Co Kildare |
| Out of Hours Contact Details: | |
| Name: | Gordon Wicklow |
| Position: | Managing Director |
| Email Address: | Gordon@scobie-junor.co.uk |
| Telephone Number: | 01355 567327 |
| Mobile: | 07831 886043 |

Section 3 - Overview of East Kilbride Site

Scobie & Junor (Estd. 1919) Ltd has been a family-owned business since 1918. The East Kilbride site was established in 2004 and contains 3 separate operations all under one roof. These are detailed below:

1. The Blending plant is covered by the BRCGS Food Standard.
2. The Scotnet plant is covered by the BRCGS Packaging Standard.
3. The Warehouse is covered by the BRCGS Storage & Distribution Standard.

General Information

- Registered with South Lanarkshire Council as a Food Business Operator. Company Reg: Scotland 10710
- Approximate Turnover is £22.5m. VAT #: GB 659 1432 23 & EORI #: GB 659 1432 23000
- The building is over 40 years old and is in good repair. The site in total is 80,000 square feet.
- The site has around 100 employees in total.
- The site is secure via key card entry and has CCTV surveillance throughout the site.
- All staff and visitors who enter the production environment must complete a medical questionnaire.
- Staff or visitors must report illness to a manager at the earliest opportunity. Shift Patterns are 24/5.
- All production staff have Level 2 Food Hygiene Certification, while Warehouse operators have Level 1.
- The site conforms to all legal and regulatory requirements.
- The site is registered with Sedex: Our company ref is ZC1020728. Our site ref is ZS1079329.
- The site is a Nut Free Site.
- The site is a GMO-Free Site.
- The site does not use irradiated products.
- The site has 3 Separate HACCP systems for each of the individual operations.
- HACCP reviews take place every 6 months.
- Internal Audits are carried out at least monthly by the Internal Auditor.
- The site uses a Pest Control Contractor with 8 routine/4 Field Biologist visits per year.
- There is no laboratory on site. External UKAS laboratories are used for micro, chemical and water testing.
- The site uses a third-party laundry facility for production workwear.
- Smoking is not allowed on site.

Company Insurance Details

| | |
|--|---|
| Employers Liability Insurer: Arch Insurance (UK) Limited Policy number: P0063587CC2025AX0 Cover period: 30th June 2025 to 29th June 2026 Indemnity limit: £10,000,000 | Public Liability Insurer: Arch Insurance (UK) Limited Policy number: P0063587CC2025AX0 Cover period: 30th June 2025 to 29th June 2026 Indemnity limit: £5,000,000 |
| Products Liability Insurer: Arch Insurance (UK) Limited Policy number: P0063636CC2025AXO Cover period: 30th June 2025 to 29th June 2026 Indemnity limit: £5,000,000 | Public and Products Liability (Excess Layer) Insurer: Zurich Insurance Company Ltd Policy number: PC379887 Cover period: 30th June 2025 to 29th June 2026 Excess layer: £5,000,000 Layer limit of indemnity: £5,000,000 |

Annual Certificate of Conformance



This is to certify that all products supplied by The Scobie and Junor Group from 01 January 2025 to 31 December 2025 will comply with all relevant UK, EU and US legislation: -

Scobie & Junor guarantee that all products, which are specified as food or for food contact use in the food processing industry, meet with the following legislation and any subsequent amendments:

1. The Food Safety Act 1990
2. Plastic Materials and Articles in Contact with Food Regulations 2009
3. The Materials and Articles in Contact with Food Regulations 2012
4. EU Regulation 178/2002 ensuring requirements of food law compliance regulations:
5. EC No. 1760/2000 labelling
6. EC No. Directives 2003/89, 2005/26, 2006/142 & 2007/68 allergens
7. EC No 1935/2004, 450/2006, 20/2011 food contact packaging
8. EC 852/2004 hygiene procedures in place
9. EC No. 853/2004 specific hygiene rules for food of animal origin
10. EC No. 854/2004 specific controls of animal origin
11. EC No. 2073/2005 microbiological criteria
12. EC No. 1069/2009 animal by-products
13. EC No. 2023/2006 (The 'Good Manufacturing Practice' Regulation)
14. EC No. 1895/2005 on the use of certain epoxy derivatives

All products supplied by Scobie and Junor

(a) are safe to use with food products.

(b) are free from foreign body contamination.

Products are manufactured in a BRCGS Global Standard accredited facility.

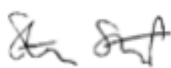
We can further confirm that all products supplied conform to the current agreed specifications.

The Scobie and Junor Group supply products in compliance with strict production specifications and practices. The products are therefore in conformance with specifications, as issued, free from contamination and are of the highest quality standards.

Signature of Authorised Personnel

Position

Date



Technical Controller

09/01/2025.

Section 4 - Blending Plant Information

Scope of Blending Plant Products

The dry blending of seasonings into plastic sachets, bags or pails, the assembly of herb and spice sheets for meat coating applications into vacuum packs and the manual filling of herbs, spices or seasonings into 100ml glass jars either as dry ingredients or with rapeseed oil.

| | |
|----------------------------------|---|
| Ingredients: | Ingredients are sourced globally via mostly UK suppliers. Products are dry or dehydrated therefore pH and water activity (typically less than 0.7) are not an issue. We do not conduct further processing on the raw materials that in any way change their microbiological status. |
| Processing: | <p>Our dry blends are made up of herbs & spices together with food grade chemicals such as antioxidants, stabilisers and preservatives.</p> <p>We have eight allergens on site (Gluten, Soya, Milk, Mustard, Celery, Egg, Sulphur Dioxide and Fish) and raw materials and finished blends may contain typically one or two of these.</p> <p>We also use a food grade "glue" to attach dried spices and herbs to plastic sheets to be used as coatings by meat processors.</p> <p>We also add oil to basic additions of herbs and spices to make organic marinades.</p> |
| Packaging: | Products have no special packaging requirements, and they are either packed in food grade plastic tubs, glass jars or heat sealed into food grade plastic bags. |
| Storage /Shelf Life: | <p>Typically products are given a Best Before Date of up to 2 years shelf-life if stored correctly i.e. in sealed containers, in a cool dry place, away from direct sunlight and free from infestation.</p> <p>Usage rates are given to customers and if stored correctly there should be no issues. At the end of shelf life there is very low risk of a food safety issue, the shelf life is more to do with the quality and functionality of the product.</p> |
| Intended Use: | The intended use of our products is to flavour meat products. Our ingredients can be consumed without any other processing, but are usually heated or cooked with the meat they are used with. Intended for the general population, use of potential allergens in the recipe are clearly identified on the label and on the product specification. We also produce gluten free products which are clearly labelled. |
| Allergens On Site: | Gluten, Milk, Soya, Mustard, Sulphur Dioxide & Sulphites > 10ppm, Celery, Eggs & Fish. |
| Legislation that we Comply with: | <ul style="list-style-type: none"> • Regulation (EC) No 178/2002 of the European Parliament and of the Council • Regulation (EC) No 852/2004 of the European Parliament and of the Council • The Food Safety Act 1990 • Regulation 1169/2011 (The Food Information to Consumers (FIC)) • Regulation 1935/2004 (The 'Framework' Regulation on all food contact materials) • Regulation 2023/2006 (The 'Good Manufacturing Practice' Regulation) • Regulation 10/2011 (The 'Food Contact Plastics' Regulation) |
| Other Info | We do not have an EEC approval status number as we don't handle fresh meat. |



CERTIFICATE OF CONFORMITY

SAI Global Certification Services Pty. Ltd (INTERTEK SAI Global), accredited Certification Body No Z1440295AS certifies that:

Scobie & Junor (Estd. 1919) Limited

Site Address: 1 Singer Road, East Kilbride, Glasgow, G75 0XS, UNITED KINGDOM

BRCGS Site Code: 8511005

having conducted an audit for the scope of activities

Scope: The dry blending of seasonings into plastic sachets, bags or pails, the assembly of herb and spice sheets for meat coating applications into vacuum packs and the manual filling of herbs, spices, or seasonings into 100ml glass jars either as dry ingredients or with rapeseed oil.

Exclusions from Scope: None.

Product Category (ies): 15 - Dried foods and ingredients

Has Achieved Grade: AA+

Meets the requirements set out in the

GLOBAL STANDARD for FOOD SAFETY ISSUE 9: AUGUST 2022

Audit Programme: Unannounced

Auditor Number:

39580

Certificate Number:

ESP22300

Dates of Audit:

21-22 Oct 2024

Certificate Issue Date:

05 Dec 2024

Re-audit Due Date:

(An.): 16 Nov 2025 to 14 Dec 2025

(Unan.): 14 Aug 2025 to 14 Dec 2025

Certificate Expiry Date:

25 Jan 2026



WWW.JAS-ANZ.ORG/REGISTER



Calin Moldovean

President Business Assurance

SAI Global Certification Services Pty. Ltd.

Level 7, Suite 7.01

45 Clarence Street

Sydney NSW 2000

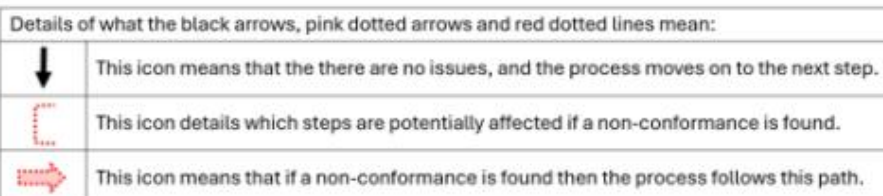
Australia



In the issuance of this certificate, INTERTEK SAI Global assumes no liability to any party other than to the Client, and then only in accordance with the agreed upon Certification Agreement. This certificate's validity is subject to the organization maintaining their system in accordance with INTERTEK SAI Global requirements for systems certification. This certificate remains the property of INTERTEK SAI Global and must be returned to INTERTEK SAI Global upon its request. To validate certificate authenticity please visit www.brcgdirectory.com
If you would like to feedback comments on the BRCGS Standard or the audit process directly to BRCGS, please contact tel.brcgs.com



WI # 1411
Revision: D



Blending HACCP Flow Diagram

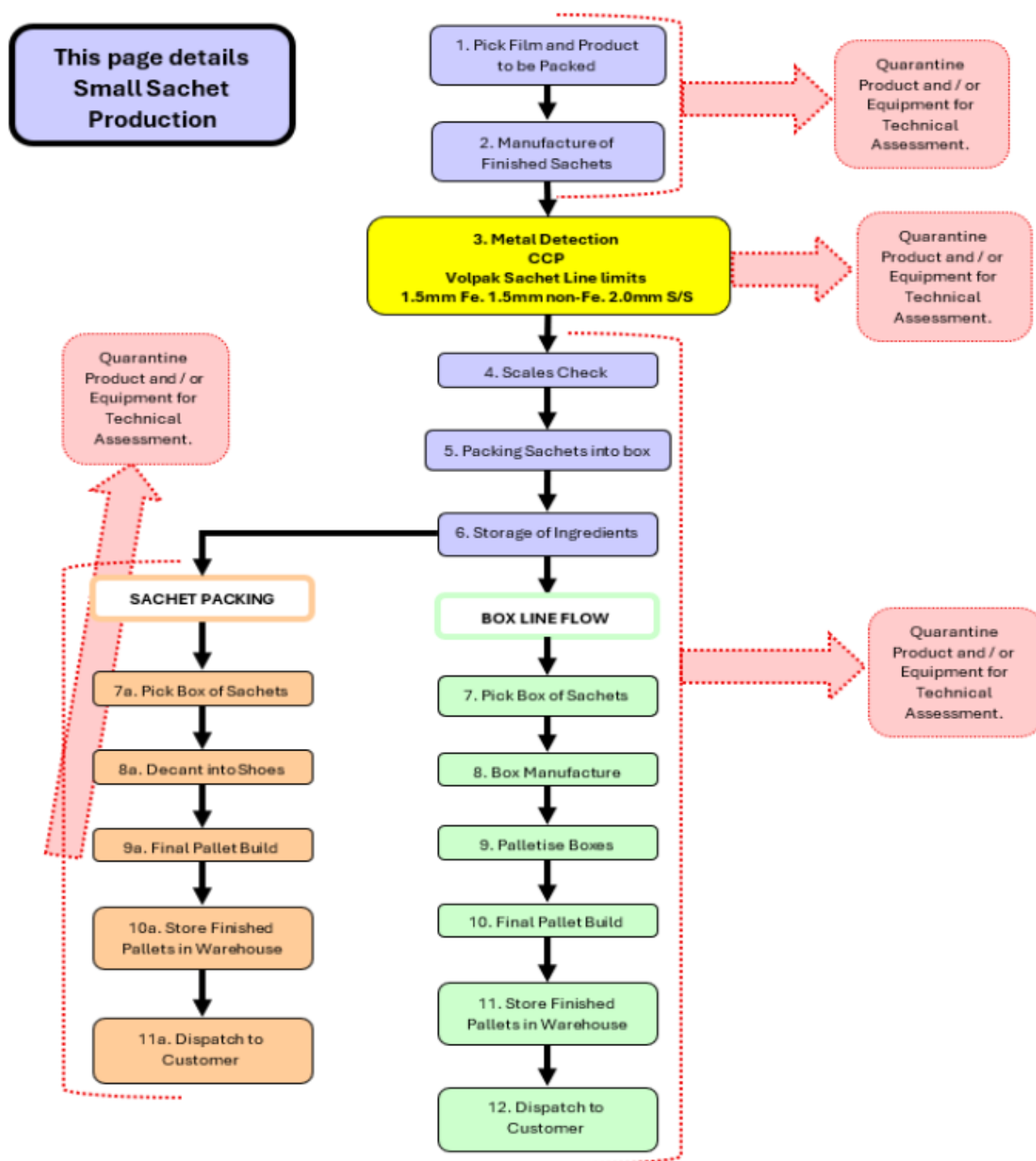
Authorised By:
Steven Stamp

Position:
Technical Controller




Signature:



Issue Date:
12/09/2025

WI # 1411
Revision D


Details of what the black arrows, pink dotted arrows and red dotted lines mean:

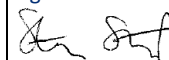
| | |
|---|--|
|  | This icon means that there are no issues, and the process moves on to the next step. |
|  | This icon details which steps are potentially affected if a non-conformance is found. |
|  | This icon means that if a non-conformance is found then the process follows this path. |

Blending Organogram

Authorised By:
Steven Stamp

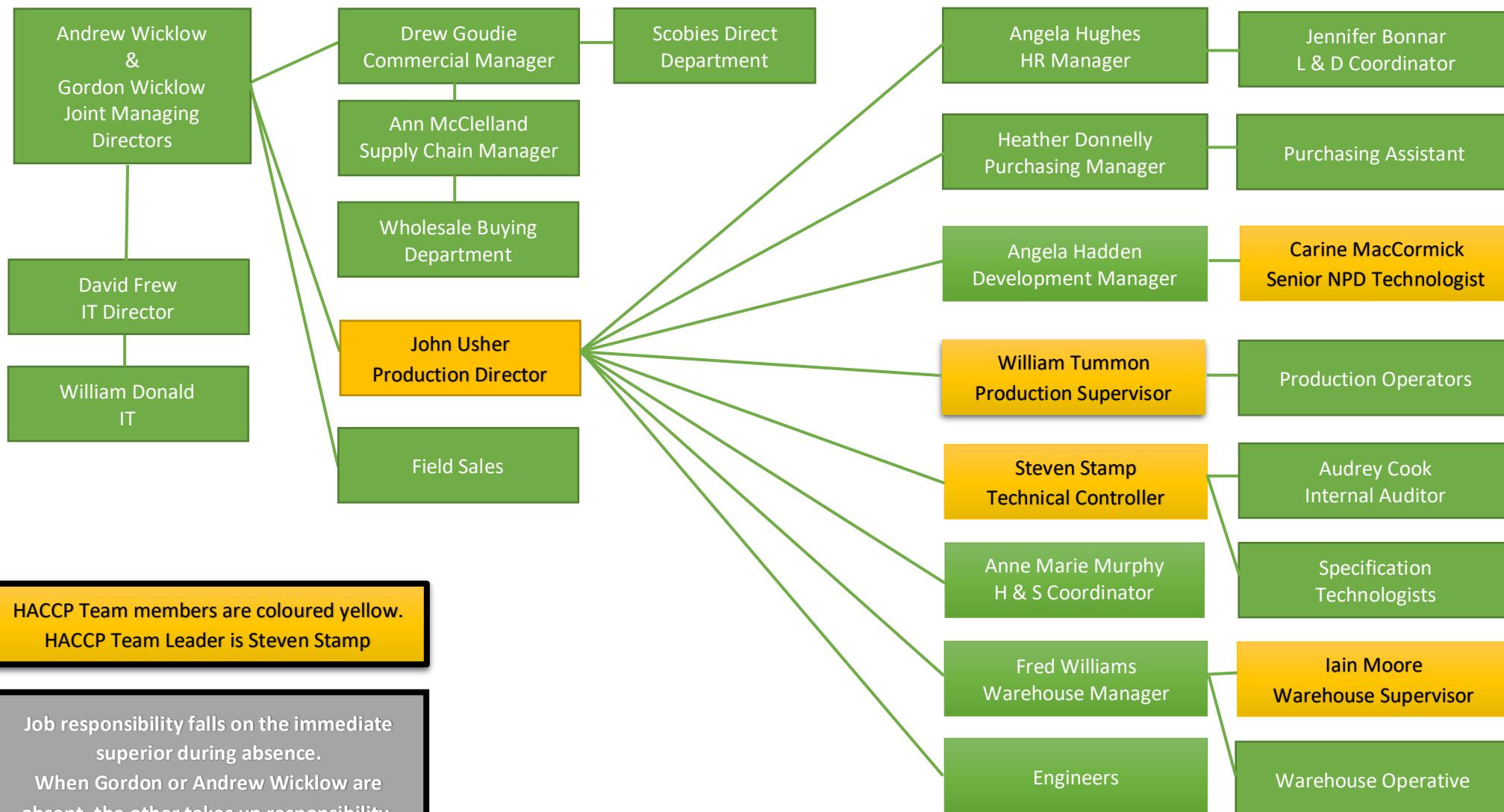
Position:
Technical Controller

Signature:



Issue Date:
13/03/2025

WI #: 1410
Revision: G



Section 5 – Scotnet Plant Information

Scope of Scotnet Plant Products

The covering of food grade latex rubber string with food grade nylon / viscose / polyester yarn to produce elasticated string for meat products (Contact). The knitting of polyester, viscose, cotton, nylon, PP and covered rubber string to produce elasticated meat product netting and industrial uses (Contact and Non-Contact). The thermoforming of LDPE for bone caps for use with meat products (Contact).

Scotnet Packaging Products Produced:

| | |
|--------------------------------------|--|
| Elastic String: | A construction of typically 2 threads of polyester* and one of latex, which is used as an ingredient for Scotnet but also used independently as an elastic string for the meat industry. |
| Covered Rubber: | A construction of several threads of polyester* and one of latex, which is used as an ingredient for Scotnet but also used independently as an elastic string for the meat industry. |
| Elastic Meat Netting: | A tubular net, manufactured from polyester* and latex rubber, that encapsulates the meat muscle to ensure a consistent end product. |
| Thermoformed Bone Protection: | PE cap designed for protecting outer packaging from bone piercings. |

All the above products are virgin materials and are used in direct contact with meat products such as beef, ham etc.

* Sometimes with the addition of viscose, nylon or polyethylene.

| | |
|------------------------------|--|
| Processing: | <p>All polyester, viscose, cotton, nylon, PP strips are rewound and/or knitted under food grade conditions.</p> <p>The manufacturing areas are dry and clean with limited risk for microbiological growth. No wet cleaning is carried out and equipment used is suitable to maintain a food grade environment.</p> |
| Packaging: | <p>Products have no special packaging requirements.</p> <p>Netting products are shrink-wrapped and boxed, while thermoformed bone caps are placed in a tied blue liner before being boxed.</p> |
| Storage / Shelf Life: | <p>Typically, products are given a Best Before Date of up to 3 years shelf-life if stored correctly i.e. in sealed containers, in a cool dry place, away from direct sunlight and free from infestation.</p> <p>At the end of shelf life there is very low risk of a food safety issue. The shelf life is more to do with ensuring correct stock rotation of finished product.</p> |

| | |
|---|---|
| Intended Use: | <p><u>Elastic String:</u> Elasticated twines are used by commercial butchery and associated trades, generally in the commercial tying of meat and poultry. It is intended to be cooked with the product being tied.</p> <p><u>Covered Rubber:</u> Covered rubber twines are used regularly by commercial butchery and associated trades, generally in the commercial tying of meat and poultry. It is intended to be cooked with the product being tied.</p> <p><u>Elastic Meat Netting:</u> The primary purpose of elastic netting is to assist in binding and shaping various food and meat products. Different types of elastic netting will provide various levels of pressure to hold products together, which allows for better binding and overall shape. It is intended to be cooked with the product.</p> <p><u>Thermoformed Bone Caps:</u> Bone caps are designed to prevent the puncture of vacuum or shrink bags by covering sharp bone pieces.</p> |
| Allergens On Site: | No Allergens in production and packing areas. There are the following allergens stored in the warehouse in sealed packaging: Gluten, Milk, Soya, Mustard, Sulphur Dioxide & Sulphites > 10ppm, Celery, Eggs & Fish. |
| Legislation that we Comply with: | <ul style="list-style-type: none"> • Regulation (EC) No 178/2002 of the European Parliament and of the Council • Regulation (EC) No 852/2004 of the European Parliament and of the Council • The Food Safety Act 1990 • Regulation 1169/2011 (The Food Information to Consumers (FIC)) • Regulation 1935/2004 (The 'Framework' Regulation on all food contact materials) • Regulation 2023/2006 (The 'Good Manufacturing Practice' Regulation) • Regulation 10/2011 (The 'Food Contact Plastics' Regulation) |
| Other Info | We don't have an EEC number because we don't handle fresh meat. |



CERTIFICATE OF CONFORMITY

Scotnet – A division of Scobie & Junor (Estd.1919) Ltd

1 Singer Road
Kelvin Industrial Estate
East Kilbride
Glasgow
G75 0XS

Meets the requirements of:
BRCGS Standard for Packaging Materials
(Issue 7, April 2025)

Having been audited for the scope of activities:

The covering of food grade latex rubber string with food grade nylon / viscose / polyester yarn to produce elasticated string for meat products (Contact). The knitting of polyester, viscose, cotton, nylon, PP and covered rubber string to produce elasticated meat product netting (Contact and Non-Contact). The thermoforming of LDPE for bone caps for use with meat products (Contact).

Exclusions from the scope of activities:

Traded goods including EPS Polystyrene Trays, Cling Film, Aluminium Trays & Film, GM Pack Trays & Film, Mantle Trays & Film, General Meat Pads, Bags & Sacks, Paper, Pallet wrap, Egg Cartons, Foil Dishes and Lids, Hinged Lid Containers, Plastic Pots, Packaging Point of Sale, Sleeves, Vacuum, Gold & Black Silver Boards and Shrink Bags.

Grade achieved:

AA

Product categories:

4 - Rigid plastic forming
6 - Other manufacturing

BRCGS site code: 6407615
Audit programme: Announced
Date(s) of audit: 25 & 26 August 2025
Certificate issue date: 7 October 2025
Re-audit due date: 20 September 2026
Certificate expiry date: 1 November 2026
Auditor number: 20031
Certificate reference: UK/BRC/554



Authorised by



Mike Tims
Chief Executive Officer



This certificate remains property of British Assessment Bureau (T/A Amtivo) and must be returned immediately on request. Whilst all due care and skill has been exercised in performing this audit, British Assessment Bureau (T/A Amtivo) accepts responsibility for proven negligence only. To verify certificate validity, please visit <https://directory.brcgs.com>. If you would like to give feedback on the BRCGS Standard or the audit process directly to BRCGS, please contact brcgs.enquiries@lgegroup.com or use the BRCGS reporting system at <https://tellusbrcgs.whistleblownetwork.net>.

Certification is conditional on maintaining the required performance standards throughout the certified period.
British Assessment Bureau (T/A Amtivo), 3D Tower View, Kings Hill, Kent, ME19 4UY.

Scotnet HACCP Flow Diagram

Authorised By:
Steven Stamp

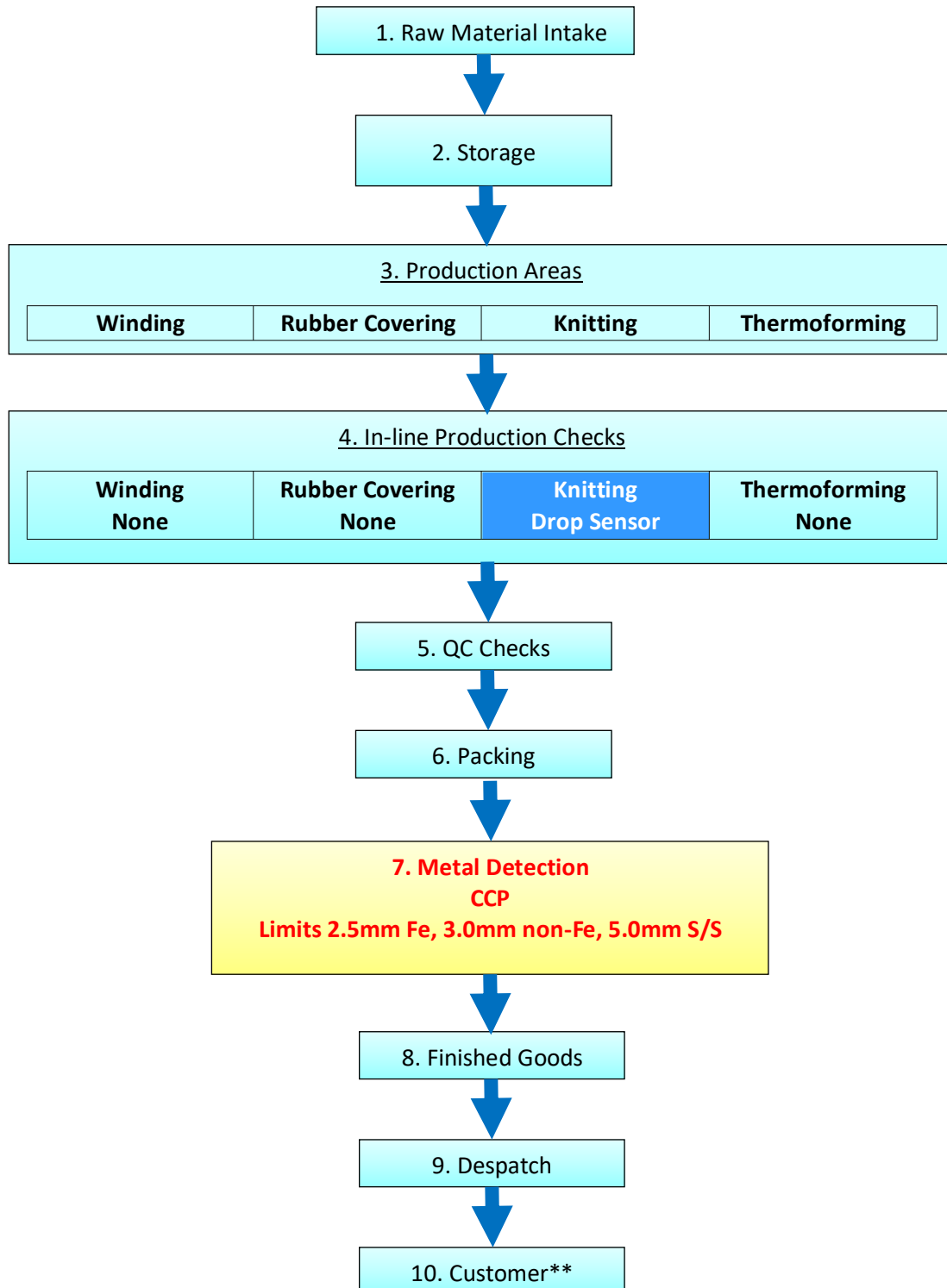
Position:
Technical Controller

Signature:



Issue Date:
09/03/2022

WI #: 1416
Revision: N/A



** Customer returns are placed in our general quarantine area, where they are then evaluated by Technical.

One of two things will happen to the returned stock. It will either be Dumped or Returned to Stock.

Rework is not carried out on our products.

Scotnet Organogram

Authorised By:
Steven StampPosition:
Technical Controller

Signature:


Issue Date:
02/08/2024WI #: 1415
Revision: B

Joint Managing Directors

Andrew Wicklow & Gordon Wicklow

Production Director

John Usher

Turbo Hall Manager
Mo Maxwell

 Purchasing
Manager
 Heather
Binnie

**Packing Hall
Manager**
**Iain
McIntock**
**Rubber Hall
Manager**
**Willy
Clinton**

 Quality
Controller
 Irene Dewar

**Conversion
Manager**
**Kathleen
McDermott**

 Plant
Engineer
 Craig
McLaughlin

Technical Controller
Steven Stamp

 Turbo
Operator

**Turbo
Operator**
Alex Dewar

 Labourer/
Picker

 Rubber
Hall
Operative

QC/Packer

 Conversion
Operator
 Katarzyna
Galek

 Specification
Technologist

 Process &
Systems
Auditor
 Audrey Cook

HACCP team members are detailed in **red**.
HACCP team leader is Steven Stamp.

Job responsibility falls on the immediate
superior when absences occur.

Section 6 - Warehouse Information

Scope of Scobie & Junor East Kilbride Warehouse Products

The storage, wholesaling and despatch of ambient food ingredients (e.g. seasoning mixes, marinades and casings), packaging materials (e.g. vacuum pouches, trays and meat nets) and associated consumer products for the meat and butchery trade.

| | |
|----------------------------------|---|
| Products: | Food Ingredients, Food Contact Packaging, Packaging and Sundries for butchers and meat processors. |
| Packaging: | Products have no special packaging requirements, and they are delivered in bags, pails and cartons via shrink-wrapped pallets. |
| Storage / Shelf Life: | Products can be given a Best Before Date of up to 2 years shelf-life if stored correctly in ambient conditions. All products should be stored in sealed containers, in a cool dry place, away from direct sunlight and free from infestation. At the end of shelf life there is very low risk of a food safety issue, the shelf life is more to do with the quality of the product. |
| Intended Use | The intended use of our wide variety of products are typically used by butchers and meat processors either as display items, as ingredients, food contact packaging or other purposes in their shops or businesses. |
| Allergens on Site | Gluten, Milk, Soya, Mustard, Sulphur Dioxide & Sulphites > 10ppm, Celery, Eggs & Fish. |
| Legislation that we Comply with: | <ul style="list-style-type: none"> • Regulation (EC) No 178/2002 of the European Parliament and of the Council • Regulation (EC) No 852/2004 of the European Parliament and of the Council • The Food Safety Act 1990 • Regulation 1169/2011 (The Food Information to Consumers (FIC)) • Regulation 1935/2004 (The 'Framework' Regulation on all food contact materials) • Regulation 2023/2006 (The 'Good Manufacturing Practice' Regulation) • Regulation 10/2011 (The 'Food Contact Plastics' Regulation) |
| Other Info | We don't have an EEC number because we don't handle fresh meat. |



CERTIFICATE OF CONFORMITY

SAI Global Certification Services Pty. Ltd (INTERTEK SAI Global), accredited Certification Body No Z1440295AS certifies that:

Scobie & Junor (Estd. 1919) Limited

Site Address: 1 Singer Road, East Kilbride, Scotland, G75 OXS, UNITED KINGDOM

BRCGS Site Code: 1393755

having conducted an audit for the scope of activities

Scope: The storage, wholesaling and despatch of ambient food ingredients (e.g. seasoning mixes, marinades and casings), packaging materials (e.g. vacuum pouches, trays and meat nets) and associated consumer products for the meat and butchery trade.

Exclusions from Scope: None.

Product Category (ies):
02 - Ambient food
03 - Packaging and packaging materials
04 - Consumer products

Has Achieved Grade: AA

Meets the requirements set out in the

**GLOBAL STANDARD for STORAGE & DISTRIBUTION
ISSUE 4: NOVEMBER 2020**

Audit Programme: Announced

Auditor Number:

21884

Certificate Number:

ESP26478

Dates of Audit:

07-08 Jan 2025

Certificate Issue Date:

12 Feb 2025

Re-audit Due Date:

(An.): 28 Dec 2025 to 25 Jan 2026

(Unan.): 25 Sep 2025 to 25 Jan 2026

Certificate Expiry Date:

08 Mar 2026




Rathin Grover

President Business Assurance

SAI Global Certification Services Pty. Ltd.

Level 7, Suite 7.01

45 Clarence Street

Sydney NSW 2000

Australia

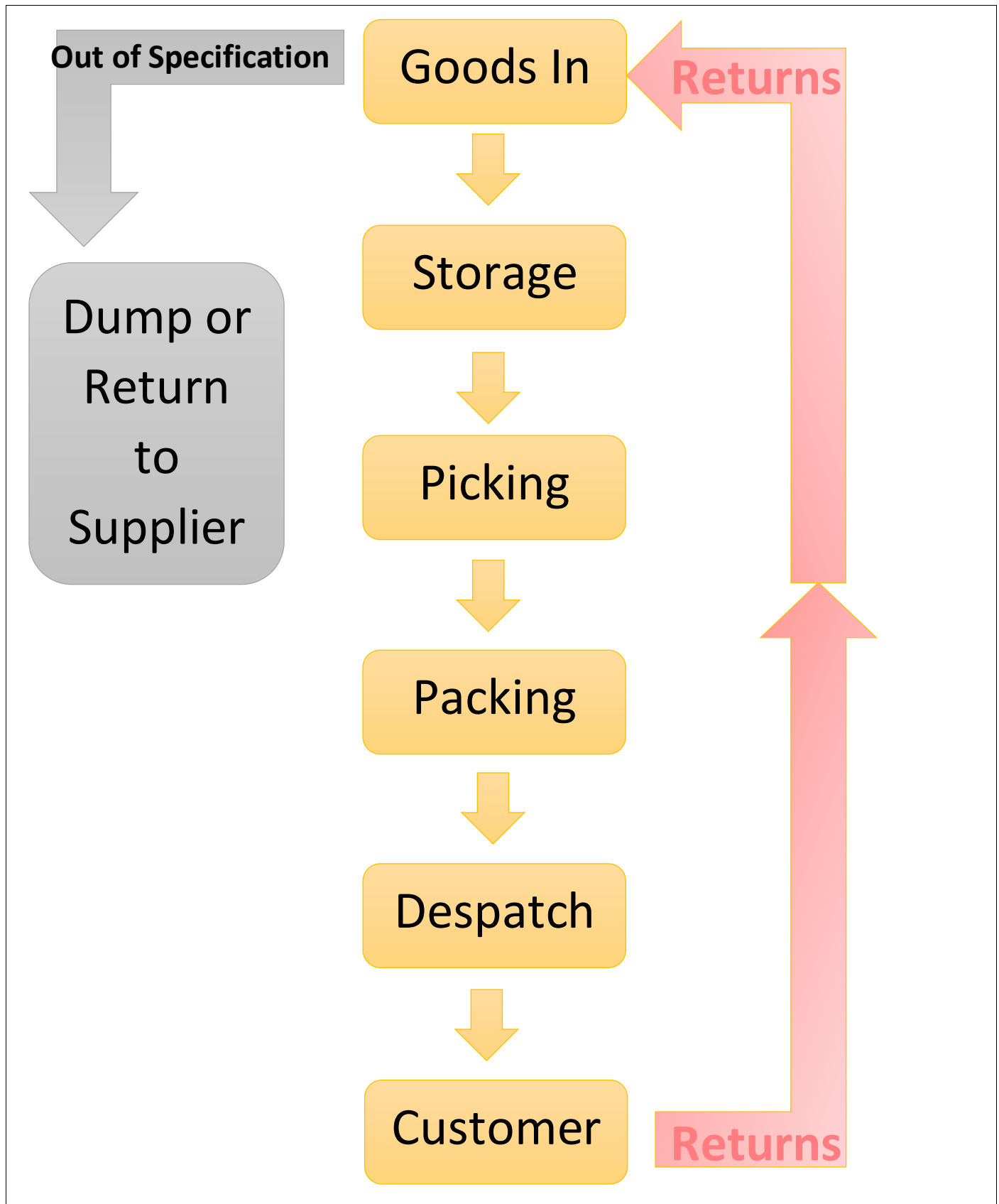


In the issuance of this certificate, INTERTEK SAI Global assumes no liability to any party other than to the Client, and then only in accordance with the agreed upon Certification Agreement. This certificate's validity is subject to the organization maintaining their system in accordance with INTERTEK SAI Global requirements for systems certification. This certificate remains the property of INTERTEK SAI Global and must be returned to INTERTEK SAI Global upon its request. To validate certificate authenticity please visit www.brcgdirectory.com
If you would like to feedback comments on the BRCGS Standard or the audit process directly to BRCGS, please contact tel.brcgs.com



**Warehouse HACCP
Flow Diagram**Authorised By:
Steven StampPosition:
Technical
Controller

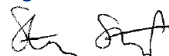
Signature:

Issue Date:
10/03/2022WI #: 1418
Revision: N/A

Warehouse Organogram

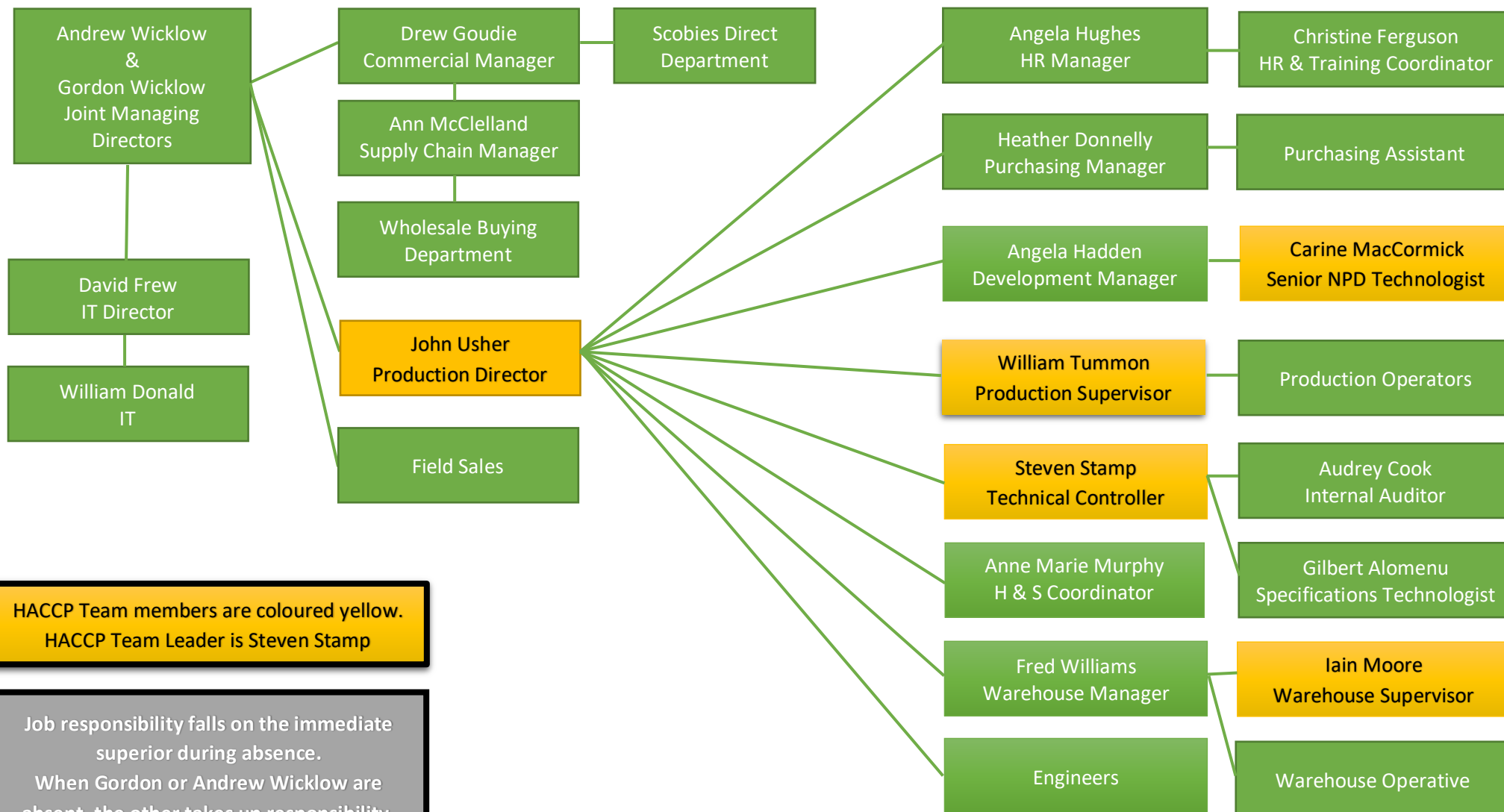
Authorised By:
Steven Stamp

Position:
Technical Controller

Signature:


Issue Date:
13/03/2025

WI #: 1417
Revision: F



Section 7 – Other Certificates



CERTIFICATE OF CONFORMITY

SAI Global Certification Services Pty. Ltd (INTERTEK SAI Global), accredited Certification Body No Z1440295AS certifies that:

Scobie & Junor (Ireland) Ltd

Site Address: 14 McKinney Road, Newtownabbey, BT36 4PE, United Kingdom

BRCGS Site Code: 1979004

having conducted an audit for the scope of activities

Scope: The storage, distribution and wholesaling of ambient food products, food packaging materials and butchers' sundries within warehouses 14, 16 and 18.

| | |
|--------------------------------|---|
| Exclusions from Scope: | None. |
| Product Category (ies): | 02 - Ambient food 03 - Packaging and packaging materials 04 - Consumer products |
| Has Achieved Grade: | AA |

Meets the requirements set out in the

**GLOBAL STANDARD for STORAGE & DISTRIBUTION
ISSUE 4: NOVEMBER 2020**

Audit Programme: Announced

Auditor Number:
20063

Certificate Number:
DIST40154

Dates of Audit:
10-11 Feb 2025

Certificate Issue Date:
19 Mar 2025

Re-audit Due Date:
(An.): 28 Jan 2026 to 25 Feb 2026
(Unan.): 25 Oct 2025 to 25 Feb 2026

Certificate Expiry Date:
08 Apr 2026




WWW.JAS-ANZ.ORG/REGISTER



Rathin Grover
President Business Assurance

SAI Global Certification Services Pty. Ltd.
Level 7, Suite 7.01
45 Clarence Street
Sydney NSW 2000
Australia



In the issuance of this certificate, INTERTEK SAI Global assumes no liability to any party other than to the Client, and then only in accordance with the agreed upon Certification Agreement. This certificate's validity is subject to the organization maintaining their system in accordance with INTERTEK SAI Global requirements for systems certification. This certificate remains the property of INTERTEK SAI Global and must be returned to INTERTEK SAI Global upon its request. To validate certificate authenticity please visit www.brcdirectory.com

If you would like to feedback comments on the BRCGS Standard or the audit process directly to BRCGS, please contact tel.brcgs.com





Certificate of Compliance

GB-ORG-02

This certificate has been issued on the basis of Article 29(1) of Retained Regulation (EC) 834/2007 and Retained Regulation (EC) 889/2008. The declared operator has submitted their activities under control and meets the requirements laid down in the named regulations and the OF&G Certification system:

Scobie & Junor (Estd1919) Ltd

1 Singer Road, East Kilbride, Glasgow, G75 0XS

is certified for the following organic enterprise/s:

Blending
Packing
Retailing
Storage/Warehousing
Exporting to EU States

and the following organic products:

Organic seasonings and mixes - burger, sausage
Organic mixes - bakery, pudding, stuffing
Organic glazes, rubs, sprinkles
Organic gravies and demi glazes
Organic marinades
Organic functional ingredients and blends
Organic herbs and spices
Organic herb & spice blends

Certified to the less than 95% organic requirements - Chicken Bouillon (91.9%);

Registration No: UKP0259


Date Issued: 19 May 2025

Last Control: 3 April 2025

Valid From: 19 May 2025

Document No: GB-ORG-02-0259-2025-139

Certificate Expires: 30 April 2026

Signed by:  Olivia Hollinshead - Certification Officer

This Annual Certificate remains at all times the property of OF&G
Old Estate Yard, Shrewsbury Road, Albrighton, Shrewsbury SY4 3AG
Enquiries: 01939 291800 Email: info@ofgorganic.org
Registered Office as postal address. Co. Reg. No. 1202852 (England). VAT Reg. No. 282 7266 37





Accredited by ASI for certification against voluntary sustainability standards - ASI-ACC-006

bmtrada
Proud to be part of  element

CERTIFICATE OF REGISTRATION

This is to certify that

Name certified company Scobie & Junor (Estd. 1919) Ltd

Address certified company 1 Singer Road, Kelvin Industrial Estate
East Kilbride, Glasgow
G75 0XS, UNITED KINGDOM

Based on an audit according to the requirements stated in the RSPO Supply Chain Certification Systems, version RSPO-PRO-T05-002 V2 ENG and a signed contract, BM TRADA herewith certifies that the site(s) listed above are found to be in compliance with the RSPO Supply Chain Certification Standard, version RSPO-STD-T05-001 V2 ENG. This guarantees that the criteria for processing RSPO certified oil palm products through one or more of the supply chain models as stated in the RSPO Supply Chain Certification Systems have been met.

RSPO number (if applicable)

Other sites certified (see second page) NO

RSPO registered parent company Scobie & Junor (Estd. 1919) Ltd

RSPO membership number 9-2385-18-000-00
parent company

Scope of certification

The manufacture and processing of dry ingredients containing RSPO certified palm oil.

Certificate start date 3 September 2024

Certificate expiration date 2 September 2029

Date of first certification 3 September 2014

Certificate number BMT-RSPO-000376

Issue Number 2024-01

Supply chain model Segregated

Issued by BM TRADA

Authorised signatory name Vicki Howlett
General Manager - Certification UK

Authorised signature



Issuing Office: Warringtonfire Testing and Certification Limited t/a bmtrada Chiltern House, Stodding Lane, High Wycombe, Buckinghamshire, HP14 4ND, UK
Registered Office: Warringtonfire Testing and Certification Limited, 3rd Floor, Davidson Building, 5 Southampton Street, London, WC2E 7HA, UK
Reg No. 11371436.

This certificate remains the property of BM TRADA and can be withdrawn in case of terminations as mentioned in the contract or in case of changes or deviations of the above mentioned data. The licensee is obliged to inform BM TRADA immediately of any changes in the above mentioned data. Only an original and signed certificate is valid. This certificate and all copies or reproductions of the certificate shall be returned to BM TRADA or destroyed if requested. Further clarification regarding the scope of this certificate and verification of the certificate is available through BM TRADA at the above address or at www.rspo.org

BM TRADA was accredited to provide RSPO Supply Chain Certification on 7th October 2013 (ASI-ACC-006)
Multisite clients - The scope of certification shown above includes the participating sites shown in appendix A



KLBD KASHRUT DIVISION LONDON BETH DIN

בית דין צדק דק"ק לונדון והמדינה

KOSHER CERTIFICATE

Page: 1 of 1

Company code: 4027

Certificate: 424633937

07 October 2024

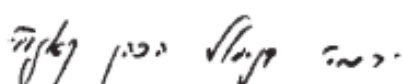
ה' תשרי תשפ"ה

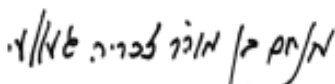
SCOBIE & JUNOR (ESTD. 1919) LTD
1 SINGER ROAD KELVIN INDUSTRIAL ESTATE EAST KILBRIDE, GLASGOW, G75 0XS,
SCOTLAND

The following products manufactured by Scobie & Junor (Estd. 1919) Ltd are certified kosher with the indicated status and certification requirements.

| PRODUCT | STATUS | REQUIRES | UKD ID |
|----------------------|---------------------|-------------|------------|
| BONE CAPS | Pareve/ Passover | KLBD-P Logo | KLBD812792 |
| BURGER PAPERS | Pareve/ Passover | KLBD-P Logo | KLBD690811 |
| ELASTIC LOOPS | Pareve/ Passover | KLBD-P Logo | KLBD788899 |
| ELASTIC MEAT NETTING | Pareve/ Passover | KLBD-P Logo | KLBD783034 |

This certificate is valid until **20 October 2025** and is subject to renewal at that time.


RABBI JEREMY CONWAY, DIRECTOR


DAYAN MENACHEM GELLEY, ROSH BETH DIN

Powered by: **CORPORATE** *Kosher*

Note: Unauthorised use of the KLBD symbol is a violation of applicable food labelling statutes and copyright law.

305 BALLARDS LANE, LONDON, N12 8GB, UNITED KINGDOM +44 (0) 20 8343 6246 INFO@KLBDKOSHER.ORG KLBDKOSHER.ORG



Certificate of Accreditation



Eurofins Food Testing UK Ltd

Testing Laboratory No. 0342

**Is accredited in accordance with International Standard ISO/IEC 17025:2017
– General Requirements for the competence of testing and calibration
laboratories.**

This accreditation demonstrates technical competence for a defined scope specified in the schedule to this certificate, and the operation of a management system (refer joint ISO-ILAC-IAF Communiqué dated April 2017). The schedule to this certificate is an essential accreditation document and from time to time may be revised and reissued.

The most recent issue of the schedule of accreditation, which bears the same accreditation number as this certificate, is available from www.ukas.com.

This accreditation is subject to continuing conformity with United Kingdom Accreditation Service requirements.



Matt Gantley, Chief Executive Officer
United Kingdom Accreditation Service

Initial Accreditation: January 13, 1989
Certificate Issued: September 12, 2019



Scan QR Code to
verify

UKAS is appointed as the sole national accreditation body for the UK by The Accreditation Regulations 2009 (SI No 3155/2009) and operates under a Memorandum of Understanding (MoU) with the Department for Business, Energy and Industrial Strategy (BEIS).

1 July 2025

To whom it may concern,

RE: Scobie & Junor (Estd 1919) Limited & Subsidiaries

Address: 1 Singer Road, East Kilbride, Glasgow, G75 0XS

Our Reference: 75678058



We can confirm that we act as insurance brokers on behalf of the above insured, and that the following covers are in place:

Business Activities/Description:

Blenders of spices & seasonings for the food industry. Manufacturers, sales & suppliers of food packaging. Supply, service & installation of machinery to the food industry. On-line marketing, sales & distribution of products through the internet. Property Owners.

Employers Liability

| | |
|--------------------------------|--|
| Insurer: | Arch Insurance (UK) Limited |
| Policy Reference: | P0063587CC2024AX0 |
| Cover Period: | 30th June 2025 to 29th June 2026 |
| Indemnity Limit: | £10,000,000 any one claim/in the aggregate |
| Indemnity to Principal: | Yes |

Public and Products Liability

| | |
|--------------------------------|---|
| Insurer: | Arch Insurance (UK) Limited |
| Policy Reference: | P0063587CC2024AX0 |
| Cover Period: | 30th June 2025 to 29th June 2026 |
| Indemnity Limit: | £5,000,000 any one claim/in the aggregate |
| Indemnity to Principal: | Yes |
| Excess: | £500 |

Please Note:

The information provided in this document provides a brief overview of covers in place at the time this was sent. The full details of the above policies, including terms and conditions, are provided in their respective policy documentation. The expiry date given represents the normal expiry date of the policy. This document does not change cover provided. The cover stated above may change or be cancelled, and we are under no obligation to advise you as such.

Please contact us if you require any further information.

Yours faithfully,

Angela Smith
Client Director
Partners&

T: 01416748138

E: Angela.Smith@partnersand.com

Section 8 – Policies & Procedures

Scobie & Junor (Estd. 1919) Quality System

Food Safety & Quality Policy

WI # 1002

Revision: E

Issued: 12/07/2024

Authorised by:



Steven Stamp

Technical Controller



Procedure

Products supplied by Scobie & Junor are for the food industry and we take this responsibility very seriously. We ensure that we fulfil our obligation to produce and store safe, legal and authentic products for all of our customers. In addition to this we are continually striving to exceed our already high standards of quality. This is achieved through a positive and improving food safety & quality culture in all areas of the business.

As a pre-requisite, we comply with all relevant legislation and comply with the standards below:

- BRCGS Food Safety for products made in our blending facility.
- BRCGS Packaging and Packaging Materials for our Elastic String, Netting and Thermoforming products.
- BRCGS Storage & Distribution for our Warehouse

We have several methods of obtaining information regarding new rules and regulations and are confident of always maintaining our legal status. An inexhaustive list of legislation that we comply to, including all subsequent amendments is detailed below:

- The Food Safety Act 1990
- The Materials and Articles in Contact with Food (Scotland) Regulations 2012
- The Plastic Materials and Articles in Contact with Food (Scotland) Regulations 2009.
- The Framework Regulation (EC) No. 1935/2004
- EU Regulation 2023/2006
- EU Directive 10/2011/EC

Everyone at Scobie & Junor plays a part in providing a healthy, safe and injury free workplace. Our food safety controls are enforced through regular in-house audits. In this way, we can guarantee that the products we supply our customers are always safe to use. In addition, our clean as you go policy is a key part of cleanliness throughout the factory.

Our quality systems are constantly monitored to warrant that the products we supply our customers are always of the highest quality standards. To achieve this, we ensure that:

- Raw materials are only purchased from authorised suppliers.
- Good manufacturing practices are audited frequently.
- We operate a clean as you go policy.
- All employees are provided with the information, training, and tools necessary to carry out their job.
- All relevant legal, food safety and quality policies and procedures are kept up to date.
- Our suppliers and contractors must have similarly high standards.

It is our responsibility to ensure that the appropriate resources, both human and financial, are committed towards implementing this policy across the site and communicating our policies and standards to all employees.

An annual review of this policy will take place, to ensure that it continues to reflect the aims and aspirations of the company and keeps up to date with legislative requirements.



Andrew Wicklow
Managing Director

Scobie & Junior (Estd. 1919) Quality System

Issued: 03/10/2023

Allergen Policy

Authorised by:


WI # 1003
Revision: ASteven Stamp
Technical Controller**Purpose**

To minimise allergen contamination

Scope

Full Site

Procedure

Scobie & Junior (Estd. 1919 Ltd. takes all reasonable precautions to ensure the quality of our seasonings, mixes and functional blends. All materials are purchased from approved suppliers against a detailed specification, which clearly indicates the presence or absence of various ingredients. Current EU legislation identifies the following list of Major Serious Allergens:

Cereals containing Gluten: (Wheat, rye, barley, oats, spelt, kamut and their hybridised strains)
 Crustaceans
 Peanuts
 Tree Nuts: (Almond, hazelnut, walnut, cashew, pecan, brazil, pistachio, macadamia and queensland)
 Eggs
 Fish
 Soya Beans
 Milk
 Celery
 Mustard
 Sesame Seeds
 Sulphur Dioxide and Sulphites at concentrations of more than 10ppm expressed as SO₂.
 Molluscs
 Lupin

Our computer system alerts operators to allergenic ingredients and tells them to follow procedures dedicated to reduce cross contamination. In this way, vigilance is maintained when operators are using allergenic products. Production planning also takes into account allergenic ingredients and where we can we mitigate the risk of cross contamination.

Despite all precautions taken, we cannot give an absolute guarantee that finished products are free from the above list as we handle cereals containing gluten, as well as products such as soya, milk, egg, celery, mustard and sulphites in our manufacturing plant. Only finished product testing would allow us to state that any product is free from a particular allergen.

However, we do manufacture some "Gluten Free" products. All products that are marked as "Gluten Free" will state this on the product name. Extra controls are in place for these products and all batches produced are analysed to ensure that they contain a level of gluten less than 10ppm. Only products that have an analysed gluten content of less than 10ppm will allowed to be sold as "Gluten Free" products. Current legislation deems that if products have a gluten content of less than 20ppm then they can be marketed as "Gluten Free".

Contractors, visitors and staff shall not bring with them allergenic ingredients not used on site, as this may compromise our allergenic policy. e.g. bringing nuts onto site is not allowed.

Scobie & Junor (Estd. 1919) Quality System

Environmental Policy

WI # 1006

Revision: N/A

Issued: 11/06/2021

Authorised by:



Steven Stamp

Technical Controller


 Adding
Value
to Food
Purpose

To detail our Environmental Policy

Scope

Full Site

Procedure

It is policy of Scobie & Junor to recognise and accept the statutory obligations placed upon them by UK and European Legislation and the management are firmly committed to achieving high operational standards above the statutory requirements wherever reasonable and practicable. The Production Director has responsibility for implementation and development of the Environmental Policy.

Scobie & Junor will adopt the following principles:

- Seek to minimise the use of energy, materials and natural resources.
- Endeavour to make sustainable use of resources by substituting renewable or recycled materials where practicable.
- Seek to minimise waste produced in all parts of the business.
- Reduce waste at source where possible.
- Seek to dispose of any unavoidable waste in a way that has least impact on the environment.
- Keep staff informed of relevant environmental issues and provide suitable training when necessary.
- Provide information and be co-operative to those interested in the environment performance of the company, including customers, local community and other outside agencies.

Scobie & Junor (Estd. 1919) Quality System

Issued: 11/06/2021

Glass Policy

Authorised by:



WI # 1004

Steven Stamp

Revision: N/A

Technical Controller

**Purpose**

Site Food Safety

Scope

Full Site

Procedure

In addition to Good Working Practices, Scobie & Junor will comply with the control measures below, and where applicable, eliminate, reduce and minimize Glass* contamination on site. Glass* jars are only permitted in the sample room, the QC room and the Glass* packing line area. When receiving and dispatching Glass* containers they must be securely packaged to minimize risk of damage.

1. We package some materials into Glass* Jars. These are filled in the Glass* packing line only. Every jar is booked in from stock, used and booked out. In this way, all Glass* entering and leaving the Glass* packing line from the warehouse is recorded and accounted for. Should a breakage occur, the our Glass* breakage procedure will be implemented and recorded.
2. No Glass* (with the exception of that detailed on the Glass* register and spectacles) is permitted in BLEF or Blending Production. Included in the ban are watches, medicinal containers etc. The only exception to this is a small area within the area called BLEN, where the filling of glass jars is carried out. There is also some storage of the raw material packaging glass jars prior to use.
3. Wherever possible, Glass* will be eliminated from other areas, for example canteens, locker rooms, toilets, medical rooms and other parts of the factory frequented by shop floor personnel. Unnecessary Glass* will be eliminated.
4. To have a clear commitment to the elimination of Glass* as stated in this policy and to strictly control Glass* where it is permitted.
5. To comply with out Glass*Breakage Procedure in the event of a Glass* breakage incident.
6. To ensure that all staff are made aware of our Glass* Policy and Glass*Breakage Procedure when they commence employment. As part of any new employees training programme, they will be expected to sign a confirmation that they understand and will comply with the company's policy.
7. A clear buying policy will be followed for all machinery, equipment and other items to the effect that wherever possible alternatives to Glass* will be sought. Any new equipment must be checked for Glass* and placed on the Glass* register.
8. Measures will be taken to remove any foreign material by the use of air blown inversion, and/or sieving where applicable.
9. To ensure that where applicable, third party hauliers and/or storage facilities are complying with Scobie & Junor's Glass* Policy and Procedures.
10. To compile and keep up to date a register of all Glass* within production areas and to audit daily the condition of all items on the register.
11. To ensure that any maintenance work required e.g. light tube changes, is performed outside production hours.

Please note that throughout all of our quality systems, when and where we use the word "Glass", this encompasses Brittle Plastic, Hard Plastic, Ceramics and similar materials. We use the word "Glass*" only for ease of expression.

Scobie & Junor (Estd. 1919) Quality System

Issued: 18/09/2023

Business Continuity Policy

Authorised by:



WI # 1007

Steven Stamp

Revision: A

Technical Controller


 Adding
Value
 to
Food
Purpose

To ensure business continuity

Scope

Full Site

Procedure

We have a crisis management team that is available to cope with all incidents and maintain business continuity.

Our systems include:

- Web based IT Process Systems: S&J's IT process system is entirely internet based. This enables us to operate our key IT functions (these include Purchasing, Receiving Goods, Order Entry, Order Tracking, Order Picking, Despatch) from any internet terminal.
- Product Withdrawal: Should there be a product withdrawal relating to ingredients, our system has been designed to batch trace and lock out materials that are no longer permitted.
- Data Recovery Sent Off Site Daily: A full backup of all data in each company is taken each night, and held off site. The data can be restored at any of our other sites in a matter of hours.
- Recovery Can Take Pace in IT Globally: Order Entry and all other data can be processed at any of our sites
- Dual Manufacturing and Supply: For most of our products, we have at least 2 sources of supply across the group. This gives us resilience if there was a problem with any one line of supply.
- Product Support from Supply Partners: If required, we can organise direct shipments from our major suppliers. If there was a major problem at any of our distribution centres, then product could be delivered directly.
- BT Back In Business: We are a member of BT's Back In Business Programme. In the event of any failure in our telephone system, or in the BT lines, all our calls are transferred to a BT call centre, manned 24 hours per day. Messages are taken, and passed back to us via mobile phones, e-mail, fax, or whatever method is possible.
- Mobile Telephones: All key members of staff have mobile telephones, keeping us contactable in the event of any emergency. Holiday Periods / Out of Hours: We have a rota system, where at all times, a senior manager is available via mobile phone.

All incidents are to be recorded in the non-conformance log, and reported immediately to the Technical Controller.

Scobie & Junor (Estd. 1919) Quality System

Issued: 11/06/2021

Company Policy and Mission Statement

Authorised by:

Steven Stamp
Technical Controller

WI # 1008

Revision: N/A

Purpose

Company Policy

Scope

Full Site

Procedure

The Scobie & Junor Group have been at the forefront of food technology for over a century, providing ingredients, packaging and machinery to the food industry. Adding value to food is our mission.

A major part of our success is built on providing our customers with a high level of service, in tandem with quality assured products that are second to none. The food industry has highly demanding technical requirements. It is constantly looking for new and creative ideas to meet consumers changing needs, requirements and expectations. To fulfil these demands our company is organised to give focus and dedication to everything that we do.

Our business relationships are based on developing a close understanding with all of our customers. Our commitment to dependability and reliability is total.

For much of our business we are sole suppliers and manufacturers, enabling all our customers to benefit from our investments in innovations, quality and service, all of which are being constantly improved.

Our Mission Statement

To grow the business by remaining a respected supplier to the UK Food Industry of products which add value to food.

Scobie & Junor (Estd. 1919) Quality System

Health & Safety PolicyWI # 1011
Revision: E

Issued: 09/01/2024

Authorised by:


Steven Stamp
Technical Controller**Purpose**

To detail our Health & Safety Policy

Details

The nature of this business is:

Warehousing: the storage of a range of ingredients and packaging related to the food industry. The products being stored are a mixture of full pallets and split pallets. The split pallets are normally boxes.

Offices: the work in: Human Resources, Finance, Telesales, IT and Management.

Technical Resource Centre: focussed on the development of new ingredient products, and quality control on existing products.

Machinery: focussed on the sale of machines and spare parts. There is also repair work on machines, carried out in the workshop.

The Blending plant: focussed on the weighing, blending, labelling, filling, packaging, and palletising of a range of powders into various containers.

SCOTNET: the manufacture of covered rubber and then elastic meat netting.

SCOTNET: Thermal Forming: the manufacture of thermoformed plastic shapes.

Health and Safety Policy Statement:

To provide adequate control of the health and safety risks arising from our work activities via risk assessment procedure.

To consult with employees on matters affecting their health and safety.

To provide and maintain safe plant and equipment.

To ensure safe handling and use of substances.

To provide information, training, supervision to employees to ensure they are competent to do their tasks.

To prevent accidents and cases of work-related ill health.

To maintain safe and healthy working conditions.

To ensure Health and Safety policies and supporting procedures that are held are regularly updated by HR on the Scobie-Junor OH&S website.

To review and revise this policy, as necessary.

Signed

Andrew Wicklow
Managing Director

Scobie & Junor (Estd. 1919) Quality System

Issued: 15/03/2022

Ethical Policy

Authorised by:



WI # 1009

Steven Stamp

Revision: B

Technical Controller

**Purpose**

To describe our Ethical Policy

Scope

Full Site

Procedure

It is the policy of Scobie & Junor to act responsibly in all of our commercial and corporate activities. As part of our Quality Management System, we will adopt the principles of the Ethical Trade Initiative by the following Ethical Trading Policies:

- Employment is freely chosen.
- Freedom of association and the right to collective bargaining is respected and the company adheres to all EU and UK employment laws including the Human Rights Act.
- Working conditions are safe and hygienic and comply with all relevant legislation.
- Child labour is not used and procedures are in place to check on minors by production of birth certificates.
- The company complies with national minimum wage legislation.
- The company complies with the working hours legislation.
- No discrimination is practised and the company complies with all EU and UK employment legislation.
- No harsh and inhumane treatment is tolerated and the company complies with all relevant legislation.

We are also members of Sedex. Our company reference number is ZC1020728. Our site reference number is ZS1079329. This is a secure, online database which allows members to store, share and report on information in four key areas: Labour Standards, Health & Safety, The Environment and Business Ethics.

In addition, the company has a comprehensive Induction Manual including clear and concise written terms and conditions of employment. The document is reviewed annually as part of the Internal Audit and Management Review.

Scobie & Junor (Estd. 1919) Quality System

GMO Policy

WI # 1010

Revision: N/A

Issued: 11/06/2021

Authorised by:



Steven Stamp

Technical Controller


 Adding
Value
 to
Food
Purpose

To explain our GMO Policy

Scope

Full Site

Procedure

It is the policy of Scobie & Junor (Estd. 1919) Ltd. to purchase and provide products that are not of genetically modified origin. We are opposed to the unnecessary technical intervention in food.

This is reflected in our strict policy to work with suppliers to ensure that the raw materials purchased are not of genetically modified origin. This is achieved through the auditing and self-auditing of suppliers, the purchase of raw materials from approved, reputable suppliers and thirdly by working with our suppliers to ensure that they have a GMO Policy of their own.

This policy will be reviewed regularly to take into account the results of new research.

Scobie & Junor (Estd. 1919) Quality System

Nut Policy

WI # 1005

Revision: N/A

Issued: 11/06/2021

Authorised by:



Steven Stamp

Technical Controller

**Purpose**

To detail our Nut Policy

Scope

Full Site

Procedure

Scobie & Junor have taken the decision not to allow nuts or nut derivatives on site.

To this end, we do not allow nut or nut derivatives in any part of our building. This includes the canteen, office areas, production areas, storage areas, personal lockers and all other ancillary areas.

This policy applies to all staff and means that nuts or products containing nuts or nut derivatives are not allowed to be consumed on site by any staff member, visitor or contractor.

We operated a strict allergen policy and together with our policy of not buying or selling any product that may contain any nut or nut derivative, we seek to minimise the risk of product contamination as much as possible. All new raw materials are vetted against this policy to ensure compliance.

Although we operate within a nut free environment, it is prudent that we state that our finished products cannot be classified as nut free. This is because we have no control over products before they come onto site and when they leave.

A number of our suppliers state that their products are free from food allergens, but then go on to explain that this information is in no way binding, particularly as regards infringement of, or prejudice to, third party rights through the use of their products. Since some of our suppliers will not fully accept responsibility for the complete absence of allergens in their materials, neither can we.

To the best of our knowledge, all products produced by Scobie & Junor do not contain any nuts or nut derivatives. However, as stated above, we cannot guarantee that they are nut free.

This policy will continue to be reviewed on an annual basis.