



Adding
Value
to
Food

Technical Information

FAQ Pack

Issue No. 99

Date of Issue:

02/04/2026

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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

<p>Employers Liability</p> <p>Insurer: Arch Insurance (UK) Limited Policy number: P0063587CC2025AX0 Cover period: 30th June 2025 to 29th June 2026 Indemnity limit: £10,000,000</p>	<p>Public Liability</p> <p>Insurer: Arch Insurance (UK) Limited Policy number: P0063587CC2025AX0 Cover period: 30th June 2025 to 29th June 2026 Indemnity limit: £5,000,000</p>
<p>Products Liability</p> <p>Insurer: Arch Insurance (UK) Limited Policy number: P0063636CC2025AX0 Cover period: 30th June 2025 to 29th June 2026 Indemnity limit: £5,000,000</p>	<p>Public and Products Liability (Excess Layer)</p> <p>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</p>

Annual Certificate of Conformance



This is to certify that all products supplied by The Scobie and Junor Group from 01 January 2026 to 31 December 2026 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

Technical Controller

Date

02/01/2026.

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, Scotland, G75 OXS, 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 as dry ingredients.

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:

01-02 Dec 2025

Certificate Issue Date:

18 Jan 2026

Re-audit Due Date:

(An.): 16 Nov 2026 to 14 Dec 2026

(Unan.): 14 Aug 2026 to 14 Dec 2026

Certificate Expiry Date:

25 Jan 2027



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 tell.brcgs.com



Blending HACCP Flow Diagram

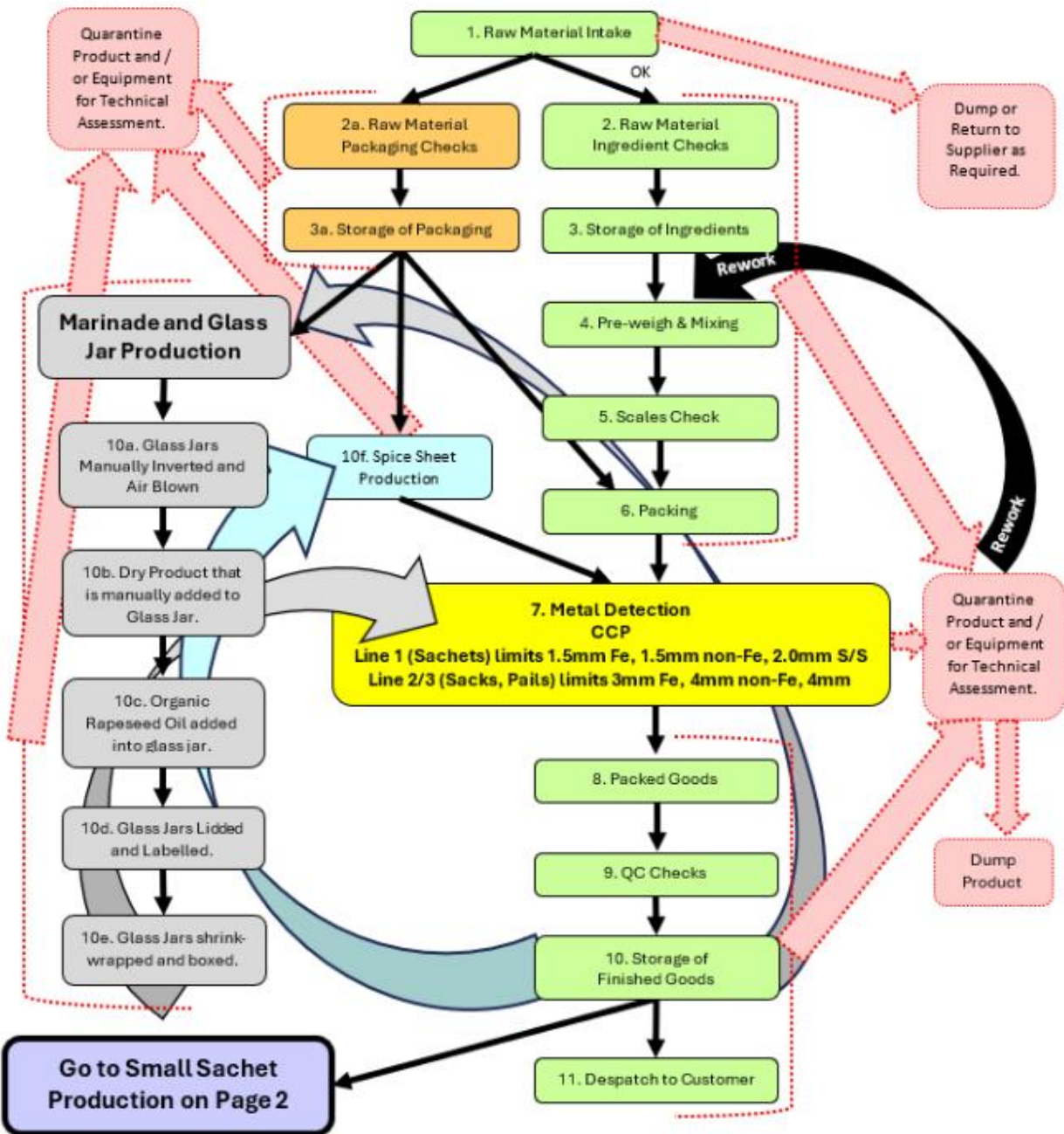
Authorised By:
Steven Stamp




Position:
Technical Controller

Signature:
[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 HACCP Flow Diagram

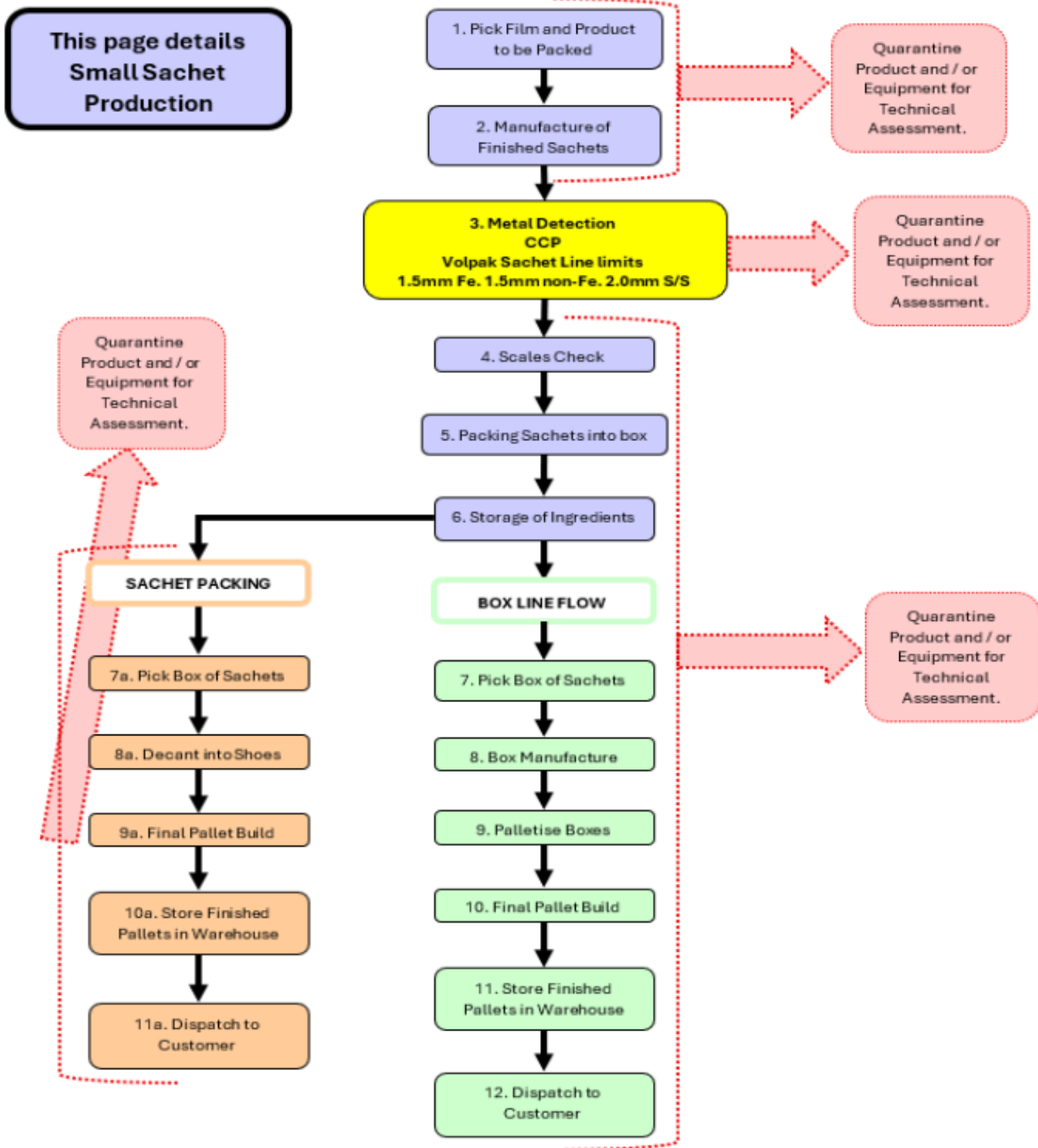
Authorised By:
Steven Stamp

Position:
Technical Controller

Signature:
[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

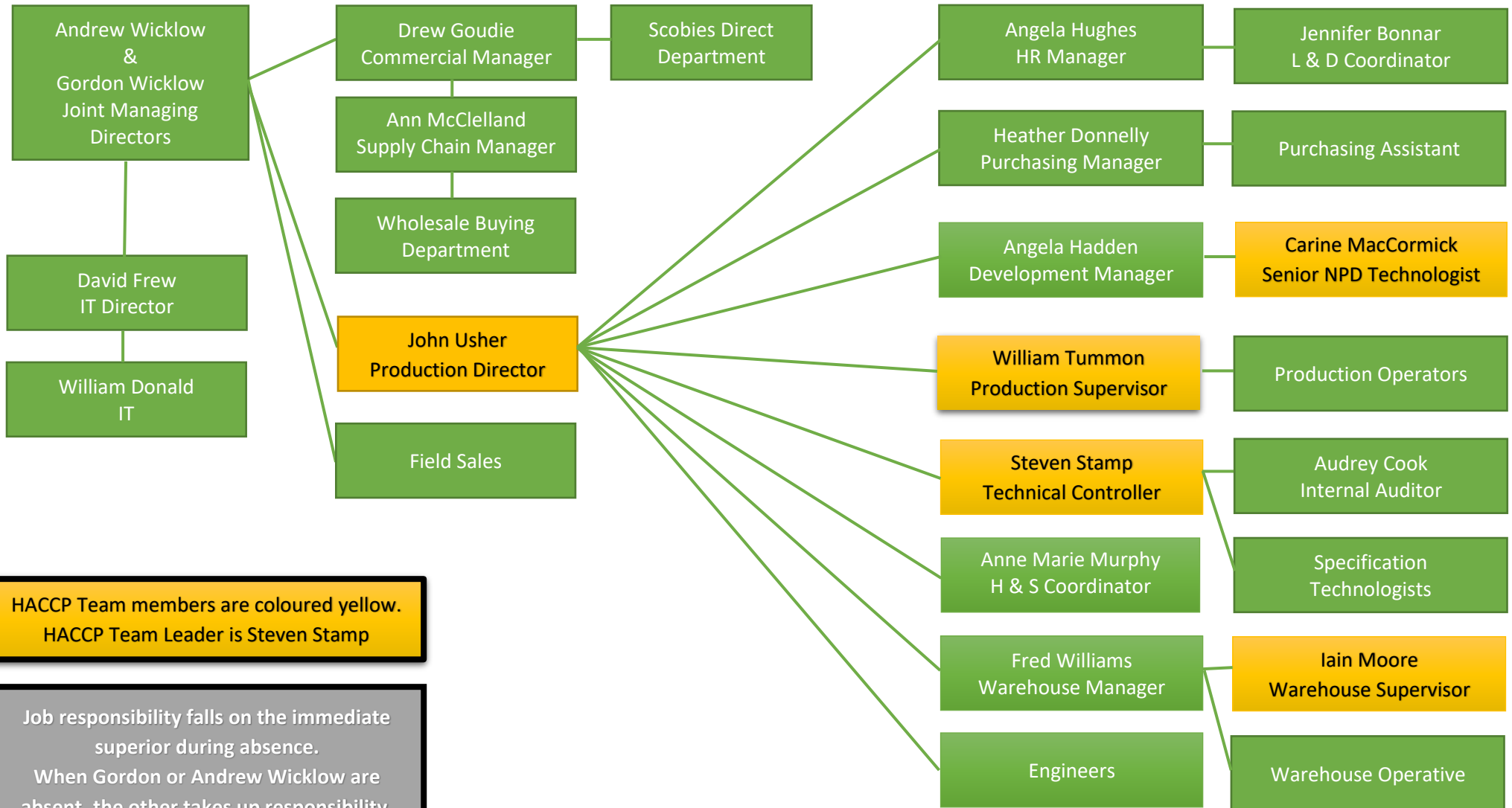
Authorised By:
Steven Stamp

Position:
Technical Controller

Signature:


Issue Date:
13/03/2025

WI #: 1410
Revision: G



HACCP Team members are coloured yellow.
HACCP Team Leader is Steven Stamp

Job responsibility falls on the immediate superior during absence.
When Gordon or Andrew Wicklow are absent, the other takes up responsibility.

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.
<p>All the above products are virgin materials and are used in direct contact with meat products such as beef, ham etc.</p> <p>* Sometimes with the addition of viscose, nylon or polyethylene.</p>	
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>

<p>Intended Use:</p>	<p>Elastic String: 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>Covered Rubber: 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>Elastic Meat Netting: 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>Thermoformed Bone Caps: Bone caps are designed to prevent the puncture of vacuum or shrink bags by covering sharp bone pieces.</p>
<p>Allergens On Site:</p>	<p>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.</p>
<p>Legislation that we Comply with:</p>	<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)
<p>Other Info</p>	<p>We don't have an EEC number because we don't handle fresh meat.</p>



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@bcggroup.com or use the BRCGS reporting system at <https://tellusbrcgs.whistleblowernetwork.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

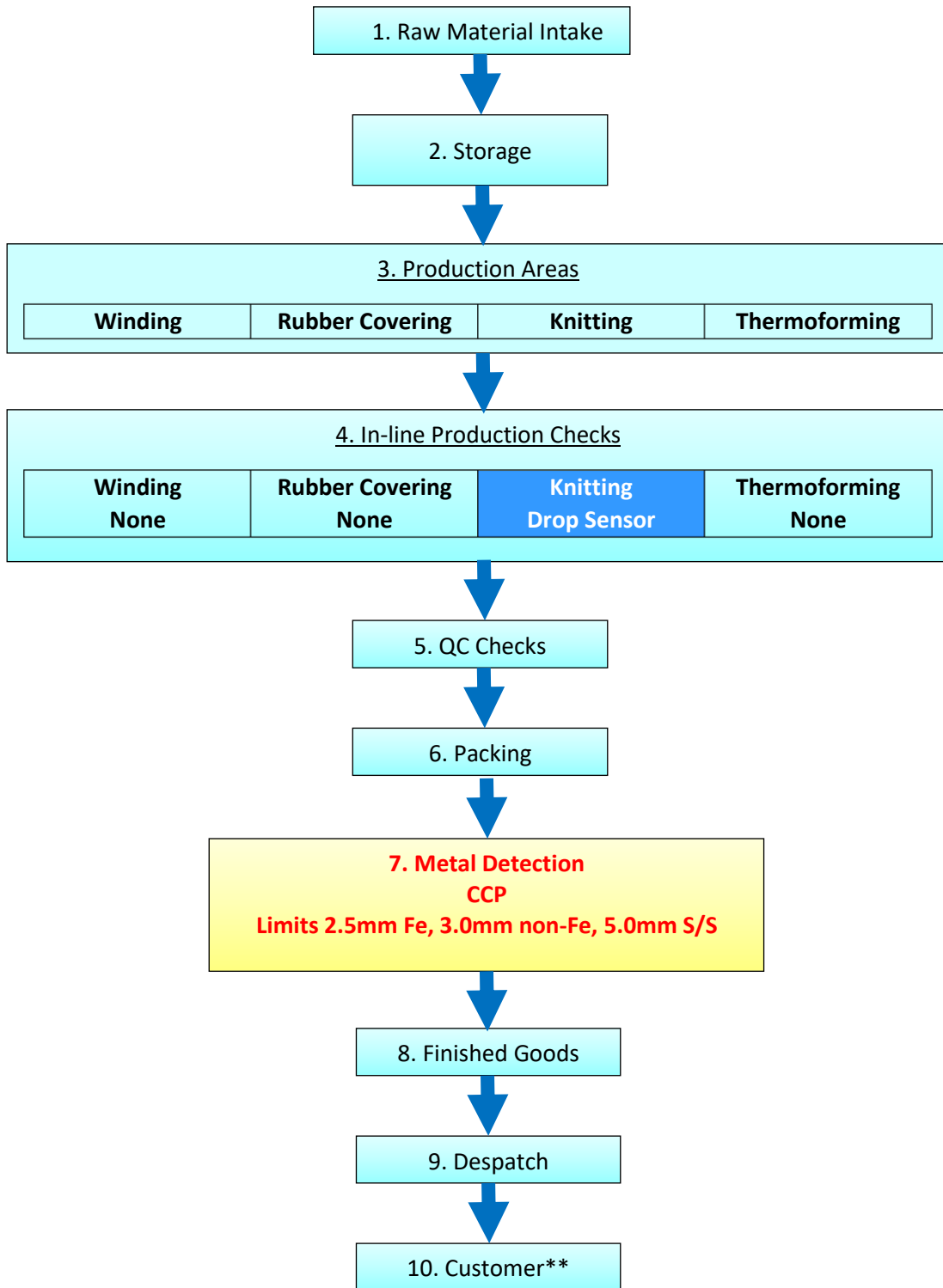
Authorised By:
Steven Stamp

Position:
Technical Controller

Signature:
[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.

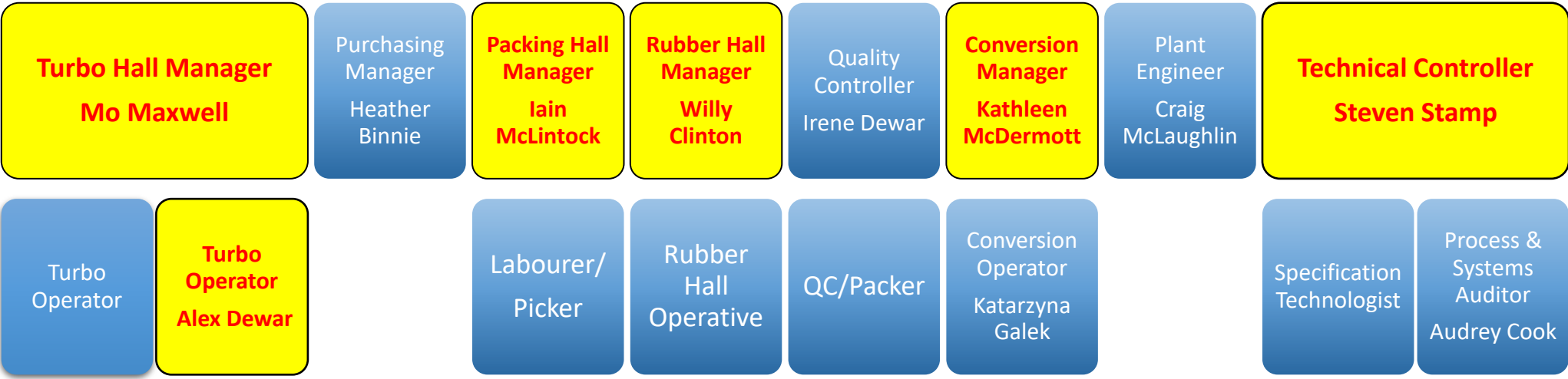
One of two things will happen to the returned stock. It will either be Dumped or Returned to Stock.

Rework is not carried out on our products.

Scotnet Organogram	Authorised By: Steven Stamp	Position: Technical Controller	Signature: 	Issue Date: 02/08/2024	WI #: 1415 Revision: B
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Joint Managing Directors Andrew Wicklow & Gordon Wicklow

Production Director John Usher



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:

20235

Certificate Number:

ESP26478

Dates of Audit:

12-13 Jan 2026

Certificate Issue Date:

17 Feb 2026

Re-audit Due Date:

(An.): 28 Dec 2026 to 25 Jan 2027

(Unan.): 25 Sep 2026 to 25 Jan 2027

Certificate Expiry Date:

08 Mar 2027




Mark Thomas

Executive Vice President
 Assurance, Sustainability, AgriWorld & Food

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



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



Warehouse HACCP Flow Diagram

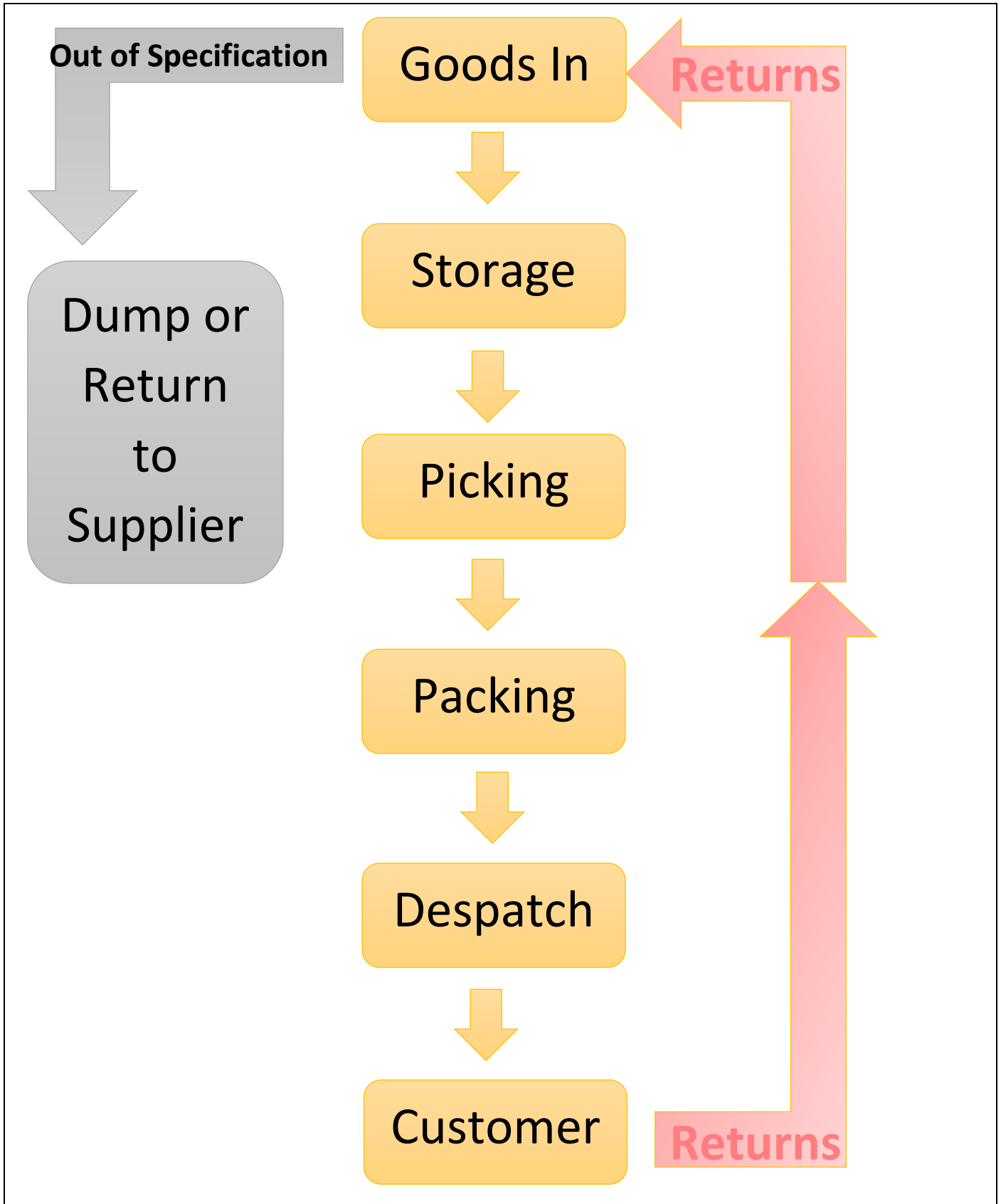
Authorised By:
Steven Stamp

Position:
Technical Controller

Signature:
[Handwritten Signature]

Issue Date:
10/03/2022

WI #: 1418
Revision: N/A



Warehouse Organogram

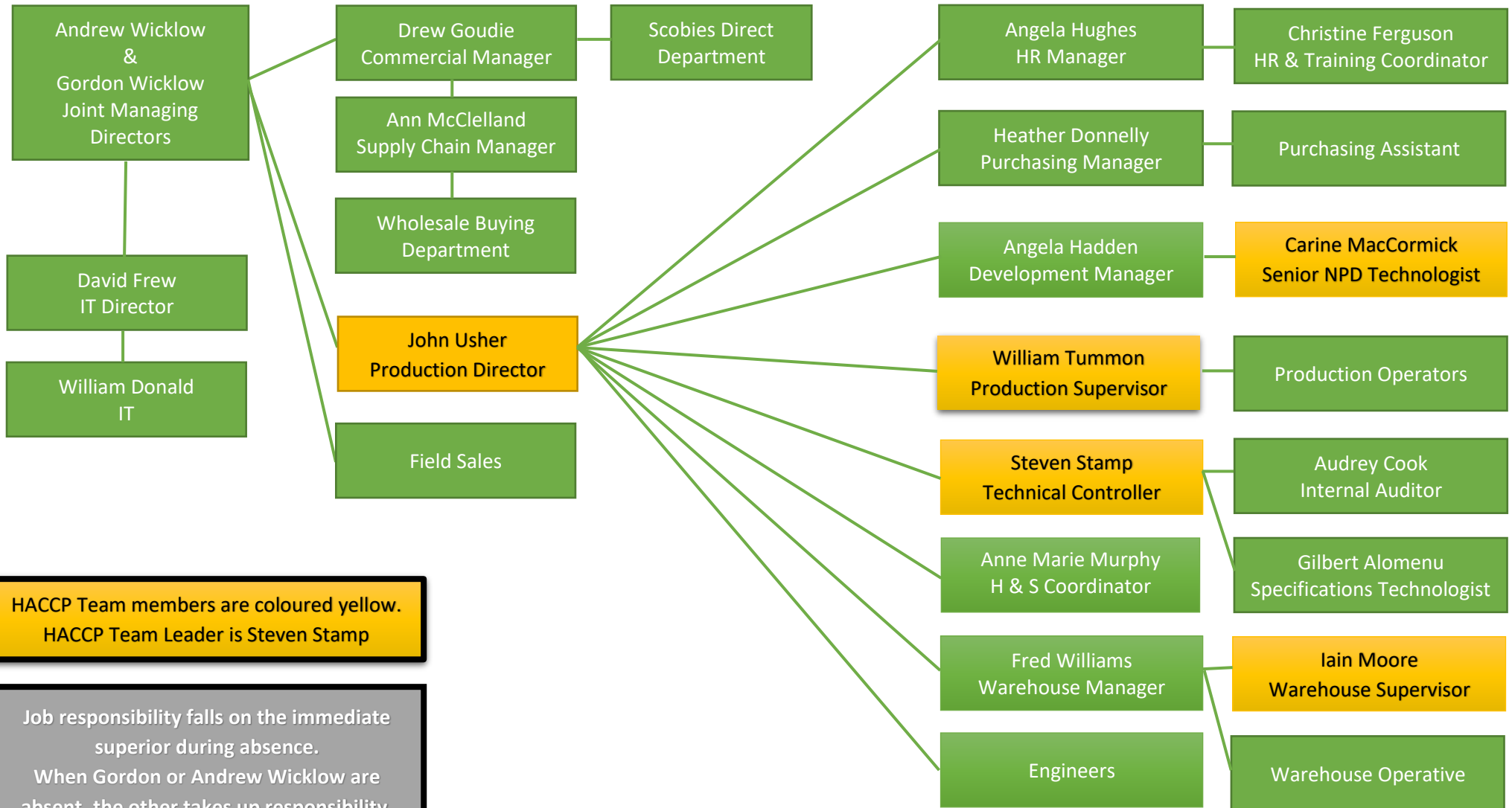
Authorised By:
Steven Stamp

Position:
Technical Controller

Signature:


Issue Date:
13/03/2025

WI #: 1417
Revision: F



HACCP Team members are coloured yellow.
HACCP Team Leader is Steven Stamp

Job responsibility falls on the immediate superior during absence.
When Gordon or Andrew Wicklow are absent, the other takes up responsibility.

Section 7 – Other Certificates



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: 27862
Certificate Number: DIST40154
Dates of Audit: 17 Feb 2026
Certificate Issue Date: 27 Mar 2026
Re-audit Due Date:
 (An.): 28 Jan 2027 to 25 Feb 2027
 (Unan.): 25 Oct 2026 to 25 Feb 2027
Certificate Expiry Date: 08 Apr 2027



Mark Thomas

Mark Thomas
 Executive Vice President
 Assurance, Sustainability, AgriWorld & Food

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





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: 27 March 2026
Last Control: 19 March 2026	Valid From: 27 March 2026
Document No: GB-ORG-02-0259-2026-86	Certificate Expires: 30 April 2027

Signed by:  Jonathan Pryce - Senior 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





Certificate of Registration



a **kiwa** company

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, NQA Certification Limited 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 parent company 9-2385-18-000-00

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 NQA-RSPO-000376
Issue Number 2025-02
Supply chain model Segregated
Issued by NQA Certification Limited



Managing Director



Registered Office: NQA Certification Limited, Warwick House Houghton Hall Park, Porz Avenue, Houghton Regis, Dunstable. LU5 5ZX. Reg No. 09351758
 This certificate remains the property of NQA Certification Limited 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 NQA Certification Limited 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 NQA Certification Limited or destroyed if requested. Further clarification regarding the scope of this certificate and verification of the certificate is available through NQA Certification Limited at the above address or via www.rspo.org. NQA Certification Limited was accredited to provide RSPO Supply Chain Certification on 6th 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: 247708150

30 October 2025

ח' חשוון תשפ"ו

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 2026** and is subject to renewal at that time.

אליהו בן הרבר נתן הלוי אמן
RABBI ELIE SCHOEMANN, DIRECTOR

מנחם בן מויז לבדיה א"א/י
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

© 2026 Scobie & Junor (Estd. 1919) Ltd, 1 Singer Road, East Kilbride, Glasgow, Scotland, G75 0XS

Tel: 01355 237041 email: technical@scobie-junor.co.uk



Office A1, Town Centre House
Naas Town Centre
Naas, Co Kildare
Ireland
Tel/Fax: 00 353 45 882 377
Email: info@organictrust.ie
Web: www.organictrust.ie



ORGANIC TRUST CLG

Inspection • Certification • Training • Education

GUARANTEEING ORGANIC INTEGRITY SINCE 1992

SYMBOL CERTIFICATE

This is to certify that the

ORGANIC TRUST SYMBOL



has been awarded to

Scobie & Junor (Ireland) Ltd

Steven Stamp & Claire Dunne
14 McKinney Road, McKinney Industrial Estate, Newtownabbey, County Antrim.
BT36 4PE
Northern Ireland

for the following organically certified enterprises

Importation, Storage and Distribution of Certified Organic Products

This document has been issued in accordance with **Regulation (EU) 2018/848** to certify that the operator complies with that Regulation. The declared operator has submitted his activities/processes under control and meets the requirements laid down in the named Regulations as implemented in the Organic Food & Farming Standards in Ireland

Symbol/Licence No.: 2010

Valid From: 01/01/2026

Signed: 

Valid Until: 31/12/2026

Stephen Connolly
Chief Executive Officer

Organic Trust CLG - A Voluntary Not-for-Profit Organisation - Company Limited by Guarantee
Registered No 193345 - EU, DAFM & DEFRA Approved Organic Certification Body
Codes: IE-ORG-03, GB-ORG-09

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

Issued: 12/07/2024

Food Safety & Quality Policy

Authorised by:




WI # 1002

Steven Stamp

Revision: E

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

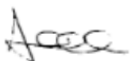
Everyone at Scobie & Junor plays a part in providing a healthy, safe and injury free workplace. Our food safety controls are enforced through regular in-house audits. In this way, we can guarantee that the products we supply our customers are always safe to use. In addition, our clean as you go policy 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 & Junor (Estd. 1919) Quality System

Issued: 03/10/2023

Allergen Policy

Authorised by:




WI # 1003
Revision: A

Steven Stamp
Technical Controller

Purpose

To minimise allergen contamination

Scope

Full Site

Procedure

Scobie & Junor (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

Issued: 11/06/2021

Environmental Policy

Authorised by:




Adding
Value
to
Food

WI # 1006

Revision: N/A

Steven Stamp

Technical Controller

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

Revision: N/A

Steven Stamp

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
Revision: A

Steven Stamp
Technical Controller

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

Issued: 09/01/2024
 Authorised by:

Health & Safety Policy



WI # 1011
 Revision: E

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
Revision: BSteven Stamp
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

Issued: 11/06/2021

GMO Policy

Authorised by:

WI # 1010

Revision: N/A



Steven Stamp

Technical Controller



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

Issued: 11/06/2021

Nut Policy

Authorised by:



WI # 1005



Steven Stamp

Revision: N/A

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.