



Sysco Europe

Product Standards and Supply Requirements

Own Brand
Food

Overview

This document provides a summary of Sysco product standards and supply requirements for all products sold under Sysco own brands in the European Union (EU) and United Kingdom (UK).

The requirements ensure that all products sold by Sysco Europe meet our expected standards for safety, quality, legality, integrity, consistency and sustainability. The standards outlined in this document constitute a minimum level and apply in addition to all relevant legislation and other supporting requirements for all geographies in which the products are marketed.

These requirements should be adopted by all suppliers and manufacturers to Sysco Europe and UK businesses.

This document is version controlled and where a change is made, the document will be made available to all suppliers on the 'Document Library' page of the 'Assure' portal.

The content of this document, including appendices, is confidential to Sysco Europe and our direct suppliers, it should not be disclosed to any third party without prior written approval by Sysco Europe's technical/FSQA department.

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Definitions

Affiliate: means in relation to any party, any entity that directly or indirectly controls, is controlled by, or is under common control with that party from time to time.

Assure: Assure is an Oracle Brand Compliance (ORBC) system used by Sysco Europe to manage supplier, site and product specification information. It serves as Sysco Europe's central repository for product recipes, compliance information and related product data.

FCD : means the Fédération du Commerce et de la Distribution (Federation of Commerce and Distribution), a French trade organisation that publishes microbiological criteria and guidance for food products, which are updated periodically.

FSQA: the Food Safety Quality Assurance department of Sysco or representative thereof.

Imported product : means a product imported into and first placed on the European market by a Sysco Europe entity, where a Sysco Europe entity is named on the packaging as the legal distributor.

Nulogy : Sysco platform for own brands supplier management, including supplier approval, routine Sysco supplier audits, food safety certification audits from suppliers, and other category specific certifications (ethical, sustainability) are managed and maintained.

SEDEX: Supplier Ethical Data Exchange. This is a secure online database where companies can store, share, and report on information related to labour standards, health and safety, environment, and business ethics. It provides a platform for members to manage and share data, and to conduct audits like the SEDEX Members Ethical Trade Audit (SMETA). Sysco is using SEDEX to help identify and manage risks related to their supply chains, such as human rights violations or environmental damage.

Sysco: mean any or all of the relevant company or companies within Sysco Europe placing orders for products with a supplier.

Sysco Brand: means all products supplied to Sysco Europe (whether as ingredients or finished products) which will be sold by Sysco Europe under a trade mark or name belonging to or associated with Sysco (or its Affiliates). Comprises of three tiers which are defined by measurable product quality attributes including but not limited to: quality grades, physical characteristics, sensory profiles, defects limits, ingredient quality, ingredient complexity and processing methods. Within Sysco Brand, Sysco Europe have a variety of speciality brands and also local market brands under the Sysco Europe portfolio which adhere to all same supplier and product requirements.

Sysco Europe: means all Sysco group companies in Europe and the United Kingdom, including without limitation.

- **Menigo:** Menigo Foodservice AB (registered company number 556044-4647), Eko Fågel Fisk och mittern mellan AB (registered company number 556566-6137), Fruktservice i Helsingborg AB (registered company number 556216-7550), Restaurangakademien AB (registered company number 556321-2850), and Servicestyckarna i

Johanneshov AB (registered company number 556723-3514) and/or any trading division or Affiliate of Menigo Foodservice AB.

- **Sysco France:** Sysco France SAS (registered company number 316 807 015), Les Ateliers Du Goût (registered company number 319 331 849), and Victua (registered company number 812 162 766) and/or any trading division or Affiliate of Sysco France SAS.
- **Sysco GB:** Sysco GB Limited (registered company number 02035315) whose trading divisions include without limitation Sysco, Brakes, Fresh Direct, Kff, Medina Foodservice, Country Choice, Brakes Catering Equipment, M&J Fresh Seafood, Fresh Kitchen, Wild Harvest and Roots, and/or any Affiliate of Sysco GB Limited.
- **Sysco Ireland:** Sysco Foods Ireland Unlimited Company (registered in Ireland with company number 188507), Sysco Foods NI Limited (registered in Northern Ireland with company number NI066355), GHS Classic Drinks Limited (registered in Ireland with company number 387013), and any trading divisions and/or trading names of the above including but not limited to Ready Chef and Sysco Ireland, and/or any Affiliate of the above companies.

And any reference to “**Sysco**” shall mean any or all of the relevant company or companies within Sysco Europe placing orders for products with a supplier.

Technical Terms and Requirements

Following initial supplier approval, suppliers of Sysco Brand products are required to comply with the Sysco Europe Terms & Conditions of Purchase, the Sysco Supplier Code of Conduct, any Commercial Terms or Operational Requirements documents notified by Sysco Europe, and all applicable European Union (EU), United Kingdom (UK) and national legislation and regulations for each market in which the products are sold.

The following technical requirements also apply to Sysco Brand and imported by Sysco:

- All new legislation and regulations (national, UK or EU) must be considered by the supplier and manufacturers of Sysco Brand products. Suppliers must liaise with their relevant Sysco FSQA contact should specification and/or packaging changes be required with a reasonable amount of notice prior to the effective implementation date of any new legislation or regulation.
- Production, processing and packaging of any Sysco Brand product shall not be sub-contracted to another processor or to another facility within the Supplier’s organisation without the prior written agreement of Sysco.
- No amendments to agreed product specification, packaging or artwork shall be made without the prior written agreement of Sysco.
- Any such amendments shall be communicated with sufficient advanced notice for Sysco to review and approve prior to any changes being implemented.

- For Sysco Brand products, unless advised otherwise, Sysco will attend all first production runs of new/amended products or alternatively, may request first production samples to be submitted for evaluation.
- Products shall be subject to inspection, analysis and approval by the Sysco Europe FSQA team or other nominated person on delivery, or by sampling of stored stock.
- Sysco reserve the right to reject any product not meeting specification, or that has been mishandled prior to delivery. Any such rejected product must be removed from all Sysco Brand packaging by the supplier prior to any subsequent disposal. Evidence that this condition has been complied with must be sent to the Sysco FSQA Manager on request.
- The supplier must liaise with Sysco if issues arise in relation to product quality, safety, legality, or integrity including product labelling and ingredient or allergen declaration. Depending on the severity of the issue this may result in action by Sysco that may include rejection of stock, and/or a recall of the product from our customer base.
- Costs associated with the supply of Sysco Brand products borne by the supplier are outlined in Appendix 1. Any queries or disputes about such costs by the supplier must be escalated to the Sysco buyer and FSQA technical contact.

Sysco Supplier and Facility Approval

All manufacturing facilities approved to supply Sysco Brand food shall be independently certified to a Global Food Safety Initiative (GFSI) benchmarked standard.

Manufacturing facilities without GFSI will be considered for approval on a case-by case basis where supplier site has given assurances that accreditation will be attained within next 12 months, however, GFSI certification remains a requirement.

Agents/brokers without GFSI certification will be considered for approval based on their technical resource & standards, with an aim of clear contractual and food safety management between them and the producing facility.

The manufacturer's premises, equipment, machinery and other apparatus used in connection with the manufacture, storage and supply of Sysco Brand products will comply with all applicable legal and industry-standard standards of cleanliness and hygiene.

The manufacturer will give Sysco, its agents or any associated regulatory body all reasonable access required to any premises, employees, agents and subcontractors of the supplier for the purposes of, and will fully co-operate with, the monitoring of the performance, safety and quality of the manufacture, production, preparation, packaging, processing, design and supply of the products (as applicable).

The supplier will ensure that all products comply with all applicable EU, UK and national legislation and regulations in force at the time of supply and any legislation and regulations that will become applicable during the shelf life of the product in each market in which the product is or may be sold, so as to ensure ongoing compliance throughout the product's lifecycle.

Initial Facility Audit (IFA)

All Sysco Brand manufacturing facilities will be approved in accordance with Sysco Europe's standard process (see *Fig. 1* below) and includes a requirement to undertake a physical audit prior to initial approval and on a routine basis thereafter.

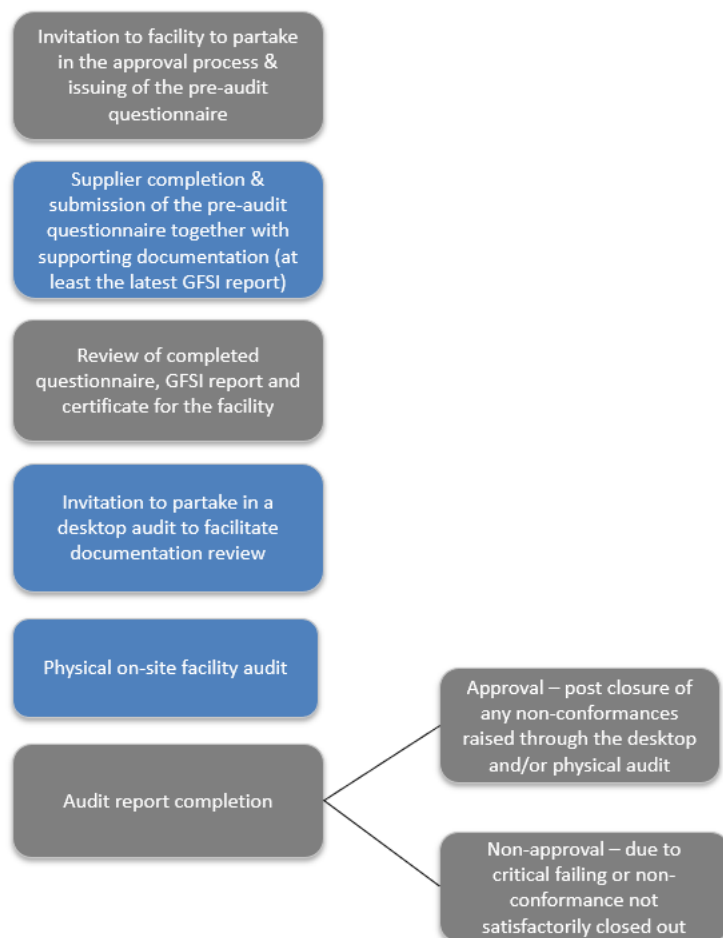
Fig. 1



Sysco auditor languages include English, Swedish, French or by default a professional fluent English. The supplier can organise help from an external translator if needed.

To progress to a physical site audit, a successful desktop audit must first be achieved. The overview of key steps for supplier (blue) and Sysco FSQA contact (grey) is summarized in *Fig. 2* below.

Fig. 2



Routine Surveillance Audit (RSA)

All Sysco Brand approved manufacturing facilities must undertake routine surveillance audits at a frequency and time determined by the Sysco Europe FSQA department.

Frequency will be driven by risk classification of the audited facility and Sysco Europe FSQA technical annual re-assessment. As an average, a high-risk facility may be audited every year, medium and low risk every 3 or 5 years.

Sysco FSQA reserves the right to change the audit frequency with announcement to the supplier.

Independent Audit Programme (IAP)

A copy of the facility GFSI report and certificate must be submitted to Sysco FSQA annually, in line with expiration date and via the Nulogy and/or Assure portals. The supplier agrees that the GFSI certificate can be shared by Sysco with its clients, when requested.

Nulogy

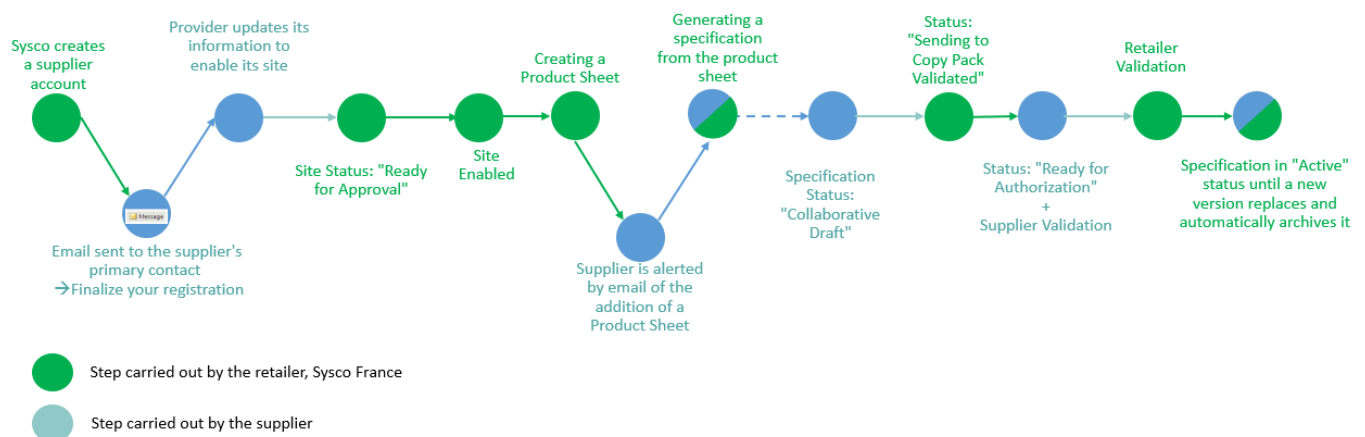
Sysco Europe approval processes, including IFA, RSA and IAP programmes are managed through the Nulogy (formerly Audit Comply) portal. This portal allows Sysco to have supplier's contact details; facility addresses and product family key information.

Suppliers should note that an annual fee is payable for access to and use of Nulogy. See detail of costs in Appendix 1.

Assure

The Sysco Europe approval process includes registration in a specification management system (Assure). All own brand suppliers and facilities are required to use Assure for maintaining key contacts, completing specifications, generating pack copy for packaging, completing compliance assessments and gathering product information. *Fig. 3* below provides an overview of the specification process. For further information, see *Appendix 1*.

Fig. 3



Product Quality

The supplier is responsible for ensuring all products comply and conform with the agreed specification and all relevant technical standards, be of the agreed quality, free from defects in material or workmanship and not be injurious to health.

All products shall comply with all applicable laws, regulations, national or sectorial standard specifications and codes of practice (including general trade or other recognised regulations or specifications) relating to the production, supply and sale of the products for all geographies in which the products will be sold.

Tiering and Product Quality Attributes

- All Sysco Brand products are designed with product quality attributes and parameters clearly defined by the Sysco Europe FSQA team, with supplier's expertise if needed, which are documented in the agreed specification. These parameters are defined to give a clear brand positioning.
- All manufacturers of Sysco Brand products are expected to match the bid specifications to ensure the defined attributes and parameters can be achieved consistently during manufacture before quoting on a product.
- Product samples submitted for review shall be from actual production and achieve the product quality specification requirements.
- Approved suppliers are required to consistently manufacture products to agreed specifications with appropriate quality monitoring in place during manufacture.

Product Quality Monitoring & Testing

- Suppliers must assess each batch of Sysco Brand finished product against the agreed physical, microbiological, chemical and organoleptic characteristics as defined within the Finished Product Standards section of the specification prior to delivery to Sysco.
- Where appropriate, the sample assessed must be handled and prepared in accordance with instructions on packaging.
- Organoleptic assessments must be undertaken by sensory-trained personnel with an understanding of the product, and where appropriate must refer to agreed industry standards, e.g. sectorial guide of good practice, and agreed photographic standards as per Quality Attribute Sheets (QAS).
- Assessments must be fully documented, including date and time, production codes, comments, relevant actions and signed accordingly.

- Sysco Europe require that all critical analyses (against defined safety, legality, authenticity or compositional criteria) are conducted by laboratories accredited to ISO 17025 standard or a recognized equivalent standard to ISO 17025.
- Out of specification results for any analysis on a Sysco Brand product must be communicated immediately/promptly to Sysco FSQA.
- Wherever possible, products should be microbiological positively released where pathogens are concerned. The feasibility and requirements for positive release should be discussed and agreed between the supplier and relevant Sysco FSQA Manager at audit stage.
- All analyses must be documented to include full traceability details. All analytical results for Sysco Brand products, with applicable standards and limits clearly written and shall be recorded and held for a minimum of five years.
- All results on Sysco Brand products shall be made readily available to Sysco as and when requested.
- All costs of analyses are to be met by the supplier.

Product Certification

The Sysco Brand proposition includes a range of third-party certifications supporting Sysco Europe's sustainability commitments, animal welfare standards and customer requirements, for example, Kosher, Halal, organic, Responsibly Sourced Palm Oil (RSPO), Marine Stewardship Council (MSC), Aquaculture Stewardship Council (ASC), Red Tractor, KRAV, Royal Society Prevention of Cruelty to Animals (RSPCA) Assured.

Where a certified product claim is made in the specification, on packaging or communicated to Sysco customers via other means, the following shall apply:

- The supplier's manufacturing facility shall meet the requirements of the certification standard, including chain of custody where relevant.
- The supplier's manufacturing facility shall maintain the required third-party certification to support the certified claim on relevant products.
- All costs and fees associated with third-party certification remain the responsibility of the supplier/manufacturer.
- Certification status must be maintained on Assure and Nulogy.
- Changes to, or loss of certification affecting Sysco Brand products must be immediately notified to FSQA Sysco contact.

Compositional Standards

All below standards must be taken into account, including specific requirements detailed in appendix 15.

Additives

Sysco Europe is committed to the removal of additives wherever possible. The aim must be to develop products with as “clean” an ingredients declaration as possible maintaining a good organoleptic standard. Refer to Appendix 2 for a full list of additives that are prohibited or restricted.

Permitted additives, where used:

- must be kept to a minimum and should only be present if essential to product quality or safety;
- must be used in accordance with current UK, EU and national legislation and with reference to guidance on Acceptable Daily Intakes (ADIs).

Supplier is responsible for adhering to the European Food Safety Authority (EFSA) or national equivalent body evaluation on additive use. In addition, the supplier is required to conduct risk analysis to prioritize the removal of additives where possible.

Declaration of additives must be done with the category and name rather than the identification number. Unless the size of the packaging requires the text to be shortened, or in the case of an additive name that causes concern for the consumer (e.g. Sodium Methyl p-hydroxybenzoate).

Sysco may, on an exceptional basis, review the usage status of an additive that is otherwise classified as restricted or prohibited under this document, where the additive is legally permitted, there is clear evidence that its use is intrinsic to the product, and no suitable alternative is reasonably available. Any such exception shall be subject to Sysco's prior written approval.

Colours

Where colours are used in Sysco Brand products, they must meet the requirements stipulated in relevant EU, UK or national legislation or regulations, and in addition:

- Natural colours are permitted.
- Artificial colours derived from petrochemicals are prohibited.

Flavour Enhancers

Products developed for Sysco Brand must not contain flavour enhancers. In addition, any existing Sysco Brand product under review must include the removal of pre-existing flavour enhancers.

Where present in a recipe, a flavour enhancer

- must be technically justified by the supplier
- must not be present in foods promoted specifically for children or school meals.

Antioxidants

The antioxidants BHA and BHT are not permitted in any Sysco Brand products.

Artificial Sweeteners

Artificial sweeteners, including cyclamates, must not be used in any Sysco Brand Products. Other artificial sweeteners may be used in "no added sugar", "low fat" or "reduced energy" products, subject to applicable legal requirements and any restrictions set out in this document.

Preservatives

The use of preservatives (excluding salt, brines, vinegars, cultures, etc.) in Sysco Brand products is restricted as follows:

- Permissible if an essential part of curing or processing.
- Permissible if a residual ingredient.
- Permissible if required for preservation of ambient stored products after opening, e.g. squash, cordial, ketchup.
- Permissible where commercial necessity for longer life is justified and other methods of extending shelf-life have been considered, e.g. cooking, hot filling, etc.
- Not permitted in frozen, dried or canned foods which are preserved as a result of their processing.
- Benzoates are not permitted in products aimed at schools.
- New solutions that have not been scientifically validated or have been subject to negative publicity are prohibited.
- Preservative use may be restricted or prohibited in certain Sysco Brands, e.g. Collectif-du- Goût, as notified by Sysco.

Aromas/Flavours

Sysco Europe recommends the use of natural flavours in the composition of its products and prohibits the presence of artificial flavours in certain brands, e.g. Collectif-du- Goût.

As required under European Regulation (EC) No 2065/2003, smoked flavor aromas must be withdrawn from Sysco Brand product by 2029.

Texturising agents

Sysco Europe prohibits the use of gelatine of animal origin in certain Sysco Brands, e.g. Collectif-du- Goût.

Vegan and Vegetarian

Sysco Brand products labelled on pack as 'suitable for vegetarian' and 'suitable for vegan' diets will meet the following criteria:

- Exclude the deliberate use of any ingredient resulting from slaughter.
- Exclude the deliberate use of any animal derived ingredients (for vegan products).
- Exclude genetically modified ingredients.
- Will be produced in line with good manufacturing practices which strive to minimize cross-contamination from animal products as far as it is reasonably practicable.
- Restrict the use of vegetable proteins, e.g. peas, wheat, soy, etc., in certain brands, e.g. Collectif-du- Goût.
- Precautionary allergen labelling 'may contain' for adventitious traces of milk and egg is permitted where necessary on vegetarian and vegan products.

Vegetarian products:

- Must not contain any ingredients derived from slaughtered animals, including by-products, seafood or edible insects.
- Must not contain any cheese ingredient.

Lacto-ovo vegetarian products:

- Must not contain any ingredients derived from slaughtered animals, including by-products, seafood or edible insects.
- Cheese ingredients are accepted.

Vegan products:

- Must not contain any ingredients derived from slaughtered animals, including by-products, seafood or edible insects.
- Must not contain animal derived ingredients or additives (dairy, eggs, honey, colours, additives).
- Must be produced in a factory with effective segregation from any animal derived ingredients.

Halal and Kosher

Sysco Brand products intended for a Halal diet must be certified, and in compliance with all EU and local animal welfare policies, and with the requirements in *Appendix 3*.

Halal and Kosher certificates must be provided at product approval stage and recorded in Assure/Nulogy where a new certificate is uploaded prior to expiration date to ensure continued certification.

Special Diets

Sysco Brand food and drink aimed at schools must conform to national food standards for school and additives defined above and in *Appendix 2*.

Sysco Brand food and drink aimed at vulnerable consumer groups, e.g. care home or hospital feeding, must conform to strict food safety criteria and be approved by Sysco FSQA.

Genetically Modified Ingredients

Sysco Europe does not permit the use of genetically modified (GM) ingredients in Sysco Brand food products, all ingredients used in products must be of 'non-GM' status as defined in EU Regulation 1829/2003, or any applicable prevailing GM legislation, regulation or amendment thereof.

Fermentation products and enzymes, e.g. chymosin, which are manufactured using GM technology are not prohibited, and in line with EU/UK legislation, do not need to be labelled.

Suppliers are required to review their supply chain for 'at risk' ingredients to ensure non-GM status is maintained on an annual basis. Records of such reviews and traceability exercises must be recorded and made available to Sysco upon request.

Irradiation

Sysco Brand products, or their ingredients must not have been subject to irradiation. Suppliers must provide written confirmation that all ingredients (including the components of any compound ingredients) have not been irradiated.

Only exception for irradiation is frogs originating in Asia with legal denomination that must clearly state irradiation treatment.

Novel Foods

Sysco Europe will only supply novel foods that have been fully assessed and approved through the European regulatory process which can be found here : https://food.ec.europa.eu/food-safety/novel-food/authorisations/union-list-novel-foods_en

Soy and Soybeans

Soya or products containing soy-based ingredients must have a known isoflavone level controlled by the supplier. See *Appendix 9 and 15* for added requirements on isoflavone risk management.

Coffee, tea and cocoa

See *Appendix 9* for specific requirements.

Palm Oil

See *Appendix 9* for specific requirements.

Fats

Sysco Europe prohibits the use of hydrogenated vegetable oils in Sysco Brand products; this will ensure the virtual absence of all manufactured trans-fats. Where naturally occurring trans-fatty acids are present, the levels must be provided in the nutritional section of the specification.

Salt

National requirements for salt targets apply to various food categories and must be achieved and maintained. Salt categories are selected in the nutrition section of the Assure specification where compliance is auto verified. See more detailed requirements in *Appendix 11*.

Egg

Sysco Europe requires that high standards of animal welfare are maintained at all times, antibiotic use is minimized and controlled during farming and clearly defined biosecurity measures are managed at farm level.

Requirements for shell egg quality standards may vary by market, for further information see *Appendix 4*.

Suppliers with commitments to improved welfare standards, e.g. European Chicken Commitment, for poultry products are required to share this information with Sysco Europe FSQA.

Produce

Sysco Europe require that all fruit, vegetables, herbs and salad products are produced in accordance with safe and environmentally sound practices, meeting the requirements set out below:

- Growers actively seek to minimize the use of pesticides, making full use of integrated crop management techniques and best practices.
- Supplier must ensure to train growers and manage chemicals and pesticides at fields level according to European and UK laws.
Supplier must ensure to follow good agriculture practices regarding use of manure/treated sludge on land growing ready to eat crops.
- Growers actively follow legislative requirements for pesticides used to ensure they are approved for specific application, and the finished product complies with Maximum Residue Limits (MRLs).
- A residue monitoring and testing program must be in place which sets out the steps to be taken should MRLs be exceeded.
- Suppliers of ready-to-eat products that are not subject to a heat process during processing or prior to consumption, e.g. products that may only be washed or not washed at all, must ensure growers have appropriate controls in place with respect to microbial hazards. (e.g. release control before deliveries).
- Irrigation water used for ready-to-eat crops must be free of pathogenic micro-organisms with an appropriate, risk-based sampling and testing program in place.
- Processors of prepared, ready to eat produce, e.g. bagged salad, fruit salad, must be washed in a suitable decontaminant.
- Supplier must have specific control on food-borne viruses for frozen berry fruits.

Seafood

Sysco Europe will only source fish and seafood from responsibly managed fisheries, this includes wild caught species and those produced by aquaculture.

Products claiming "boneless" quality statements must comply with the following AFNOR or CODEX standards:

- "Boneless quality" requirement = CODEX standard (applicable on fillets products) or AFNOR NFV45-074 (applicable on blocks products).
- " Bones-poor " requirement = AFNOR NFV45-074 standard (applicable on blocks products).

Meat and Poultry

Sysco Europe requires that high standards of animal welfare are maintained at all times, antibiotic use is minimized and controlled during farming and clearly defined biosecurity measures are managed at farm level.

Sysco Europe expects all suppliers to validate the controls in place to assure the integrity of meat and poultry products throughout the supply chain and to remain vigilant to the risks of product mislabeling, species cross contamination during production and deliberate acts of fraud.

Suppliers are required to undertake a risk-based program of testing across both raw materials and finished products of all relevant meat and poultry species that could be present on site for the presence of non-declared species.

Mechanically separated meat as defined* by EU, UK or national regulations/guidelines is prohibited as a (raw) product or an ingredient (compound). This applies regardless of the percentage of the finished product.

**VSM/MSM definition: the raw material corresponds to meat on the bone, recovered by mechanical processing.*

Food Safety and Integrity Standards

Food Safety Requirements

Sysco Europe requires that food safety is an inherent element in product design, manufacturing, storing and supply chain practices. It remains the supplier's responsibility to provide food that is safe and meets all applicable legal and regulatory requirements.

Sufficient information must be contained in the agreed specification to verify the safety and integrity of the product.

As a minimum, the following is required to review the microbiological safety and integrity of a product:

- HACCP including process flow
- Shelf-life validation protocol and results
- Microbiological test results

Ready to Eat Foods

- Manufacturers of perishable ready-to-eat foods (chilled or frozen) that may be subject to *Listeria* contamination are required to have a *Listeria* monitoring program (see Appendix 5) encompassing both product and environmental testing.
- Manufacturers must demonstrate that should *Listeria* be present, it will remain within safe limits throughout the duration of shelf life. Proof of stability must come from real product analyses or predictive systems.
- Manufacturing facilities approved to produce Sysco Brand ready-to-eat foods must meet the requirements set out in Sysco IFA and supporting policies, including release control on finished products.

Non-Ready to Eat Foods

- Manufacturers of products that are not ready to eat, requiring cooking by the customer, must have validated cooking instructions (see Appendix 6) on pack that meet industry guidelines whereby 75oC for 30 seconds or equivalent throughout.
- Manufacturers of Ready to cook "Pre-cooked products" whereby end consumer may incorrectly assume that the product is not required to be fully cooked before serving should treat the product as Ready to eat and risk assess accordingly.

Shelf-life Validation

- Shelf-life data must be provided to support the quality and safety of the product over the proposed shelf life; this must include microbiological and sensory data with appropriate re-validation protocols in place (see Appendix 7).

Allergen Management

- Manufacturers are required to conduct a full allergen risk assessment considering all allergens defined in current or prevailing EU or UK legislation; the risk assessment must consider cross-contamination risks for the purposes of Precautionary Allergen Labelling (PAL).
- Allergen-free claims must be routinely verified through effective testing protocols. Specificities for some of them (e.g. gluten free) are defined in *Appendix 8*.
- Allergen risk assessments must include validation and routine verification (See *Appendix 8*).

Product Testing

- Sysco Brand products must be tested in accordance with the relevant microbiological specification category as stated / selected in the Assure product specification, and as agreed with the Sysco FSQA Manager.
- Microbiological test parameters include standard indicator and pathogenic criteria, as well as specialist toxin tests such as Histamine (for scombroid fish), and shellfish biotoxins (DSP, PSP, ASP).
- Sysco Europe suppliers must ensure that all products supplied are compliant with Commission Regulation EC 1831/2003 and all subsequent amendments, which sets maximum levels for certain contaminants in food products, such as heavy metals, 3-MCPD, and mycotoxins.
- All tests must be carried out by an ISO 17025 or equivalent laboratory.

Materials in Contact with Food

- Materials and products intended to come into contact with food must comply with EU Regulation 1935/2004, Regulation (EC) No 2023/2006 on Good Manufacturing Practice (GMP) and any other applicable legislation.
- Materials and products intended to come into contact with food must be BPA and PFAS/PFC free as detailed in UK and EU legislation and regulations.
- Migration testing for food contact materials must be submitted to Sysco prior to product launch.
- Products or packaging must not contain any substance of very high concern as detailed in the REACH Candidate List above a concentration of 0.1% (w/w).

Integrity and Authenticity Requirements

Sysco Europe requires all suppliers to have a documented Threat Assessment and Critical Control Point (TACCP) plan and a Vulnerability Assessment and Critical Control Plan (VACCP) to allow a systematic verification of fraud prevention procedures and vulnerabilities throughout the supply chain.

Suppliers are expected to assess the integrity and assurance of their food supply network as part of the strategy to reduce fraud. TACCP plans should be based on clear guidance such as 'PAS96:2017' or local equivalence.

Sysco Europe expects its suppliers to be fully aware of the potential sources of food fraud within their supply chains, e.g.

- Unapproved ingredients/additions, e.g. use of unauthorized additives
- Counterfeiting, e.g. illegal production and copying of popular foods
- Dilution, e.g. watered down products or olive oil diluted with cheaper alternatives
- Substitution, e.g. cheaper cow's milk replacing buffalo milk, toxic Japanese star anise replacing Chinese star anise
- Concealment, e.g. harmful food colouring applied to fresh fruit to cover defects
- Mislabelling, e.g. expiry dates, provenance
- Grey market production/theft/diversion, e.g. sale of excess unreported product
- Specification or claims, e.g. MSC seafood is not certified.

Suppliers are advised to undertake an annual review of Rapid Alert System for Food and Feed (RASFF), or local equivalence, to update risks according to reality.

Sustainability and Ethical Requirements

Sysco Europe is committed to sourcing products that are produced in an ethically sound manner and aligned to our sustainability commitments (see *Appendix 9 and 15*)

Suppliers agree to be bound by the Sysco Supplier Code of Conduct and any updates thereto made by Sysco.

Sysco Europe requires all suppliers to:

- Supplier and facility SEDEX B membership (minimum) with SAQ completed and reviewed annually, all data shared with Sysco.
- Ethical audits (SMETA 4-Pillar or equivalent) carried out by an independent third-party audit body will be required in cases where risk is high based on national tools used to determine risk level and at a minimum frequency of every 2 years.

Product Specifications

Once products are approved, suppliers are required to complete a comprehensive specification for all Sysco Brand products in Sysco's brand compliance portal, Assure. This specification confirms the standards agreed between Sysco Europe and the supplier.

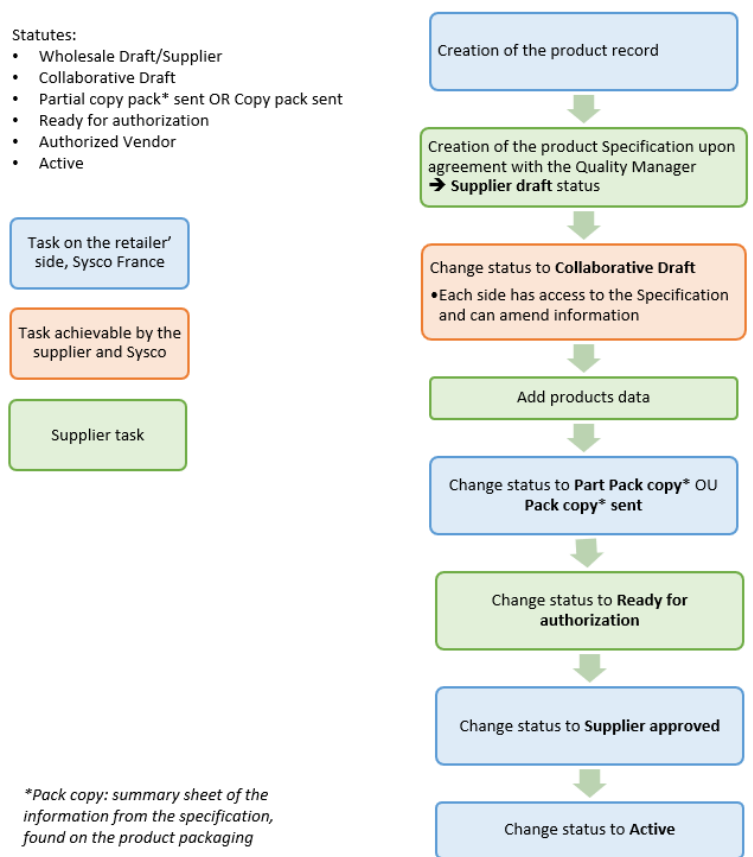
Bid Specification

Sysco Europe require suppliers to review bid specifications for each product prior to quoting for potential supply to ensure all parameters and attributes can be consistently achieved during routine production.

Assure Specification

Once the supplier and site are set up (help documents available upon request to the Sysco FSQA contact), the below methodology applies for creating a specification:

Fig. 5



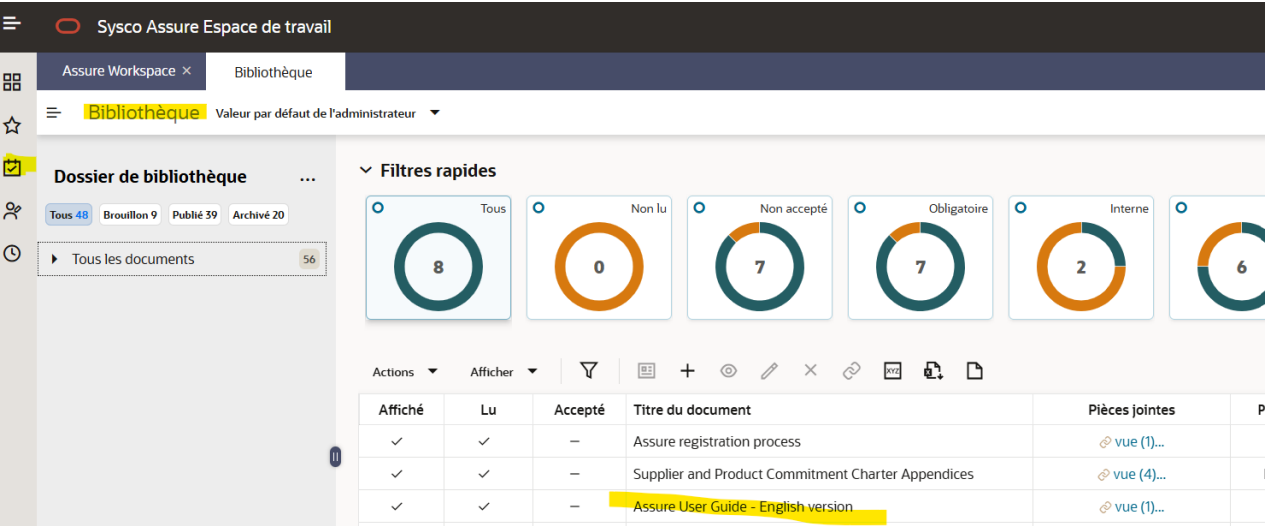
The finished product specification is intended to provide authoritative and accurate information regarding:

- Product name
- Brand
- Composition
- Processing
- Ingredients
- Packaging components
- Microbiological standards
- Organoleptic standards
- Reference to relevant national standards, e.g. Campden BRI for canned vegetables
- Handling and storage instructions
- Photographic standards

The supplier shall make no changes to, nor deviate from the final agreed (active) specification or product without prior approval from Sysco FSQA. Any changes agreed shall require the generation of a new version number of the specification.

The specification provides an audit standard against which the conformance of the product will be judged and is intended to provide evidence of ‘due diligence’ in relation to relevant EU, UK and national legislation and regulations. Sysco Europe have created a guide (English, French, Swedish) to completing the Assure specification located in the library section of Assure or Sysco FSQA:

Fig. 6



Packaging

Packaging Requirements

All packaging in contact with products must comply with all UK, EU and national legislation and regulations from time to time, be suitable for food contact (with a food safety certificate available to Sysco on request, please see “Materials in Contact with Food” section above) , be adequately sealed to prevent contamination, and wherever possible, packaging should be “tamper evident”.

General Requirements:

- In particular, EU Regulation 10/2011 regarding materials in contact with food must be met.
- A valid Declaration of Compliance (DoC) must be provided at the product approval stage and attached to the Assure specification.
- If migration analyses and specifications are not included in the DoC, migration analyses for food contact materials and material specifications must be submitted to Sysco prior to product launch, this should include all substances incorporated into packaging materials (printing inks and adhesives cannot migrate into food). Suppliers must anticipate all potential ways in which the product may be re-heated/re-used etc. based on the supplier’s knowledge and expertise.
- The Assure specification must be complete with all relevant packaging information used for reporting purposes and regulatory compliance.
- All packaging must fulfil its protective role and remain intact throughout the supply chain, from the supplier to the end customer.
- Packaging must withstand the stages of negative or positive cold storage, palletizing, transport, deliveries, storage and order preparation in Sysco Europe depots.
- Bags shall be made from durable, freezable food grade polyethylene capable of withstanding frozen or chilled temperatures for the duration of their shelf life; film thickness should be a minimum of 35 micron.
- Outer cases should be of a board construction that gives a palletized safety factor of approximately 5.5 at its palletization height.
- Board construction (outer liner, fluting, inner test liner) must be suitable for the relevant case weight, protect the product and not collapse when palletized or handled.
- Cases shall be free of air circulation holes and hand holes unless the foodstuff contained therein is fully wrapped to prevent contamination.
- A minimum of a food grade blue tinted polythene liner should be used to prevent product contact with the inside of the case and these must be sealed or closed to fully protect the product.
- Cases must be sealed with clear sealing tape which is suitable for long term frozen or chilled storage and applied to ‘tamper proof’ the saleable unit. Metal straps and staples are not permitted.
- Additional protection may be facilitated by use of secondary packaging items such as corrugated board pad layers, corners, etc.
- The supplier may maintain 3 months of packaging in stock to ensure a quick turnaround when changes are required. Stock levels beyond 3 months are at the supplier’s expense.
- In the event of a change in the packaging supply (packaging supplier A > B), its thickness or any technical characteristics whatsoever, the supplier must obtain Sysco FSQA’s prior written agreement.

Packaging Composition:

- Materials and products intended to come into contact with food must be free of BPA and PFAs, in accordance with EU regulations.
- A material's ink components must be in compliance with current applicable local French regulations, and comply all applicable prohibitions regarding mineral oil use.
- Materials and design of packaging must be adapted to the product to minimize environmental impact; unnecessary filler material must be avoided.
- Polyvinyl Chloride (PVC) is not permitted in any packaging component.
The use of antimicrobial substances is not permitted in any packaging component.
- PFAS/PFC substances should not be used in products or packaging materials.
- If PFAS/PFC substances are still included, the supplier must inform Sysco of this for a phase-out plan.
- Bisphenols and derivatives are not permitted in food contact packaging.
- Goods and packaging must not contain substances on the REACH Candidate List in concentrations above 0.1% per substance. The content is calculated on each individual part of a product or package.
- Products that do not carry the EU Ecolabel should be assessed for the impact of the constituent substances on the environment and health.
- The supplier is obliged to update Sysco Europe of any changes affecting packaging components.
- The supplier must consider all regular updates of Substance of Very High Concern (SVHC) & Endocrine Disruptors (ED) list delivered by the European Chemicals Agency and update Sysco Europe promptly of any scope or product changes.
- Suppliers must collect and input into the Assure specification all details regarding packaging components, including type of material (e.g. PE) and weight (e.g. 10g).

Recycling:

- Packaging materials must be designed so that they can be recycled or disposed of in accordance with all applicable EU, UK and national legislation, regulations and requirements, e.g. Swedish Ordinance (2022:1274) on producer responsibility for packaging, and must be labelled with sorting information.
- Packaging materials must be selected to maximize the opportunity to recycle in the EU and UK and adhere to all specific national requirements.

Labelling Requirements

Sysco Brand packaging artwork will be generated via the Assure product specification by Sysco Europe's appointed artwork agency (currently BRANDED via a platform named SYSCOPAK, subject to change at Sysco Europe's discretion).

All labelling must comply with regulation (EU) No 1169/2011 (*see Appendix 10*):

- Claims, such as those examples in the table below, or equivalence, must be kept to minimum use and only used where the supplier's due diligence has been validated by Sysco Europe FSQA and with prior written approval.

Not a definitive list - examples

Original	House
Artisanal recipe	Handcrafted
Traditional	First quality
Authentic	Selected
True	Premium
Fresh	Grand Cru
Pure	Better
Natural	Farmer

Labelling must also comply with specific requirements detailed in appendix 15.

Artwork Generation

Sysco Europe packaging guidelines governs artwork design for Sysco Brand. Sysco's nominated artwork design agency generate artwork aligned to these guidelines using the pack copy and labelling information submitted via the Assure product specification.

Artwork Amendments

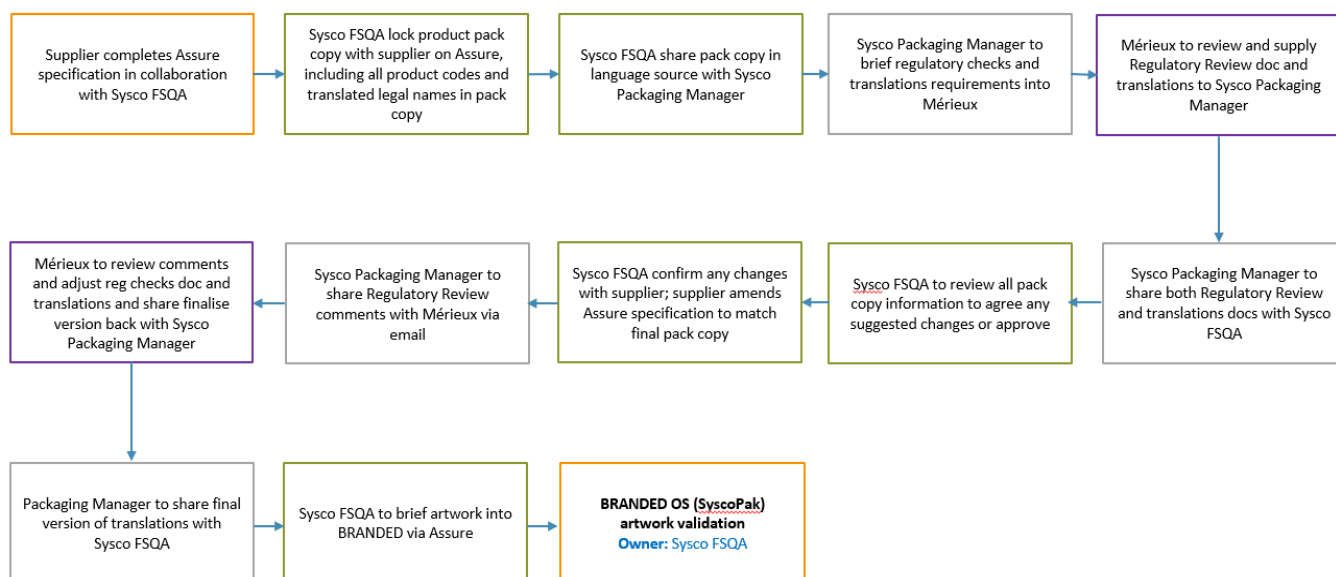
Any packaging changes for Sysco Brand products must be carried out through Sysco Europe's nominated artwork design agency (currently BRANDED).

Pack Copy Regulatory Review and Translation

Where a product is destined for multiple European markets, regulatory compliance and official translation from one language to others will be completed by Sysco Europe's nominated third-party provider (currently MERIEUX).

Pack copy will be generated via the completed Assure specification as per the below process.

Fig. 7



If the third-party regulatory review shows non-compliance with any UK, EU or local law, Sysco FSQA will revert to the supplier to determine what updates are required to the information in Assure, following which the supplier must effect the changes in Assure to ensure compliance.

Product Control and Testing

Sysco Europe requires that all critical analyses on Sysco Brand products (against defined safety, legality, authenticity or compositional criteria) are conducted at laboratories accredited to ISO 17025.

The scope and frequency of the tests and standards to follow must be included in the product specification agreed with Sysco FSQA.

In the event of a non-compliance, and in addition to any actions carried out on the non-compliant batch, the product and the nature of the non-compliance (e.g. safety criteria, hygiene criteria, metrological non-compliance, fraud, etc) will be recorded in Sysco Europe's anomaly monitoring report. Further testing may be required, at the supplier's expense.

Suppliers must comply with the supra-regulatory microbiological requirements, defined for fresh and frozen minced meat, as outlined in *Appendix 15*. This does not replace the supplier's obligation to conduct checks throughout its manufacturing facility before any product is dispatched to Sysco, in order to meet all the control points defined in the specification.

Supplier Testing Requirements

- Products must be tested in accordance with Sysco Europe's microbiological standards defined in the agreed product specification.
- Where chemical contaminants are directly governed by regulation, suppliers must ensure that products supplied are compliant with Regulation EC 1881/2006 and all subsequent amendments.
- Veterinary medicines and pesticides must be tested in accordance with relevant EU, UK or national legislation or regulations.
- Suppliers are expected to be aware of potential adulteration risks based on their VACCP plans and run their own monitoring program on raw materials or finished products.
- Where nutritional values are declared on packaging, product must be regularly verified according to information detailed in *Appendix 11*.

Supplier Test Results

- Out of specification results for any analysis must be communicated immediately/promptly to Sysco FSQA.
- All test results must be documented to include full traceability details, archived and retained for a minimum of 5 years.
- All analysis results shall be made available to Sysco at any time upon request.
- All costs of analyses are to be met by the supplier.
- Wherever possible, products should be positively released, the feasibility and requirements of such are agreed with Sysco FSQA, e.g.

- Chilled short shelf-life products, less than 30 days
- First or limited productions

Where supplier has specifically tested a batch of Sysco Brand product for the presence of pathogenic bacteria, that batch of Sysco Brand product must be held by the supplier until results are received, allowing for positive release of the batch.

Sysco Surveillance and Monitoring Control Plan

Sysco Europe conducts its own surveillance and monitoring control plan for own brand and imported products. Surveillance and control plans are reviewed on an annual basis and may be adjusted at any time in response to emerging risks and industry insights.

Surveillance and control plans include product testing at independent third-party accredited laboratories and desk-based reviews of supplier data in relation to Sysco Brand products. Plans typically include, but are not limited to, the following:

- Microbiological testing according to specification, legislation or sectorial guidelines e.g. “FCD criteria” (at distribution stage).
- Physico-chemical including contaminants, metrological, chemical standards e.g. nitrites in cooked ham, Water Activity (Aw).
- Composition & adulteration, e.g. additives presence, DNA testing for species identification.
- Traceability test for finished product and selected ingredients.
- Organoleptic testing.
- Temperature control, in accordance with regulation and on-pack instructions.
- Weight control, including TU1 (T1) and TU2(T2) criteria.
- Labelling information, compliant with regulation (EU) No 1169/2011 and the active specification.

All testing is recorded on Sysco’s control plan for trending and monitoring. Adverse results will be communicated to suppliers for full investigation including root cause analysis and preventative action.

Non-conforming Product and Complaints

Sysco Europe requires all suppliers to have in place effective complaints, traceability, out of hours contact and crisis management procedures in place.

Specification non-compliance

The supplier is responsible for ensuring that all products are manufactured to meet the requirements set out in the agreed specification and notifying Sysco of any non-conformity immediately.

Complaint Monitoring and Handling

Suppliers are expected to have a procedure for managing customer complaints, which should include a dedicated point of contact for managing complaints pertaining to Sysco and collate complaint data by product, batch code, complaint type and category.

Sysco Europe maintains a database for logging and trending all food safety and quality complaints from depots, customers and external controls. Sysco will notify the supplier whenever issues emerge following delivery to Sysco.

For all food safety related complaints Sysco Europe expect information below to be provided by supplier within 24 hours. This formal response must include as a minimum the following:

- Preliminary investigation
- Corrective actions
- Preventive actions

Should a supplier response fail to address the root cause and/or an appropriate corrective/preventative action, Sysco Europe reserves the right to reject products from our depots and further escalate to a withdrawal / recall action.



Product intended for Sysco GB :

Sysco GB operates a model whereby suppliers are charged from complaints deemed to be justified by Sysco FSQA. These charges are based on an administrative fee and cost of credits; full details can be found in Sysco GB Working with Us.

In addition, Sysco GB apply a flat rate to all products rejected from our network back to supplier. These rejections are raised by our operational product quality team following stock inspection; full details can be found in the Sysco GB “Working with Us” document.

Supplier Response Timescales

In these cases, a preliminary response shall be provided within 24 hours.

Foreign Bodies	The response should include the following points: • Confirmation of severity based on information/picture provided • Confirmation of CCP, Operational Pre-requisite programme (oPRP/PRPo) status • Results of self-checks (metal detectors, foreign body audits, etc.)
Non-compliant analyses	In the event of receipt of a non-compliant analysis result, the supplier must provide a response as soon as possible with the self-checks carried out on the non-compliant batch or the batches surrounding the production concerned, its explanations and corrective actions.
Suspicion of poisoning	In the event of an alert for suspected poisoning, self-checks, including the results of microbiological analyses of the offending product, must be sent as soon as possible. Sysco must also be informed if any other complaints of the same type have been made to the supplier about the product.
Non-compliance detected by the supplier	Sysco must be immediately informed of any non-conformance identified by its suppliers. In the event of non-compliance or risk related to a product, it is essential to communicate this effectively and as soon as possible to Sysco FSQA to agree on any communication measures or necessary actions.

Serious Incidents and Product Recall

Sysco Europe reserves the right to refuse any product that does not comply with its specification or whose safety, quality and regulatory compliance are not guaranteed.

Any rejected product must be removed from its Sysco Brand packaging (containing the Sysco address) by the supplier before destruction with written confirmation of this action provided to Sysco FSQA.

The supplier must immediately contact Sysco Europe in case of problems related to the quality, safety, legality or integrity of the product. Depending on the severity of the non-conformity, Sysco may escalate which could include quarantining, rejecting and recall/withdrawal of the batch concerned.

Traceability requirements

- Sysco Europe requires all suppliers to put in place effective traceability, complaint management, crisis management and recall procedures in case action needs to be taken in relation to safety, legality, integrity or quality issues of a product.
- All ingredients and finished products must be fully traced from upstream to downstream, through all stages of their processing. This information must be available on request and provided within 4 hours maximum of a request.

Recall/traceability tests should be carried out by suppliers at least twice a year. The test must detail forward and backward traceability for all raw materials (including food contact packaging) as well as subsequent onward delivery to Sysco depots. Traceability tests must be completed in a maximum of 2 hours.

Supplier Notification of Alerts/Incident/Recall to Sysco

Suppliers must have an effective product recall procedure that is fully documented and tested at least twice a year. The recall procedure must include the contact details of the appropriate contact person at Sysco, namely FSQA, in their absence, the buyer of the product.

All notifications pertaining to safety, legality or serious quality breaches affecting Sysco Brand products must first be communicated by telephone to the relevant Sysco FSQA Manager for the applicable category. If telephone contact cannot be established promptly, this shall not delay the sending of an email notification containing the necessary information. Regardless of whether telephone contact is established, the notification must also be confirmed by email without delay. Any required notifications to the relevant authorities may be made in parallel.

All notifications shall be followed by email to include:

- Product code
- Product name
- Batch numbers affected
- Durability dates affected
- Nature of the issue including level of risk
- Supplier recommended action (withdrawal or recall)

- Suppliers contact name, phone number and email of people managing the incident, including out-of-hours
- Details of each delivery to Sysco, to include date, PO Number, depot & quantity for all countries.
- Confirmation if any other products, batch numbers or durability are or may be affected
- Official supplier statement on company headed paper, in language relevant to each market

Sysco FSQA will review the incident facts, evidence and relevant information with the supplier to evaluate the risk to consumers. Where appropriate, Sysco Europe will instigate a product recall in accordance with Sysco protocols.

Sysco FSQA will monitor the recall activities, request supplier incident investigation report to include root cause analysis, corrective actions taken and preventative actions implemented to prevent recurrence. All such reports are required within 4 weeks of the incident's emergence.

Costs associated with product recalls/withdrawal will be determined by Sysco Europe business(es) affected and will be borne by the supplier unless otherwise agreed with Sysco.

Sysco Europe crisis contacts are outlined in *Appendix 14*.

Appendices

Appendix 1: Cost Summary

See below a summary of the costs payable by suppliers which are associated with processes and tools detailed in this document.

Item/Provider/System	Purpose	Fee	Invoice Frequency	Invoiced by
Assure	Specifications	£900 1050 €	Annual per active site/facility Capped at 2 sites/facilities	Sysco
Nulogy (Audit Comply)	Supplier & facility approval	c.£115 140 €	Annual per active facility	Sysco
SEDEX	Supplier ethical data	£206 240 €	Annual B membership	SEDEX
Merieux	Translation and regulatory pack copy review for artwork	c.£1300 1500 €	Per translation/regulatory check	Sysco
BRANDED	Artwork generation	£170 200 €	Per artwork	Sysco
Ethical/social audit	Verifying facility ethical/social standards	Audit body determines	Per audit	Audit body

Any questions in relation to costs can be discussed with your Sysco account manager.

Any questions regarding tools or processes can be discussed with your Sysco FSQA contact.

The costs quoted above may be subject to review at any time and to exchange rate fluctuations. Any changes to the rates applied by Sysco Europe will be communicated to suppliers in advance.

Appendix 2: Additives Sysco policy

In the following tables:

- Prohibited = Forbidden to use in Sysco Brand product.
- Restricted = Authorized for use in Sysco Brand product , subject to written approval from your Sysco FSQA/technical contact.

Function	E. number	Name	EU usage status
Colours	E102	Tartrazine	Prohibited
Colours	E104	Quinoline Yellow	Prohibited
Colours	E110	Sunset Yellow	Prohibited
Colours	E122	Carmosine	Prohibited
Colours	E123	Amaranth	Prohibited
Colours	E124	Ponceau 4R	Prohibited
Colours	E127	Erythrosine B5	Prohibited
Colours	E129	Allura Red AC	Prohibited
Colours	E131	Patent BlueV	Prohibited
Colours	E132	Indigo Carmine	Prohibited
Colours	E133	Brilliant Blue FCF	Prohibited
Colours	E142	Green S	Prohibited
Colours	E150c	Ammonia Caramel	Prohibited
Colours	E150d	Sulphite Ammonia Caramel	Prohibited
Colours	E151	Brilliant Black BN; Black PN	Prohibited
Colours	E155	Brown HT	Prohibited
Preservatives	E210	Benzoic Acid	Prohibited
Preservatives	E211	Sodium Benzoate	Prohibited
Preservatives	E212	Potassium Benzoate	Prohibited
Preservatives	E213	Calcium Benzoate	Prohibited
Preservatives	E214	Ethyl p-hydroxybenzoate	Prohibited
Preservatives	E215	Sodium Ethyl p-hydroxybenzoate	Prohibited
Preservatives	E218	Methyl p-hydroxybenzoate	Prohibited
Preservatives	E219	Sodium Methyl p-hydroxybenzoate	Prohibited
Antioxidants	E320	Butylated Hydroxyanisole (BHA)	Prohibited
Antioxidants	E321	Butylated Hydroxytoluene (BHT)	Prohibited
Flavour Enhancers	E621	Monosodium glutamate	Prohibited
Flavour Enhancers	E622	Monopotassium glutamate	Prohibited

Flavour Enhancers	E623	Calcium diglutamate	Prohibited
Flavour Enhancers	E624	Monoammonium glutamate	Prohibited
Flavour Enhancers	E625	Magnesium diglutamate	Prohibited
Sweeteners	E950	Acesulfame K	Prohibited
Sweeteners	E951	Aspartame	Prohibited
Sweeteners	E952	Cyclamic acid and its Na and Ca salts	Prohibited
Sweeteners	E952(i)	Cyclamic Acid	Prohibited
Sweeteners	E952(ii)	Sodium Cyclamate	Prohibited
Sweeteners	E952(iii)	Calcium Cyclamate	Prohibited
Sweeteners	E954	Saccharin and its Na, K and Ca salts	Prohibited
Sweeteners	E954(i)	Saccharin	Prohibited
Sweeteners	E954(ii)	Sodium Saccharin	Prohibited
Sweeteners	E954(iii)	Calcium Saccharin	Prohibited
Sweeteners	E954(iv)	Potassium Saccharin	Prohibited
Sweeteners	E962	Salt of aspartame-acesulfame	Prohibited

 Function	E. number	Name	French usage status
Colours	E172	Iron Oxide and Hydroxides	Prohibited
Colours	E172(i)	Black Iron Oxide	Prohibited
Colours	E172(ii)	Red Iron Oxide	Prohibited
Colours	E172(iii)	Yellow Iron Oxide	Prohibited
Colours	E173	Aluminium	Prohibited
Preservatives	E239	Hexamethylene Tetramine	Prohibited
Preservatives	E249	Potassium Nitrite	Prohibited
Preservatives	E250	Sodium Nitrite	Restricted
Preservatives	E251	Sodium Nitrate	Prohibited
Preservatives	E252	Potassium Nitrate	Restricted
Preservatives	E284	Boric Acid	Prohibited
Preservatives	E285	Sodium Tetraborate	Prohibited
Antioxidants	E310	Propyl Gallate	Prohibited
Antioxidants	E319	Tertiary-butyl hydroquinone (TBHQ)	Prohibited
Phosphates	E338	Phosphoric Acid	Restricted
Phosphates	E339	Sodium Phosphates	Restricted
Phosphates	E339(i)	Monosodium dihydrogen phosphate	Restricted

Phosphates	E339(ii)	Disodium monohydrogen phosphate	Restricted
Phosphates	E339(iii)	Trisodium phosphate	Restricted
Phosphates	E340	Potassium Phosphates	Restricted
Phosphates	E340(i)	Monopotassium phosphate	Restricted
Phosphates	E340(ii)	Dipotassium phosphate	Restricted
Phosphates	E340(iii)	Tripotassium phosphate	Restricted
Phosphates	E341	Calcium Phosphates	Restricted
Phosphates	E341(i)	Calcium dihydrogen phosphate	Restricted
Phosphates	E341(ii)	Calcium hydrogen phosphate	Restricted
Phosphates	E341(iii)	Tricalcium phosphate	Restricted
Phosphates	E343	Magnesium Phosphates	Restricted
Phosphates	E343(i)	Magnesium dihydrogen phosphate	Restricted
Phosphates	E343(ii)	Magnesium hydrogen phosphate	Restricted
Phosphates	E450(i)	Di sodium di phosphate	Restricted
Phosphates	E450(ii)	Tri sodium di phosphate	Restricted
Phosphates	E450(iii)	Tetra sodium pyrophosphate	Restricted
Phosphates	E450(v)	Tetra potassium pyrophosphate	Restricted
Phosphates	E 450 (vi)	Dicalcium diphosphate	Restricted
Phosphates	E 450 (vii)	Calcium dihydrogen diphosphate	Restricted
Phosphates	E451(i)	Penta sodium tri phosphate	Restricted
Phosphates	E451(ii)	Penta potassium tri phosphate	Restricted
Phosphates	E452(i)	Sodium polyphosphate	Restricted
Phosphates	E452(ii)	Potassium polyphosphate	Restricted
Phosphates	E452(iii)	Sodium calcium polyphosphate	Restricted
Phosphates	E452(iv)	Calcium polyphosphate	Restricted

Phosphates	E541	Sodium Aluminium Phosphate	Prohibited
Phosphates	E541(i)	Acid sodium aluminium phosphate	Prohibited
Phosphates	E541(ii)	Alkaline sodium aluminium phosphate	Prohibited
Emulsifiers, Stabilisers, Thickeners, Gelling Agents	E431	Polyoxyethylene (40) Stearate	Prohibited
Emulsifiers, Stabilisers, Thickeners, Gelling Agents	E432	Polyoxyethylene sorbitan monolaurate; Polysorbate 20	Prohibited
Emulsifiers, Stabilisers, Thickeners, Gelling Agents	E433	Polyoxyethylene sorbitan mono-oleate; Polysorbate 80	Prohibited
Emulsifiers, Stabilisers, Thickeners, Gelling Agents	E434	Polyoxyethylene sorbitan monopalmitate; Polysorbate 40	Prohibited
Emulsifiers, Stabilisers, Thickeners, Gelling Agents	E435	Polyoxyethylene sorbitan monostearate; Polysorbate 60	Prohibited
Emulsifiers, Stabilisers, Thickeners, Gelling Agents	E436	Polyoxyethylene sorbitan tristearate; Polysorbate 65	Prohibited
Emulsifiers, Stabilisers, Thickeners, Gelling Agents	E466	Carboxy methyl cellulose	Prohibited
Emulsifiers, Stabilisers, Thickeners, Gelling Agents	E468	Crosslinked sodium carboxy methyl cellulose	Prohibited
Emulsifiers, Stabilisers, Thickeners, Gelling Agents	E469	Enzymatically hydrolysed carboxy methyl cellulose	Prohibited
Emulsifiers, Stabilisers, Thickeners, Gelling Agents	E477	Propane-1,2-diol esters of fatty acids	Prohibited
Flavour Enhancers	E620	Glutamic acid	Prohibited
Others	E385	Calcium disodium ethylene diamine tetra-acetate; calcium disodium EDTA	Prohibited
Others	E517	Ammonium sulphate	Prohibited
Others	E520	Aluminium sulphate	Prohibited

Others	E521	Aluminium sodium sulphate	Prohibited
Others	E522	Aluminium potassium sulphate	Prohibited
Others	E523	Aluminium ammonium sulphate	Prohibited
Others	E551	Silicon dioxide	Prohibited
Others	E552	Calcium silicate	Prohibited
Others	E553a (i)	Magnesium silicate	Prohibited
Others	E553a (ii)	Magnesium trisilicate	Prohibited
Others	E554	Sodium aluminium silicate	Prohibited
Others	E555	Potassium aluminium silicate	Prohibited
Others	E586	4-Hexylresorcinol	Prohibited
Others	E1452	Starch aluminium Octenyl succinate	Prohibited

 Function	E. number	Name	United Kingdom usage status
Colours	E150b	Caustic Sulphite Caramel	Restricted
Colours	E154	Brown 1	Prohibited
Colours	E161g	Canthaxanthin	Prohibited
Colours	E171	Titanium Dioxide (legally forbidden)	Prohibited
Colours	E180	Litholrubine BK	Prohibited
Preservatives	E216	Propyl p-hydroxybenzoate	Restricted
Preservatives	E217	Sodium Propyl p-hydroxybenzoate	Restricted
Preservatives	E230	Diphenyl	Restricted
Preservatives	E231	Ortho Phenylphenol	Restricted
Preservatives	E232	Sodium Ortho Phenylphenol	Restricted
Preservatives	E233	Thiabendazole	Restricted
Preservatives	E234	Nisin	Restricted
Preservatives	E235	Natamycin	Restricted
Flavour Enhancers	E627	Disodium guanylate	Prohibited
Flavour Enhancers	E631	Disodium inosinate	Prohibited
Flavour Enhancers	E634	Calcium 5'-ribonucleotides	Prohibited
Flavour Enhancers	E635	Disodium 5'-ribonucleotides	Prohibited

Colours	E150b	Caustic Sulphite Caramel	Restricted
Colours	E154	Brown 1	Prohibited
Colours	E161g	Canthaxanthin	Prohibited
Colours	E171	Titanium Dioxide (legally forbidden)	Prohibited
Colours	E180	Litholrubine BK	Prohibited
Preservatives	E216	Propyl p- hydroxybenzoate	Restricted

Appendix 3: Halal

The below criteria must be met for any product considered to be Halal in Sysco Brand:

- Product must come from halal certified facilities, where certification is granted by a recognized halal certification body or mosque. The scope of certification must cover the product being provided.
- Product certification must cover all supply chain materials, ingredients and packaging components to guarantee halal status of finished product.
- Supplier must monitor and ensure that the certification body or mosque is not associated with past or current negative publicity (e.g. NGO, animal welfare, human rights and similar).
- Up to date certificates must be provided, which can be shared with Sysco's clients upon request.
- Multi species facilities with risk of cross contamination must have adequate segregation (both in time/space) in place and must validate this using DNA testing methods on any finished product at risk.
- Meat must come from stunned animals, kept totally unconscious until death. In line with all applicable EU, UK and national regulations.

Appendix 4: Meat, Poultry and Egg Sourcing Standards

In addition to the requirements stipulated in the '*Compositional Standards*' section of this document, the following criteria must be met:

- Non-heat-treated egg products are not permitted in Sysco Brand.

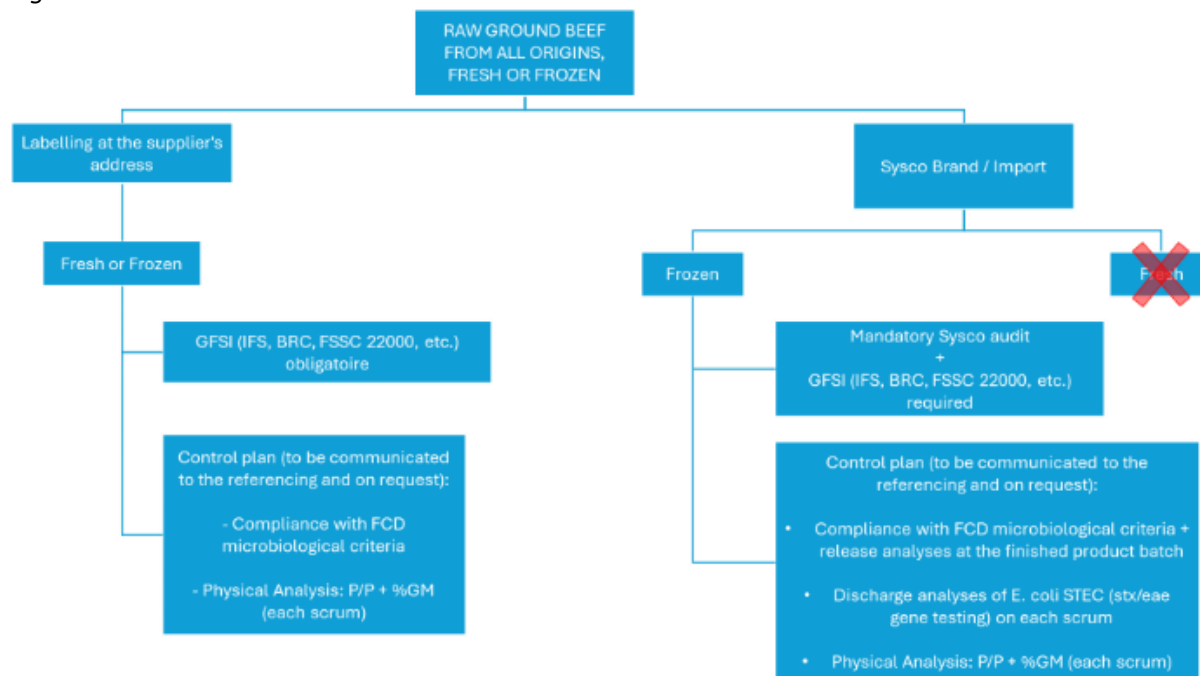
See *Appendix 9* for additional requirements regarding Animal Welfare and sustainability.

Meat products intended for Sysco France:



Sysco France does not allow fresh raw ground beef. Frozen requirements are detailed below and must be fully respected by the supplier and all subcontractors :

Fig. 1



*FCD criterias are established legal microbiological standards applicable to the food sector in France. They align at a minimum, with European regulations. Available in French only, updated annually (<https://www.fcd.fr/p>).

Egg products intended for Sysco GB:



- Egg ingredients must be cage-free by end 2026.
- The following requirements apply to feed:
 - No anti-coccidial treatments permitted in feed for chickens over 12 weeks old
 - Lasalocid is prohibited
 - Canthaxanthin must not exceed 5 mg/kg of feed

Appendix 5: Listeria Control and Monitoring

Sysco Europe require that suppliers of foods considered at risk from *Listeria monocytogenes* have the following in place, including the good manufacturing practices (GMP) and requirements set out in Sysco IFA:

- An environmental monitoring plan, aimed at detecting *Listeria* species in the production environment.
- A finished product and raw material sampling plan.
- Data to support the shelf life of the product with respect to *Listeria monocytogenes* growth, to demonstrate that if the organism were detected, it would not reach a level of 100 cfu/g, or greater, over the shelf life of the product (see table 2 below for details).

Hazard Analysis Critical Control Points (HACCP) should be used to identify whether a given product is at risk. 'At risk' foods include those that:

- May become contaminated, either from the raw material or from the factory environment.
- Support the survival or growth of *Listeria monocytogenes*, and are
- Consumed without further cooking (core process of 70oC x 2 minutes or equivalent) by the customer OR are likely to be insufficiently re-warmed rather than fully cooked.

Environmental Monitoring Plan Requirements:

The environmental sampling plan must be designed to assess the incidence of contamination of the production environment, the effectiveness of hygiene programs and other measures in eliminating contamination. The plan should consider:

- Direct product contact surfaces.
- Points within production/product contact surfaces that are difficult to clean effectively.
- Environmental fabric and equipment, e.g. walls, ceilings, evaporator, condensate catch trays.
- Personnel, e.g. hands, high care boots, common surfaces touched (sockets, handles, seals).

The plan must include the following:

- Risk assessment to determine monitoring method and frequency.
- Definition of contact / non-contact areas.
- Swab locations based on HACCP principles, e.g. sites with a *Listeria* process such as cook step should be swabbed at locations post-cooking, sites with no such process, swab at key points throughout.
- Consider swabbing during production to detect a build-up on equipment or indicate vectors of contamination during production and post-cleaning swabbing used to verify the effectiveness of cleaning regimes. Ordinarily the focus of sampling should be during production.

- The type of swab used should be based on the area being sampled, e.g. large areas, sponge swabs should be used to give greater coverage; small areas or those difficult to reach, stick swabs may be more effective.
- Frequent review and if necessary, adapted. Core swab sites may remain on the plan due to perceived risk of contamination; the aim of the plan is to actively find and eliminate potential sources of contamination. If non-core locations continually yield negative results, other locations should be investigated.
- If *Listeria* species are detected, corrective action must be taken and documented. Further swabbing of the 'positive' site should be conducted after cleaning/corrective action to verify the effectiveness.
- Where *Listeria* species has been detected, the presence or absence of *Listeria monocytogenes* must be confirmed.
- Sysco FSQA must be informed of any increase in environmental positives, details of action taken and/or proposed. All records shall be maintained and made available to Sysco FSQA upon request.

Finished Product and Raw Material Monitoring Plan Requirements:

Sysco Brand products shall be sampled in accordance with Sysco Europe's microbiological specifications defined within the agreed finished product specification and sampled as follows:

- Finished product samples must be taken at the point of production.
- Periodic (min. every 3 years) end of shelf-life samples are required for those products able to support the growth of *Listeria* (see below).
- Raw material sampling plans should be based on the likelihood of contamination and where the ingredient is used in the process, with a particular focus on ingredients added after a cooking process.
- Sysco FSQA must be notified immediately of any detection of *Listeria* species in a finished product. With proposal of action to take from supplier (e.g. recall) and associated traceability.
- The supplier must promptly, and at any time afterwards upon request, confirm details of the investigation to date considering raw materials, processing, hygiene, etc.
- Sysco FSQA will determine the required course of action based on information provided.

Shelf-life and Food Safety Data:

In accordance with current legislation and regulations, the shelf-life of a food must prevent the growth of *Listeria monocytogenes* to infective levels should the food be contaminated with *Listeria*.

Table 2 below outlines acceptable methods for determining the safe shelf life of food with respect to *Listeria monocytogenes*:

Table 2:

Predictive models	Predictive models allow basic information about the product (pH, salt, water activity, sometimes nitrite) to be entered along with storage temperature and predict the growth of an organism over time. Models don't take into account the physical structure of the food, or other preservation factors that could be present but can be particularly useful for products where there is a significant preservation effect from high salt, low pH or a combination and also for assessing the effect of changes in formulation of a product. Growth Predictor is one such model, and is freely available via the ComBase website: http://www.combase.cc
Challenge tests	Challenge tests involve inoculation of the target organism into the product in question. Growth over time is then observed. They must be conducted by competent staff familiar with this type of work, in an accredited laboratory, for the results to be meaningful and valid. As the data is very product specific, they generally provide a more accurate indication of the safe shelf life for the product than predictive models, as they take into account all the preservation factors in the food.
Published challenge test/growth data	Existing data in the scientific literature: The similarity of the product tested to that in question, and trial conditions would be key considerations if this data were to be relied upon. Some challenge test data on foods is also available through the Combase link above.
Historical data	<i>Listeria</i> counts at the end of shelf life provide the best indication as to the safety of the shelf life. If data is available showing that: • <i>Listeria</i> species were present and • It had not grown to a level of 100 cfu per g or greater at the end of the shelf life of the product and • The product had been stored under representative conditions, particularly with regards temperature This data effectively demonstrates that the shelf life is safe. It is important that multiple sets of this type of data are obtained to take account any variation in product formulation or different <i>Listeria</i> strains. This provides the most accurate data, since it utilizes product naturally contaminated with indigenous factory strains.

Appendix 6: Cooking, Handling, Storage instructions; Validation

Sysco FSQA in conjunction with the supplier will determine if cooking instructions are required. Typically, cooking instructions will be provided where they will be helpful to the customer, e.g. may not be relevant for products that are cooked in a variety of ways.

For Sysco Brand products that are dependent on a full cook for their safety, see **Table 1**. These products must achieve one of the processes defined in **Table 2** below.

Table 1 - Products that must be fully cooked for safety

Product group – this list represents most product categories that should be fully cooked but may not be all encompassing. Some products are excluded from this list whereby their very nature, they will always be fully cooked during preparation, e.g. hot drinks, pasta, rice, raw dough.
Bacon Burgers, sausages Desserts: Chilled for re-heating Egg: Raw egg dishes Fish: Raw minced, flaked, comminuted and reformed Fish and fish portions: Raw non-comminuted fish (excludes raw fish prepared to ready to eat standards (e.g. cold smoked salmon) Meat and poultry: Raw (lamb, beef, pork, chicken etc) or dishes/pies containing them (excludes products where rare cooking is permitted) Pulses: Dried – those containing toxic lectins e.g. kidney beans require higher process Pasta and noodles: Chilled Pies: Hot eating fruit pies Pies: Savoury pies with cooked filling and raw pastry Pizza Quiche: Raw unbaked Ready meals: Chilled and frozen pre-cooked Rice: Frozen Shellfish: Raw Soups and sauces: All chilled, frozen only if significant potential for contamination Vegetables: Reformed / coated potato / vegetable products (potato cakes, etc) including flash fried reformed vegetables Vegetables: Sprouting vegetables or products containing them (e.g. bean sprouts) Vegetables: Stir-fry vegetables if NOT produced to ready to eat standards

Table 2 - Targeted minimum time & temperature to ensure full cooking

TEMPERATURE	TIME
65°C	10 mins
70°C	2 mins
75°C	30 sec
80°C	6 sec
85°C	2 sec

The supplier is required to validate all cooking guidelines as follows:

- Conduct trials using calibrated cooking equipment that are representative of that used by the end customer,
- Calibrated temperature probes must be used to record temperatures.
- Product samples used for the trials must be representative of the final factory produced product; kitchen/development samples are not acceptable.
- If product can vary in size/thickness, the guideline shall consider the lower and upper limits of the range as defined in the specification.
- The temperature of the product prior to cooking must be the storage temperature declared on pack.
- Microwave guidelines must not be provided for the following products due to the potential for cold spots and uneven heating:
 - All raw meat and poultry
 - All raw shellfish
 - All raw fish
 - Reformed egg products
 - Dried pulses that contain toxic lectins
 - Ready meal containing uncooked raw meat
- Cooking guidelines must not be provided for products eaten rare, “cook thoroughly” (or equivalence) must always be present on pack.
- The relevant ‘food safety tip’ for all products must be selected in the Assure specification.
- Record all data and attach to the Assure specification for Sysco FSQA review and approval.

If product might be subject to burn hazard integrate warning sentence in same field of vision.

Example: “CAUTION: Filling may be hot, allow product to cool for several minutes before serving” or equivalent.

The format and wording must be selected using the appropriate cooking instruction from the Assure specification using the drop-down examples, adding in the temperature and time combination where required.

Appendix 7: Shelf-life Validation

Shelf-life data must be provided to support the quality and safety of Sysco Brand product over the proposed shelf-life; this data must include relevant microbiological and organoleptic data including:

Product Type	Micro at Production	Micro at End of Life (EOL)	Organoleptic at Production	Organoleptic at EOL
Ambient, supports microbial growth	Yes	Yes	Yes	Yes
Ambient, commercially sterile or do not support microbial growth	Yes*	No	Yes	Yes**
Chilled products	Yes	Yes	Yes	Yes
Frozen products	Yes	No	Yes	Yes**

*Sterility, ensure in accordance with Sysco microbiological specification.

**Based on knowledge of product deterioration.

Shelf-life Testing Protocol:

Shelf-life testing protocol must consider all relevant factors tailored to the product under review in addition to ingredients, manufacturing process etc., e.g.:

- Temperature drop test to simulate the highest temperature the product may be stored at when delivered to customers:
 - 2/3 of the shelf life where product stored at temperature indicated on packaging and 1/3 with twice this temperature. E.g.: Minced steak with 2/3 at 2°C and 1/3 at 4°C.
- Perishability on opening, e.g. ambient products.
- Defrost shelf-life at the appropriate temperature. Chilled life if defrost will be limited to 72 hours.
- Sample size and distribution:
 - New chilled products shall be sampled from two different batches, one batch being sufficient subsequent verification.
 - Chilled products shall be subject to duplicate sampling where samples are taken throughout the product life, as a minimum start/middle/end of life.
 - Short shelf-life products, maximum 28 days, shall be tested for an additional 2 days beyond expected shelf-life as a minimum.
- Shelf-life testing shall include microbiological, chemical-analytical where applicable (e.g. pH, Aw, moisture) and organoleptic.
- Microbiological shelf-life testing shall include as a minimum those organisms specified in Sysco Europe's microbiological specifications.
- High risk chilled products may need to include other food safety related hazards, e.g. *L. monocytogenes*, *Clostridium botulinum*, and histamine.
- In such cases, Sysco may request further validation data, e.g. predictive microbiological tools such as 'Combase' and/or appropriate recent (<3 years) challenge testing designed to demonstrate target pathogens will not grow in the product after inoculation throughout full shelf-life.
- All testing shall be carried out by accredited laboratories (ISO17025 or equivalent) using internationally

recognized methods.

- Organoleptic testing should include those characteristics referenced in the Assure specification to evaluate product life with respect to spoilage or physical changes that render the product unfit for consumption; this shall apply to each component of the product, where relevant.
- All results should be collated into a single report, easily interpreted.
- Shelf-life of products must be reviewed in the event of any changes to product or manufacturing process, e.g. ingredients, formulations, equipment, process conditions.

Shelf-life Determination:

- Final product shelf-life is determined by comparing microbiological life to chemical-analytical and organoleptic.
- Shelf-life is measured from production, e.g. cooking/assembly/packing.
- Cooked products are subject to a further process such as slicing, the shelf-life from cooking and from further processing shall be determined.
- The recommended shelf-life will be that derived from microbiological safety or chemical/organoleptic, whichever is shorter.
- Shelf-life of perishable chilled products upon de-bagging/opening must be determined as above and under typical customer abuse conditions.

Appendix 8: Allergen Management

Sysco Europe require suppliers to label for the presence of the allergenic foods defined by EU legislation where these are present in a product, and require suppliers to consider cross-contamination risks and conduct a full allergen risk assessment on all Sysco Brand products.

Product Development Requirements:

The allergen content of a product must be considered for all types of product development, including new product development (NPD), formulation changes, brand changes, resourcing, product matching and dual supply.

- New and existing formulations should be reviewed with the possibility of removing the allergenic ingredient, particularly where the allergen does not have a functional role within the recipe.
- Compound ingredients containing allergenic sub-components whose role in the product is not relevant and where it is the only source of the allergen shall be avoided.
- **Wine or cider clarifying agents** must not be derived from a declarable allergen (egg, milk, fish). Other clarifying agents are available and should be used instead, including those used for products suitable for vegetarians.
- The introduction of allergens to foods where they would not normally be expected should be avoided.
- The inclusion of new or additional allergens during reformulation, resourcing, product matching etc. must be avoided. Where such a change is required, Sysco FSQA must approve before production.
- Product development processes driven by Sysco Europe or the supplier should avoid the introduction of new allergens not normally handled in the facility.
- Where products are sourced from two or more facilities, formulations must be such that the ingredient list containing the declared allergens are identical.

Allergen-free Claims:

- Intentions to make allergen-free claims must be discussed with Sysco FSQA and will only be considered for review when:
 - supported by a thorough, satisfactory validated allergen risk assessment of the facility.
 - facility demonstrates competence to manufacture allergen-free products.
 - detailed analysis of the finished product and its constituting ingredients.
 - all constituting ingredients are declared allergen-free.
 - compliant with all applicable legislation and regulations governing that claim, e.g. gluten free.
 - appropriate routine verification processes.

Products delivered to the French market must follow AFDIAG certification, when using “gluten free” claim. This requires facility audits and routine product testing to prove compliance. Details available here:

<https://www.afdiag.fr/fr/au-quotidien/logo-epi-barre/>

Allergen Risk Analysis:

Allergen risk analysis consists of a detailed risk assessment, risk management and risk communication. Best practices for the management and control of allergens are provided by relevant authorities and industry bodies. Sysco Europe endorse the following:

- UK Food Standards Agency (FSA) 'Guidance on allergen management and consumer information'.
- UK Anaphylaxis Campaign 'Standards to increase trust in information about allergens in food'.
- UK Industry of Grocery Distribution (IGD) 'Allergen risk assessment guidance for completion'.
- European Food Safety Authority (EFSA) Threshold dose information for all 14 allergens.
- Voluntary Incidental Trace Allergen Labelling (VITAL) Program standardizing the allergen risk assessment process for the food industry.
- National Agency for Food, Environmental and Occupational Health & Safety (ANSES) recommendations n°2015-SA-0257.

Allergen Risk Assessment Protocol:

Sysco Europe shall review and assess facility allergen risk assessments considering the following principles:

- Ingredient/raw material list indicating the presence of allergens, intentional or adventitious (PAL) on specification and/or labelling) and physical form (e.g. solid, liquid, powder, seed).
- Finished product list containing allergens as intentional ingredients.
- Process flow of all raw materials, work in progress (WIP) and finished products from intake to dispatch, where for each allergen handled, this shows a full list of 'at risk' products handled at that process step to highlight specific locations, equipment or processes where allergen cross-contamination risk must be controlled.
- For each product listed, risk assess each location, equipment or process step in terms to relative risk of allergen cross contamination, e.g.:
 - Green = no risk of cross contamination.
 - Amber = low contamination risk (controls and standards have been considered, some are in place to manage the risk but cannot be completely ignored).
 - Red = high contamination risk (significant risk of cross contamination, requires the implementation of management controls).
- In assessing whether the risk of cross contamination is 'low' or 'high' various factors need to be considered including hazard characterization for the allergenic ingredients and products:
 - Threshold dose & nature of severity of the reaction caused by allergens.
 - Number, range and extent of usage of allergenic ingredients / products handled on site, or at the specific location.
 - The physical form of the allergenic material being stored (e.g. open containers or handled on site (e.g. powder form is higher risk than liquid or solid)).
 - Air-borne routes for the spread of allergenic material within the site, including potential for spillages.
 - Planning production runs such that non-allergenic products are produced before low allergenic ones, followed by those containing serious allergens.
 - Equipment used for allergenic materials, including ancillary utensils such as containers or trays, should be ideally dedicated.
 - Cleaning regimes should be carried out such that if allergenic / non- allergenic product changeovers are inevitable, a full clean down is carried out and its effectiveness verified.
 - Bulk and intermediate storage areas used for raw materials and work-in-progress.

If new recipes/ingredients are introduced to the facility at any time, the risk assessment must be repeated by the supplier and re-evaluated by Sysco Europe

Allergen Risk Management:

Supplier must have a detailed allergen risk assessment, implement and document measurable controls to minimize cross-contamination risks at identified points. Incorporate these controls into their allergen management and HACCP plans, and verify their effectiveness through routine monitoring and validation programs.

Allergen Risk Communication – Precautionary Allergen Labelling (PAL):

Sysco Europe will label products with allergen warning statements 'may contain traces of' where there is a probability of significant cross-contamination at the facility such that the risk cannot be eliminated through changes in production controls and processes.

The use of such labelling will only be considered by Sysco FSQA when:

- A detailed, comprehensive allergen risk assessment has been completed and fully documented.
- Control measures are considered inadequate, e.g.
 - allergen handled extensively at the facility
 - cleaning protocols to reduce the presence of the allergens on surfaces to an acceptable level are impractical
 - production scheduling does not support the manufacture of the product in the absence of allergens.
- Further options to improve control are not viable.
- Sufficient product and/or environmental analytical testing have been completed to validate the residual risk.
- Positive release programs are impractical.

Where a product is sourced from two or more facilities, an overall cross-contamination risk and the need for PAL must be established. For example:

- Facility 1 – risk assessment determines a significant risk of cross-contamination exists such that PAL for a given allergen is required.
- Facility 2 – risk assessment determines adequate controls are in place or the given allergen is not handled at the facility.

Outcome:

- Products from both facilities must have PAL on the label.

Product Information:

- Allergen information on all Sysco Brand products must be held in the Assure specification.
- This information must be accurate and maintained up to date.
- Any changes that affect the allergen status of a product, intentional or adventitious, must be discussed, reviewed and approved in advance in writing by Sysco FSQA.
- Suppliers acknowledge and recognize that Sysco Europe utilizes allergen information provided by suppliers to provide allergen data to customers through a variety of platforms.

Appendix 9: Sustainability Commitments

Sysco Europe is committed to sourcing products that are produced in an ethically sound manner and aligned to our One Planet, One Table strategy. In addition, each Sysco business may have current sustainability commitments and ethical standards to be maintained, these are set out below.

Table 1 below summarise current sustainability commitments acceptable into each country. Where a product is sold to one or more markets, the most stringent requirement will apply.

Table 1

Headline	Detail	Sysco France	Sysco Ireland	Menigo	Sysco GB	EU HUB
Seafood	MSC	Y		Y	Y	Y
	ASC	Y		Y	Y	Y
	GAP	Y			Y	
	BAP 3*	Y			Y	
	BAP 4*	Y			Y	
	Marine Conservation Society (MCS) rated 1-3			Y	Y	
	WWF (green or yellow)			Y		
	Aquaculture feed sustainable palm and soy				Y	
Coffee, Tea, Cocoa	KRAV			Y		
	Organic			Y		
	Fairtrade			Y		
	Rainforest Alliance			Y		
	Fair for Life			Y		
Palm Oil	RSPO MB				Y	
	RSPO SG	Y		Y	Y	Y
Soy	Ingredient or feed from certified sources (e.g. RTRS, ProTerra, Donau Soja, Europe Soya, EU Organic, IFOAM5 such as KRAV, QS-Soyplus)			Y		Y
Egg	Cage free shell	Y		Y	Y	Y
	Cage free liquid			Y	Y	Y
	Cage free compound ingredient			Y		
	Lion Quality				Y	
Produce	Global GAP			Y	Y	Y
	Grasp			Y		
	LEAF				Y	

Seafood

Sysco Europe prefers to work with suppliers who source products from responsible fisheries that meet the requirements of recognized management schemes (see above table 1).

The following sources of wild caught fish are prohibited:

- species that appear on the IUCN Red List for Endangered Species are prohibited <https://www.iucnredlist.org/>.
- over-quota or black fish (caught using banned methods, non-target species, caught outside designated fishing areas, illegal landings).
- products from any organization involved in Whaling.
- fishing methods that are destructive to the ecosystem, e.g. dynamite fishing, use of FADs.

Seafood products intended for Menigo:



Menigo prioritizes the purchase of seafood from third-party certified fisheries or farms certified according to MSC, ASC, EU-organic, KRAV or Svenskt Sigill, as well as other certifications that meet GSSI (Global Sustainable Seafood Initiative), for the species and catch areas where such labeling exists, or green light according to WWF's or MCS's fish guides. The overall assessment is based on information mainly from WWF (World Wide Fund for Nature), MCS (Marine Conservation Society), IUCN (The International Union for Conservation of Nature), ICES (International Council for the Exploration of the Sea), HaV (Swedish Agency for Marine and Water Management), and the Swedish Fish Industry Association.

Criteria

- Menigo only sells products that meet one of the following alternatives:
 - Have an approved sustainability label.
 - Meets green or yellow light according to WWF's or MCS's fish guide.
 - Own investigation that has demonstrated and documented sustainable stock in a specific catch area, catch/cultivation method and species.
- Farmed seafood should:
 - come from aquaculture, where the soya and palm oil in the feed come from sustainable production.
 - be produced from aquaculture with responsible antibiotic use.
 - Menigo does not sell seafood listed in IUCN's global red list of endangered species. This also includes marine feed.

Follow-up and compliance

To ensure compliance with our requirements, the value chain is controlled through:

- The supplier's acceptance of Menigo's product and supplier requirements, including guidelines for seafood.
- Risk assessment based on species, stock, catch/farming method, catch area and certifications.
- Risk-based follow-up takes place through the collection of certificates, self-assessment forms, supplier audits and random checks.
- It is the supplier's responsibility to inform Menigo in the event of a change in certification/labelling or a change in WWF/MCS fish guides.

If non-compliance with our guidelines is identified, we work with the supplier to develop an action plan to ensure effective corrective action. In cases where the supplier is unable or unwilling to implement improvements, actions are initiated that may lead to temporary suspension or termination of contracts with that supplier.

Produce, Palm oil, Soy and coffee/tea/cocoa

Produce intended for Menigo:

Risk crops

Menigo is a member of the Swedish Platform for Risk Crops. The verifications that are acceptable are specified on the Platform.

- If the requirements are met, the supplier must be able to verify and notify Menigo.
- If the requirements are not met, Menigo must be informed of a transition plan.

Palm oil

By December 2025, all palm oil and palm kernel oil, including fractions and derivatives, used as an ingredient in the product must be cultivated more sustainably through third-party certification according to the current list of accepted standards for more sustainable palm oil established by the Swedish Platform for Risk Crops.

Certificates must be provided upon request.

Soya

- By December 2025, soy included as an ingredient in the product, or indirectly via feed used in the production of animal-based raw materials, must be cultivated more sustainably through third-party certification according to the current list of accepted standards for more sustainable soy established by the Swedish Platform for Risk Crops.
- Certificates must be provided upon request.

Coffee, tea and cocoa

- Coffee, tea and cocoa must either be certified according to KRAV and/or EKO as well as Fairtrade, Rainforest Alliance or Fair for Life.
- Alternatively, the supplier must, upon request, be able to account for full transparency throughout the value chain down to the grower level/cooperative.



Animal Welfare

Principles:

Animal welfare is of great importance to Sysco Europe and we will only source from suppliers who recognise the importance of following good animal welfare practices. The '5 Freedoms' are widely recognised as defining the ideal principles of animal welfare and form the basis of Sysco Europe's animal welfare policy.

- Freedom from hunger and thirst – a diet full of vigour and health.
- Freedom from discomfort – an appropriate environment.
- Freedom from pain, injury or disease – prevention or rapid treatment.
- Freedom to express normal behaviour – adequate space.
- Freedom from fear or stress – conditions and treatments which avoid mental suffering.

The animals shall during surgical procedures be given anesthesia and/or pain relief. Suppliers and sub suppliers shall ensure that all interventions that may cause pain to the animals, e.g., dehorning and castration, are carried out in a wise and responsible manner according to accepted methods to minimize pain in the animals. Good animal welfare and responsible use of antibiotics must be ensured in all stages of the value chain, from breeding to transport and slaughter of animals. All suppliers and subcontractors must comply with applicable laws, constitutions, regulations, and other specific guidelines in the area.

In line with relevant EU/UK regulations Sysco Europe require all animals to be completely stunned and remain unconscious until death occurs, regardless of the stunning method.

See *Appendix 3* for specific Halal requirements.

Animal Welfare Criteria

Housing:

Suppliers and sub suppliers shall provide housing systems for their animals that provide appropriate space and encourage natural behaviors.

Eggs shall come from hens that have access to free-range systems, indoors as well as outdoors.

Transport of animals:

Animal transportation times should be within the limits of what is considered best practice for that animal type and breed, in compliance with national, state, or regional, and local laws and regulations. Measures should be taken to reduce animal stress during transportation.



Responsible use of antibiotics:

Menigo strives to contribute to reduced antibiotic resistance and therefore we require that all meat must come from herds where responsible antibiotic use is applied. The following criteria must at least be met:

- Antibiotics must only be used to treat sick animals, Menigo does not accept that antibiotics are used for growth promoting purposes.
- Antibiotics may only be used after prescription by a licensed veterinarian, and all use must be documented and followed-up.
- Individual treatment with antibiotics is the norm, group treatment must be restrictive.
- Critically important antibiotics for human medicine must not be used for treating animals.

Compliance and follow-up:

To ensure that our requirements are met, the value chain is checked through:

- Approved contracts including animal welfare policy.
- Risk assessment is based on animal species, country of production and certifications.
- Risk-based follow-up takes place through the collection of certificates, self-assessment forms, supplier audits on slaughterhouses and farms, and random checks.

If non-compliance with this guideline is identified, we will work with our suppliers to ensure that effective corrective actions are taken. If a supplier is unable or unwilling to implement improvements, measures against the supplier will be initiated, these may involve temporary suspension or cancellation of contracts with that supplier.

Appendix 10: Labelling Requirements

Sysco requires that all products are labelled in accordance with all applicable EU, UK and national legislation, including regulation (EU) No 1169/2011 Provision of Food Information for Consumers (FIC). In addition, Sysco may provide voluntary information where this is helpful to customers, e.g. Precautionary Allergen Labelling (PAL).

Ingredient List:

- Assure specifications are configured to generate the declared ingredient list based on the recipe entered by the supplier.
- Where bracketing is required, this is automatically generated in Assure.
- Additives and enzymes must be listed using the additive 'category name', e.g. Antioxidant, followed by the appropriate additive name.
- Where space is constrained and in very limited cases, the 'E. number' may be used in place of the name.
- Names and E. numbers must not be mixed in the ingredient list.
- Allergens are emphasised in **Bold** typeface, e.g. **Soya** Lecithin.
- Where a food has lost moisture following a heat treatment, the quantity must be expressed as a percentage corresponding to the quantity of the ingredient used in the finished product, unless the total quantity of all such ingredients declared on the labelling exceeds 100%, in which case, the quantity must be indicated on the basis of the weight of the ingredients used to prepare 100g of finished product.
- The quantity of any volatile ingredients must be indicated based on their proportion by weight in the finished product.
- The quantity of ingredients used in concentrated or re-hydrated form and reconstituted during manufacture should be indicated in the basis of proportion by weight as recorded before their reconstitution or re-hydration.
- In case of concentrated or dehydrated foods to be reconstituted by the addition of water, the quantity of ingredients should be indicated based on their proportion by weight in the reconstituted product.

Net Quantity Marking:

In addition to regulatory compliance:

- It is Sysco policy to declare the net quantity on all products expressed in units of volume (litres, centilitres, millilitres) for liquid products or in units of mass (kg or grams) for all other products.
- Where the manufacturer has a suitable weight control system approved by their relevant authority, products should be 'e' marked.

Origin

The Country-of-Origin declaration must meet the appropriate requirements as stated in the UK, EU and national legislation and regulations.

It is Sysco Europe policy to declare

- the origin of primary ingredients for all products where relevant (in specification and on packaging).
- the specific country of origin(s) by name, e.g. Italy, France, etc. and not to use 'EU' or 'non-EU'.

Product intended for Sysco France :



Specifically for “Collectif du Goût” Sysco Brand product, labels must include a self-adhesive and detachable section where the following minimum information appears:

- legal name
- lot number
- Best Before Date or Use By Date
- Sanitary stamp (if needed).

Appendix 11: Nutritional Requirements

Sysco Europe require nutritional data for all products to be completed in the Assure specification, even if this information is not mandatory by law and/or provided on packaging. Where this information is provided on packaging, nutrition validation must be carried out at product launch and on a regular basis thereafter.

- Nutritional information for non-composite foods can be obtained from approved composition tables such as McCance and Widdowsons' The Composition of Foods Integrated Dataset (CoFIDS) or CIQUAL tables of ANSES.
- For composite foods, calculated data can be used to derive nutritional information if agreed with Sysco FSQA. However, this calculated data must be validated by analysis using an accredited laboratory (ISO17025 or equivalent).

Sample size and distribution frequency for analysis:

Sampling must be representative and consider complexity, multi-part or those with naturally variable ingredients.

A minimum of 3 samples shall be taken at different times during production, analysed separately with average values used to generate 'typical' nutritional values for labelling.

Sysco Europe may require this information for Sysco Brand products to be added to Assure at any time.

All results must be within defined EU regulatory tolerances for each nutrient, see *Table 1*.

Table 1

Nutrient	Tolerance
Carbohydrate Sugars Protein Fibre	<10 g per 100 g: ± 2 g 10-40 g per 100 g: $\pm 20\%$ >40 g per 100 g: ± 8 g
Fat	<10 g per 100 g: ± 1.5 g 10-40 g per 100 g: $\pm 20\%$ >40 g per 100 g: ± 8 g
Saturates Mono-unsaturates Poly-unsaturates	<4 g per 100 g: ± 0.8 g ≥ 4g per 100 g: $\pm 20\%$
Sodium	<0.5 g per 100 g: ± 0.15 g ≥ 0.5 g per 100 g: $\pm 20\%$
Salt	<1.25 g per 100 g: ± 0.375 g ≥ 1.25 g per 100 g: $\pm 20\%$

Calculated nutritional information:

Calculated nutritional information may be acceptable if agreed with Sysco FSQA, provided that it is based on reliable data using food tables or appropriate nutrition calculation software, e.g. Nutricalc.

Calculated values must be used throughout the development process to provide early indicative data. The preferred method of calculation must be designed for the food industry and capable of considering cooking losses or gains.

In the case of multi-part/layered products, each element must be calculated separately then a final composite recipe value should be calculated.

Nutritional rounding rules:

Sysco Europe nutritional values must comply with the following rounding rules in line with EU Regulations:

Table 1:

Nutrients	Nutrient levels in food	Rounded
Energy		to within 1 kJ/kcal (no decimal places)
Fats*, carbohydrates*, sugars*, proteins*, fibres*, polyols*, starch*	≥10g / 100g or mL	To the nearest 1g (no decimal places)
	<10g and >0.5g/100g or mL	To the nearest 0.1g
	Not detectable or ≤0.5g/100g or mL	"0g"
AGS*, PUPA*, PUPA*	≥10g / 100g or mL	To the nearest 1g (no decimal places)
	<10g and >0.1g/100g or mL	To the nearest 0.1g
	Not detectable or ≤0.1g/100g or mL	"0g"
Sodium	≥1g/100g or mL	To the nearest 0.1g
	<1g and > 0.005g/100 mg or mL	To the nearest 0.01g
	Not detectable or ≤0.005g/100g or mL	"0g"
Salt	≥1g/100g or mL	To the nearest 0.1g
	<1g and > 0.0125g/100 mg or mL	To the nearest 0.01g
	Not detectable or ≤0.0125g/100g or mL	"0g"
Vitamins and minerals: vitamin A, folic acid, chloride, Calcium, Phosphorus, Magnesium, Iodine, Potassium		3 significant digits in mg
Other vitamins and minerals		3 significant digits in mg

Nutritional claims:

All nutritional claims, whether on pack, in promotional or marketing material, must be substantiated and compliant with all applicable EU, UK and national legislation and regulations. The nature of the data required for this will vary depending on the claim being made.

- The information must represent the typical nutritional content and consider factors such as seasonal variation, breed, variety, change in nutrients over shelf life etc.
- Where absolute claims are made, e.g. low fat, all products should meet the legal standard for that claim.
- Where comparative claims are made, e.g. reduced fat, manufacturing tolerances should be considered to ensure the claim remains valid under all circumstances.
- Comparator products must be typical of similar products in the marketplace, clearly justified and must be regularly reviewed to ensure any claims remain valid.
- Where a product is reformulated or modified, all claims will need to be reviewed.
- Factory controls are a key part of ensuring claims can consistently be met, as such, all suppliers must be able to demonstrate that process variability is effectively managed with relevant documented checks at an appropriate frequency during manufacture.
- Claim validation should be documented and include:
 - Accuracy of product name and legal description.
 - Analytical data available.
 - Acceptable mean and standard deviation.
 - Comparator confirmed and analytical data satisfactory.
 - Acceptable raw material/ingredient controls and analysis.
 - Acceptable process controls and tolerances.
 - Acceptable record-keeping supporting the claim and demonstrating due diligence.
 - Agreed ongoing analysis program.

Nutritional composition:

For all manufactured products Sysco Europe require that consideration is given to the overall nutritional value of the portion served.

Product intended for Sysco GB :



- Products should meet the Reference Intake (RI) per portion the energy and nutrients shown in Table below.
- Where the energy value is more than that shown in Table, the nutrition per portion should be shown on the label in addition to per 100g.

Nutrient	Reference Intake		25% per portion	20% per portion
Energy	8400 kJ / 2000kcal		500kcal Savory	400kcal Sweet
Nutrients		30% reference intake Per 100g	30% reference intake Per portion	
Fat	70g	17.5g	21g	
Saturated Fat	20g	5g	6g	
Carbohydrates	260g			
Sugars	90g	22.5g	27g	

- Sysco GB aims:
 - to reduce total fat and saturated fats wherever possible.
 - the use of free sugars is limited and their use in savoury dishes is prohibited.
 - salt targets set out in the UK Government Responsibility Deal should be meet the relevant target based on the product category (as per Assure specification).
- Other Sysco GB nutritional policies include:
 - Nutritional policy
 - Obesity and sugar reduction policy
 - Salt policy



Product intended for Sysco France:

To combat obesity, a product intended to be delivered to a public catering client must have the “GEMRCN” (Study Group on Catering and Nutrition Markets) consumption frequency calculated by the supplier. Details available here <http://www.gemrcn.fr/definition-gemrcn>

It is preferred to have on all Sysco Brand product and mandatory for the “Collectif du Goût” brand.

Sysco France recommends for all its Sysco Brand products:

- A P/L* > 1 for ready meals
- One P/L > 1 for pre-fried coated fish portions.

**Protein/fat ratio*

The formulation of new products or reformulation of existing ones must consider the impact on consumer health of added salt, fat, sugar (according to OMS recommendations) and Nutri-Score contents. Targets by category must be met as follows:

Product Category	Nutrients	Targets
Salads	SFA	<1,15g/100g
	Salt	<0,9g/100g
Breaded Fish	Lipids	<8,4g/100g
	Salt	<0,86g/100g
Ready Meals	Added sugars	4g/100g maximum
	Salt	<0,82g/100g
Side Dishes	Salt	<0,65g/100g
Desserts	Lipids	<14,7g/100g
	Sugars	<21g/100g
Vegetarian	Proteins	>10 g/100g,
	P/L	>1
	Salt	<1g/100g

The supplier must communicate the Nutri-score to Sysco France when a new product is introduced or an existing product revised.

It must be calculated from the new algorithm that came into force in April 2024 and is available on Public Health France at the following link: <https://www.santepubliquefrance.fr/determinants-de-sante/nutrition-et-activite-physique/articles/nutri-score>

Appendix 12: Microbiological Specification

Sysco Brand products must be tested in accordance with the relevant Microbiological Specification Category as stated / selected in the Assure product specification, and as agreed with Sysco FSQA Manager.

Microbiological test parameters include standard indicator and pathogenic criteria, as well as specialist toxin tests such as Histamine (for scombroid fish), and shellfish biotoxins (DSP, PSP, ASP).

All products sensible to pathogenic risk (e.g. *E.coli*, *L. monocytogenes*) and that can be considered as Ready to Eat (RTE) or reheated without cooking must have release control in place, by batch, at suppliers stage.

Products intended for Sysco France:



Microbiological criteria must be in accordance with the sector-specific sectorial requirements defined under the “FCD criteria” (Fédération du Commerce et de la Distribution).

Suppliers must select the criteria named “Microbiological criteria applicable to private label brands, budget brands and raw materials in their original industrial packaging”. They must then refer to the relevant product family and ensure that the specified thresholds are met and documented in Assure product specification.

Products intended for Sysco GB:



Microbiological specifications including target organism, frequency of testing and maximum criteria for start of life (SOL) are defined in Assure and must be selected for the relevant product type. Additional tests can be included on agreement with Sysco FSQA.

In addition, the same microbiological criteria are defined for end of life (EOL) results essential for assessing the safe shelf-life of a food product.

Appendix 13: Chemical Specification

Chemical contaminants:

Sysco Europe suppliers must ensure that all products supplied to Sysco are compliant with EU, UK and local national legislation and regulations and all subsequent amendments, which set maximum levels for certain contaminants in food products, such as heavy metals, 3-MCPD, mycotoxins.

Pesticides:

The supplier must comply with latest applicable version of any EU Regulation and national legislation regarding pesticides. It is the supplier's responsibility to ensure that only legally permitted pesticides are supplied to Sysco Europe.

Additionally:

- Analysis confirming legal levels of pesticide residues should be provided on request and should be carried out regularly by accredited (ISO 17025 or equivalence) laboratories.
- If reporting on maximal levels are overdue, the supplier must inform immediately Sysco FSQA team, with traceability of batch(es) concerned to set up a withdrawal or recall, depending on supplier's risk analyses and found values.
- The European commission "EU Pesticides Database" must be used to determine the Maximum Residue Levels (MRL) for each food matrix analyzed.
- Suppliers/growers must limit pesticides as far as reasonably possible and carry out a campaign analysis where applicable to the type of product delivered. Sysco Europe will withdraw from its network or onwards customer any product where the MRL for a pesticide has been exceeded.

Products intended for Menigo:



Pesticides:

Hazardous pesticides according to *the List of hazardous pesticides* (latest edition, svenskdagligvaruhandel.se) are not allowed in cultivation or post-treatment.

Appendix 14: Sysco FSQA Contact Information

Please find below crisis contact of each European business unit in the event of a serious incident.

DURING WORKING HOURS (9am-6pm)			
SYSCO BU concerned	Crisis contact email	Crisis contact phone number	Remarks
France	FR300-SM-Securite-Aliments@sysco.com	N/A	General mailbox food safety team
France	qualite@sysco.com	N/A	General mailbox client quality team
France	yann.vallee@sysco.com	+33 (0) 6 61 70 47 28	Quality UE director
France	alexandre.bonneau@sysco.com	+33 (0) 6 47 85 27 33	FSQA support and warehouses Manager
France	emilie.kientz@sysco.com	+33 (0) 6 73 57 33 37	Customer Quality & regulation Manager
France	anne.laignel@sysco.com	+33 (0) 7 85 54 95 30	Laboratory Manager
Sweden	produktlarm@menigo.se	N/A	General mailbox for recall
Sweden	kvalitet@menigo.se	N/A	General mailbox quality team
Ireland	Gareth-Coburn@sysco.com	+353874003465	Head of QA
Ireland	Syscobrandfsqa@sysco.com	N/A	General mailbox quality team
GB	GB-Product Recall@sysco.com	+44 1233 206000	Recall or withdrawal notification from supplier
GB	Technicalservices@sysco.com	N/A	General mailbox incidents, escalations, alerts.
OUTSIDE WORKING HOURS (After 6pm, Bank holidays, Weekends, etc.)			
SYSCO BU concerned	Crisis contact email	Crisis contact phone number	Remarks
France	qualite@sysco.com ; FR300-SM-Securite-Aliments@sysco.com	+33 (0) 2 35 04 76 78	Central alert office - will direct you to the person "on duty"
Sweden	produktlarm@menigo.se		will direct to person on duty
Ireland	Gareth-Coburn@sysco.com	+353874003465	Head of QA
GB	GB-Product Recall@sysco.com (mailbox not monitored out of hours, contact crisis contact number and the buyer)	0844 800 0619	Central alert office, message directed to relevant technical contact

Appendix 15: Other National Regulations, Requirements and Guidelines

Suppliers should be aware of the following national regulations. This is not a comprehensive list; it remains the responsibility of suppliers to ensure all products and packaging are compliant with all UK and EU applicable legislation, regulations and industry best practice.

Products intended for Sysco France:



Labels:

Where possible, products must be “EGALIM” (recognized by French administration, via there labels (e.g. organic)

Seafood sustainability:

"Responsible Fisheries and Aquaculture" policy must be adopted by all suppliers and their partners for Sysco Brand and imported products. It includes requirements of certification standards as below by preference order:

- Fishery and facility: MSC/ASC
- Accepted for fishery and facility: GAP, BAP 3 & 4*, Organic.
- Accepted by FSQA derogation: Reassuring scientific proofs of responsible management of seafood resources (validation by SFP* partner needed) or Official participation to a FIP (Fishery Improvement Project) with signed engagement

*SFP (Sustainable Fisheries Partnership) is a long-term expert partner of Sysco France and information about organization are here: <https://sustainablefish.org/about-us/>

Flavours:

All Sysco Brand products must comply with the French DGCCRF agency "flavour doctrine" which stipulates obligations in terms of legal name depending on the composition and use of flavourings. The French provisions are available at the following link:

<https://www.ania.net/alimentation-sante/denrees-aromatisees> and <https://www.economie.gouv.fr/dgccrf/Publications/Vie-pratique/Fiches-pratiques/etiquetage-des-denrees-aromatisees>

Truffle:

Requirements for use of the term “truffle” are as follows:

- 1) The term ‘truffled’ is reserved for foods containing a minimum of 3% truffle belonging to the species *Tuber melanosporum* (black truffle), *Tuber brumale* (winter truffle) or *Tuber magnatum* (white truffle from Alba). The common name of the truffle must be indicated in the list of ingredients.
- 2) The terms ‘with truffle juice’ or ‘flavoured with truffle juice’ are reserved for foodstuffs containing a minimum of 3% truffle juice from the species *Tuber melanosporum* (black truffle) or *Tuber brumale* (winter truffle). The common name of the truffle must be indicated in the list of ingredients and names of the flavourings used in the composition must be included in the description.

Warning: The mixing of truffle species is prohibited in the context of the use of the 2 above-mentioned scenarios.



- 3) The term 'with truffle' is reserved for foodstuffs containing a minimum of 1% truffle. And must be followed by:
- The common name of the species or species
 - The percentage of truffle present in the foodstuff (>1%)
 - The term 'flavoured' or the name of the flavouring if one or more flavourings enhancing the truffle taste are included in the composition (see DGCCRF flavouring doctrine quoted above).

Further details can be found in Decree No. 2012-129 (30/01/2012) on truffles and foodstuffs containing them.

Soy:

Sysco France wants to limit consumer exposure in accordance with ANSES Opinion No. 2022-SA-0221 of January 2025. Products exceeding the limits set by the ANSES agency will not be accepted by Sysco France.

Net quantity of glazed products:

Supplier must adhere to the DGCCRF official controls method (and any updates) regarding control of "glazed" production for net weight. ref 2010-06.

Origin:

Under the French DGAL interpretation of the EU "primary ingredient" regulation, the maximum number of ingredients is limited to three.

Appendix 16: Version Management

Issue No.	Issue Date	Details of Change	Pages	Changed by
1	07/16/26	New document – Sysco Europe	1 to 73	