



[2016]

## FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURAL REPORT

**Company:** Syngenta

**Country:** Thailand

**Crop:** Corn

**Production Process:** Harvesting

**Assessment Locations:** Tungkwang, Bankhor, Banmuang, Bankha, Mueang and A. Ngao, Lampang Province

**Monitors:** The Compliance Network Co., Ltd

**Assessment Dates:** 28-30 March 2017

**Number of assessed farms:** 7

**Total area covered:** 8.85 acre

**Number of farmers interviewed:** 7

**Total number of workers:** 127

**Number of workers interviewed:** 127

To view more about the FLA's work with Syngenta, please visit the FLA website [here](#).  
To access the FLA Agriculture Monitoring Benchmarks, please visit [this page](#).

## Employment Relationship

### Compliance Status

| Section                          | Benchmark     | Compliance status     | Farms       |
|----------------------------------|---------------|-----------------------|-------------|
| Human Resource Management System | ER.1.1        | In compliance         |             |
|                                  | ER.2.1 (PR)   | Not Initiated         | All Farms   |
|                                  | ER.2.1.1(PR)  | Not Initiated         | All Farms   |
| Recruitment and Hiring           | ER.3.1        | Noncompliance         | All Farms   |
|                                  | ER.3.1.1      | Noncompliance         | All Farms   |
|                                  | ER.3.1.2      | In compliance         |             |
|                                  | ER.4          | In compliance         |             |
|                                  | ER.5.1        | In compliance         |             |
|                                  | ER.5.2        | In compliance         |             |
|                                  | ER.5.3        | In compliance         |             |
|                                  | ER.6 (PR)     | Not Initiated         | All Farms   |
|                                  | ER.7.1        | In compliance         |             |
|                                  | ER.7.2        | In compliance         |             |
|                                  | ER.7.3        | In compliance         |             |
|                                  | ER.7.4        | In compliance         |             |
|                                  | ER.7.5        | In compliance         |             |
|                                  | ER.7.6        | In compliance         |             |
|                                  | ER.7.7        | In compliance         |             |
| ER.7.8                           | In compliance |                       |             |
| Terms and Conditions             | ER.9.1        | In compliance         |             |
|                                  | ER.9.2        | In compliance         |             |
|                                  | ER.9.2.1      | In compliance         |             |
|                                  | ER.9.2.2      | In compliance         |             |
|                                  | ER.9.2.3      | In compliance         |             |
|                                  | ER.9.3        | In compliance         |             |
|                                  | ER.9.3.1      | In compliance         |             |
|                                  | ER.9.3.2      | In compliance         |             |
|                                  | ER.9.3.3      | In compliance         |             |
|                                  | ER.10         | In compliance         |             |
|                                  | ER.11         | In compliance         |             |
|                                  | ER.12.1       | Noncompliance         | Farm 2 to 6 |
|                                  | ER.12.1.1     | In compliance         |             |
|                                  | ER.12.2       | In compliance         |             |
|                                  | ER.13.1       | In compliance         |             |
| ER.13.2 (PR)                     | In compliance |                       |             |
| ER.13.3 (PR)                     | In compliance |                       |             |
| Administration                   | ER.15.1       | In compliance         |             |
|                                  | ER.15.2       | In compliance         |             |
|                                  | ER.15.2.1     | In compliance         |             |
|                                  | ER.16.1       | In compliance         |             |
|                                  | ER.16.2       | In compliance         |             |
|                                  | ER.17.1       | In compliance         |             |
|                                  | ER.17.2 (PR)  | Not Initiated         | All Farms   |
|                                  | ER.17.3 (PR)  | In compliance         |             |
| ER.17.4 (PR)                     | In compliance |                       |             |
| Worker Involvement               | ER.18.1       | In compliance         |             |
|                                  | ER.18.2 (PR)  | In compliance         |             |
| Right to Organize and Bargain    | ER.19         | In compliance         |             |
| Work Rules and Discipline        | ER.20.1       | Noncompliance         | All Farms   |
|                                  | ER.20.2       | Risk of Noncompliance | All Farms   |
|                                  | ER.20.3 (PR)  | Not Initiated         | All Farms   |
|                                  | ER.20.4       | In compliance         |             |
|                                  | ER.20.6       | Noncompliance         | All Farms   |
|                                  | ER.20.7       | Risk of Noncompliance | All Farms   |

|                                       |                |                       |           |
|---------------------------------------|----------------|-----------------------|-----------|
|                                       | ER.20.8        | Risk of Noncompliance | All Farms |
|                                       | ER.20.9 (PR)   | Not Initiated         | All Farms |
|                                       | ER.20.11       | Noncompliance         | All Farms |
| Access to Training for Family Members | ER.21          | In compliance         |           |
| HSE Management System                 | ER.24.1.       | Noncompliance         | All Farms |
|                                       | ER.24.2 (PR)   | Not Initiated         | All Farms |
|                                       | ER.24.3        | In compliance         |           |
|                                       | ER.24.4 (PR)   | Not Initiated         | All Farms |
|                                       | ER.24.4.1(PR)  | Not Initiated         | All Farms |
|                                       | ER.24.4.2 (PR) | Not Initiated         | All Farms |
|                                       | ER.24.4.3 (PR) | Not Initiated         | All Farms |
|                                       | ER.24.4.4 (PR) | Not Initiated         | All Farms |
|                                       | ER.24.4.5 (PR) | Not Initiated         | All Farms |
|                                       | ER.24.4.6 (PR) | Not Initiated         | All Farms |
| Grievance Procedures                  | ER.25.1 (PR)   | Not Initiated         | All Farms |
|                                       | ER.25.2 (PR)   | Not Initiated         | All Farms |
|                                       | ER.25.3        | In compliance         |           |
|                                       | ER.25.4        | Noncompliance         | All Farms |

### Employment Relationship Assessment Summary

| Proof of Age Documentation  |   |
|---|---|
| <p><b>Benchmarks:</b></p> <p><b>ER.3.1:</b> Employers shall verify proof of age documentation for all young workers in the farm at the time of their employment and work towards collecting and maintaining all documentation necessary to confirm and verify date of birth of all workers, including long term and casual workers.</p> <p><b>ER.3.1.1:</b> Employers shall take reasonable measures to ensure such documentation is complete and accurate.</p> |   |
| <b>Findings/Noncompliance Explanation:</b>  | <p>Although the assessment team could not identify any child or young workers in the field, there is no age verification process implemented at the farm level. The farmers and workers live in the same or nearby community and do not go through age verification. This system increases the risk of employing young/child workers. And in the absence of any age recording system, the recruitment and hiring practices are informal in nature.</p> <p><u>Source:</u> Interview with seed organizers, farmers and farm workers</p>   |
| <b>Company Action Plan:</b>   | <p>In 2016, Syngenta started the process of implementing an age verification system in the farms. As a first step, the farmers were encouraged to collect and maintain age proof documents of the young workers who could be in the threshold age (between 11-14 years). Now, Syngenta staff aims to encourage farmers to collect age proof documents for all workers employed in the farms.</p> <p>Syngenta field staff aims to ensure farmer awareness on the age verification system via phase-wise intervention. GDKs (Grower documentation kits) are a form of Syngenta customized notebook kit provided to farmers, which contains information on code standards, copy of the contract, and information on local legal regulation. These kits are distributed in all the farms to help to record the age of the workers and enclose the supporting age proof records.</p> <p>The field production team will continue farmer sensitization activity through training and one-to-one conversation during the pre-season meetings. In these meetings, farmers are informed about the use and maintenance of the GDKs. And the farm workers are informed about the importance of submission of age proof documents during field visit by the field production team in phase-wise manner.</p> <p>Internal monitoring will be done by the field production team in 20% of sample farms.</p> |

|                       |   |   |
|-----------------------|---|---|
| <b>Deadline Date:</b> | <i>Collection of age proofs</i>   | <i>Young workers – By Dec 2017<br/>De-tasseling workers – By Dec 2018<br/>All other workers – By Dec 2020</i> |
|                       | <i>Distribution of Grower Documentation kit</i>                         | <i>All farms – Dec 2017</i>   |
|                       | <i>Farmer awareness on COC and age proof documentation</i>              | <i>Every season – all farms (preseason meetings are compulsory)</i>   |
|                       | <i>Workers' awareness on COC and maintenance of age proof documents</i> | <i>De-tasseling workers – By Dec 2017<br/>50% of the workers – By Dec 2018<br/>All workers – By Dec 2020</i>  |
|                       | <i>Internal monitoring</i>  | <i>Thrice in each crop in 20% sample farms (Vegetative, pollination and harvesting period)</i>                |

## Communication

### Benchmarks:

**ER.12.1:** Employers shall regularly inform workers about workplace rules, health and safety information, and laws regarding workers' rights with respect to freedom of association, compensation, working hours, and any other legally required information, and the FLA Code through appropriate means, including posted in local language(s) throughout the workplace's common areas or in the surrounding community. In the case of workplaces with informal labor structures, these communication and awareness raising activities could be done with support from supply chain intermediaries such as cooperatives, organizers, tier one suppliers or the participating company.

**Noncompliance in five farms**

### Findings/Noncompliance Explanation:

The Code of Conduct (COC) materials were posted in some places, like at the seed organizer's house and on a few farms only. It was not displayed in all farms, where all workers could have an access.

Source: Interview with seed organizers, farmers and workers; Observation

### Company Action Plan:

Syngenta has planned to provide training to all field supervisors, and 80% of the farmers (total number of farmers in Lampang area are 1,000) and three seed organizers in 2018. The training topic shall include all COC aspects:

- Training on safe chemical usage by Syngenta crop protection experts;
- Training on the 9 Code elements by a field production staff;
- Training on first aid for fieldwork by relevant health expert.

The FLA shirt that posts all codes and grievance numbers shall be distributed to the farmers. This is a movable material that can promote the fair labor program of Syngenta. It can be visible by all farmers and workers. In addition, farm trainings shall be arranged by Syngenta and seed organizers for external/part-time workers on FLA CoCs, especially during the harvesting period in collaboration with the contracted farmers.

### Deadline Date:

50% of part-time farmers will be sensitized during dry season planting 2018, and it will expand to 100% by 2020.

## Work Rules and Discipline

### Benchmarks:

**ER.20.1:** Employers shall have disciplinary rules and practices that embody a system of progressive discipline (e.g. a system of maintaining discipline through the application of escalating disciplinary action moving from verbal warnings to written warnings to suspension and finally to termination).

**ER.20.6:** Disciplinary rules and practices shall be clearly communicated to all workers.

**ER.20.11:** The disciplinary system shall include a third-party witness during imposition, and an appeal process. In case of smallholder settings, existing appeal mechanism at community level is acceptable.

**ER.20.2:** Any person supervising workers shall be aware of the disciplinary rules and practices.

**ER.20.7:** Workers must be informed when a disciplinary procedure has been initiated against them.

**ER.20.8:** Workers have the right to participate and be heard in any disciplinary procedure against them.

**Noncompliance in all farms**

**Risk of Noncompliance in all farms**

### Findings/Noncompliance Explanation:

There is no disciplinary system available at the farm level, either formal or informal, whereby farm workers' misconduct would follow a system of progressive discipline by the farmers. Syngenta did not provide any training on disciplinary rules and practices to farmers and workers.

|   |   |  |
|---|---|--|
|   | Source: Farmers and farm workers interview  |  |
| <b>Company Action Plan:</b>   | <p>Syngenta had developed an example of a disciplinary system for the farmers. All terms and conditions are included in the production contract as part of the staff manual for fair labor program, and annually refreshing sessions are organized for the team. In the beginning of the season, the farmer meeting is the occasion to promote and sensitize the farmer for this system. For the worker level, the 9 COC will be promoted through a special meeting arranged for the worker with on the spot training. In addition, the big poster containing all COC shall be posted in front of the field and important junction.</p> <p>Syngenta local staff internally monitors the field three times in the crop life, and the team conveys the message of disciplinary system to farmers and workers at that time.</p>  |  |
| <b>Deadline Date:</b>   | In 2018, 100% of field staff will be trained and 50% of farmers trained during the farmer meeting and will expand to cover 100% by 2020.  |  |
| <b>HSE Management System</b>  |   |  |
| <b>Benchmarks:</b><br><i>ER.24.1: Health, safety and environmental rules shall be communicated to all workers in the local language or language spoken by workers if different from the local language.</i> |   | <b>Noncompliance in all farms</b>  |
| <b>Findings/Noncompliance Explanation:</b>  | <p>Although Syngenta field staff informally communicates health and safety rules to the farmers at the beginning of every season, the workers are not part of such meetings or informal discussions. It was also observed that HSE materials were posted in few places, like seed organizer's house and the IMS office, but these locations are difficult for workers to access. As a result, there is less awareness among workers on health and safety management systems.</p> <p>Source: Farmer and worker interviews; Observation</p>   |  |
| <b>Company Action Plan:</b>   | <p>Syngenta field staff provides training to the seed organizers, who are encouraged to train the farmers and workers. To ensure the Syngenta health and safety guidelines reach workers, the following action plan has been prepared:</p> <ol style="list-style-type: none"> <li>1) Syngenta has developed an internal comprehensive HSE (health safety and environment) policy, which defines all necessary guidelines to implement field safety standards in farms. The guidelines shall be informed to all workers in phase wise manner.</li> <li>2) According to the number and coverage of daily workers working in the field, Syngenta plans to arrange a special training course for the workers by collaborating with the seed organizers and famers. On the job training shall be imparted by local field staff on the various aspects of health and safety management.</li> <li>3) During the first year, all de-tasseling workers shall be covered.</li> <li>4) Each year, the focus shall expand to cover workers in activities like cross pollination, chemical spraying, harvesting and so on. This way, more than 50% of workers shall be covered in the field.</li> </ol> <p>In addition, Syngenta also provides GDK to farmers, which briefly summarizes HSE field practices in local language in best communicable manner.</p> |  |
| <b>Deadline Date:</b>   | Farmer Training by the Field Production Team  | every season   |
|   | Workers' awareness on field safety  | Detasseling workers – By Dec 2017<br>50% of the workers – By Dec 2018<br>All the workers – By Dec 2020 |

|   |   |  |                                       |
|---|---|--|---------------------------------------|
|   | Distribution of IEC tools to all the farms  | All farmers - December 2017<br>50% of workers – By Dec 2017<br>All other workers – By Dec 2018 |                                       |
| <b>Grievance Procedures</b>   |   |  |                                       |
| <b>Benchmarks:</b><br><i>ER.25.4: The company shall create awareness of this communication and non-compliance reporting mechanism to its service providers and suppliers.</i> |   |  | <b>Noncompliance<br/>in all farms</b> |
| <b>Findings/Noncompliance Explanation:</b>  | <p>Even though Syngenta has introduced a hotline number posted on the COC posters and a suggestion box is mounted at the seed organizer's residence, the majority of the workers did not know about the grievance channels. The COC posters are displayed in a few farms only; therefore, not all workers have access to the information. The seed organizer's house is located far from the farms, and the workers don't go there.</p> <p><u>Source:</u> Farmer and worker interviews; Observation</p>   |  |                                       |
| <b>Company Action Plan:</b>   | <p>The farmers and workers are informed about the grievance channel during the pre-season campaigns on grievance procedure and during internal monitoring. Syngenta will place the posters on all seed organizer houses and in important areas, such as community shops, schools, important junctions, worker's cottages etc. with the phone number to submit grievances. A non-retaliation policy will also be developed and attached to it.</p> <p>In addition, Syngenta will also provide grievance report boxes to the seed organizers and emphasize the grievance channel during all farmer/worker meetings. The seed organizers will be trained on this initiative. A grievance report form will be prepared and available at seed organizer house, where farmer and worker can report any grievance and make suggestions to the company. At the end of the season, Syngenta will collect all the complaints and take appropriate actions. In case of urgency and immediate actions needed, workers can directly call the grievance numbers, both national phone number (081-754-5941 and 081-889-9248) and international number (001-800-11-009-8184), and the issue will be addressed in a timely manner.</p> <p>The Syngenta supervisor in each production area will sensitize farmers and workers with the help of posters and other materials. Awareness training sessions will be organized to reach all the farmers and workers progressively by 2020.</p> |  |                                       |
| <b>Deadline Date:</b>   | <p>Starting from 2017/18, 25% farmers shall receive the promotional material and training on the grievance channel report and will extend to cover 100% by 2020.</p>  |  |                                       |

## Child Labor

### Compliance Status

| Section                                      | Benchmark    | Compliance status | Farms     |
|--|--------------|-------------------|-----------|
| General Compliance                           | CL.1         | In compliance     |           |
| Minimum Age                                  | CL.2         | In compliance     |           |
| Immediate Family Members                     | CL.3         | In compliance     |           |
| Right to Education                           | CL.4.1 (PR)  | In compliance     |           |
| Young Workers                                | CL.5         | In compliance     |           |
|  | CL.6.1       | In compliance     |           |
|  | CL.6.2       | In compliance     |           |
|  | CL.7         | In compliance     |           |
| Apprenticeships and Vocational Training      | CL.8.1 (PR)  | In compliance     |           |
|  | CL.8.2 (PR)  | In compliance     |           |
| Children on Premises                         | CL.9         | In compliance     |           |
| Removal and Rehabilitation of Child Laborers | CL.10.1      | Noncompliance     | All Farms |
|  | CL.10.2 (PR) | In compliance     |           |

### Child Labor Assessment Summary

| Removal and Rehabilitation of Child Laborers  |   |
|---|---|
| <p><b>Benchmarks:</b></p> <p><i>CL.10.1: If a child laborer is found working on a farm, all relevant downstream suppliers, including the participating company, shall immediately assess the situation at the child's household level and shall engage with relevant stakeholders to find a sustainable remediation solution that is in the best interest of the child.</i></p> | <p><b>Noncompliance<br/>in all farms</b></p>  |
| <p><b>Findings/Noncompliance Explanation:</b></p>   | <p>Although no children were seen working in the assessed farms, the risk exists, and there is no policy or procedure for removal and rehabilitation of child labor. There is no system in place to suggest Syngenta shall engage with local regional stakeholders to assess the situation and implement a plan to suit the best interest of the child.</p> <p><u>Source:</u> Document review, seed organizer and farmer interviews</p>   |
| <p><b>Company Action Plan:</b></p>  | <p>Syngenta will develop the policy for child worker prohibition in field production. This policy will contain the conditions for farmers to comply with child labor. This policy will be promoted through the farmer meeting by the field production team before the season starts. The poster and banner will be developed and distributed to the farmers to promote the child labor policy in all fields. The external key speaker from local regional stakeholder will be accessed and invited to promote the law compliance to the growers in farmer meeting. Syngenta FLA manager will develop the procedure of child labor removal by approaching related local organizations, such as local school, department of worker protection and welfare department etc.</p> <p>The field supervisor will be supported in reinforcing with the farmers and workers, during the field visit, to prohibit children from entering the production field.</p> |
| <p><b>Deadline Date:</b></p>  | <p>Starting from 2017/18 and cover 100% of farms by 2020.</p>   |

## Health, Safety and Environment

### Compliance Status

| Section  | Benchmark     | Compliance status | Farms     |
|--|---------------|-------------------|-----------|
| General Compliance                             | HSE.1.        | In compliance     |           |
| Document Maintenance, Permits and Certificates | HSE.2 (PR)    | In compliance     |           |
|  | HSE.3.1       | In compliance     |           |
|  | HSE.4 (PR)    | In compliance     |           |
| Evacuation Requirements and Procedure          | HSE.5.1 (PR)  | In compliance     |           |
|  | HSE.5.2       | In compliance     |           |
| Safety Equipment and First Aid                 | HSE.6.1 (PR)  | In Progress       | All Farms |
|  | HSE.6.2 (PR)  | Not Initiated     | All Farms |
|  | HSE.16.3 (PR) | In Progress       | All Farms |
| Personal Protective Equipment                  | HSE.7 (PR)    | In Progress       | All Farms |
|  | HSE.8         | Noncompliance     | All Farms |
| Chemical Management                            | HSE.9.1       | In compliance     |           |
|  | HSE.9.2       | In compliance     |           |
|  | HSE.9.2.1     | In compliance     |           |
|  | HSE.10        | Noncompliance     | All Farms |
|  | HSE.11.1      | In compliance     |           |
| Protection Reproductive Health                 | HSE.11.2 (PR) | In compliance     |           |
|  | HSE.12.1      | In compliance     |           |
| Infrastructure                                 | HSE.12.2 (PR) | In compliance     |           |
|  | HSE.13 (PR)   | In compliance     |           |
|  | HSE.17.1      | In compliance     |           |
|  | HSE.17.2 (PR) | Not Initiated     | Farm 2, 7 |
|  | HSE.19 (PR)   | In compliance     |           |
|  | HSE.21 (PR)   | In compliance     |           |
| Machinery Safety                               | HSE.22 (PR)   | In compliance     |           |
|  | HSE.14.1      | In compliance     |           |
|  | HSE.14.2      | In compliance     |           |
|  | HSE.14.3      | In compliance     |           |
|  | HSE.14.4      | In compliance     |           |
|  | HSE.15.2 (PR) | Not Initiated     | All Farms |
|  | HSE.16.2      | In compliance     |           |

### HSE Assessment Summary

| Personal Protective Equipment  |  |
|--|--|
| <b>Benchmarks:</b><br><i>HSE.8: Workers shall be provided with training on the use and maintenance of personal protective equipment.</i> |  |
| <b>Noncompliance in all farms</b>  |  |
| <b>Findings/Noncompliance Explanation:</b>   | <p>Syngenta provided training for the use of PPE (gloves and masks) during pre-production meeting to farmers only. There is no training for workers. Farmers do not conduct any separate trainings for workers either.</p> <p><u>Source:</u> Seed organizers, farmers, workers interviews</p>  |
| <b>Company Action Plan:</b>  | <p>Syngenta initiated the training in the beginning of the crop production for the farmers because, in the Lampang area, the farmers are smallholders with average planting area of 0.2-0.6 Hectares/grower. They usually manage the field by themselves with some support from neighboring people only.</p> <p>During the intensive labor activity, such as harvesting period, it is difficult to arrange</p> |



|   |  |
|---|--|
|   | the training for daily workers because of limitation of time. However, to cover these daily workers, Syngenta committed to expand on the job training by field supervisor and seed organizers, especially for good working conditions and health protection.   |
| <b>Deadline Date:</b>   | Starting to cover 25% daily workers in 2017/18 and coverage 100% by 2020.  |
| <b>Chemical Management</b>  |  |
| <b>Benchmarks:</b><br><i>HSE.10: Workers shall receive training, appropriate to their job responsibilities, concerning the hazards, risks and the safe use of chemicals and other hazardous substances.</i> |  |
| <b>Noncompliance in all farms.</b>  |  |
| <b>Findings/Noncompliance Explanation:</b>  | Although there was no usage of chemicals during harvesting period, it was observed that Syngenta provides training on chemical usage only to farmers who attend the pre-production meeting held by the company. There is no training on chemical management conducted for workers separately, either by Syngenta or the farmers.<br><br><u>Source:</u> Seed organizers, farmers and farm workers interviews  |
| <b>Company Action Plan:</b>   | Syngenta will provide a health and safety policy in the Internal Monitoring System (IMS) manual that will be given to farmers. The same will be communicated to the workers.<br>1. Syngenta will identify daily workers who normally work in field production activity ,such as planting, de-tasseling and harvesting etc. and normally living in the same village or nearby and train them;<br>2. Workers will be invited to the regional area and trained on the all code elements, first aid, and pesticides safe use training to the workers by inviting the internal expert to train both farmers and workers. The topic of pesticide safe use will be the channel of exposure, appropriated PPEs for prevention and good spraying technique.<br><br>These trainings will be conducted at the beginning of every season. The issues that need special attention will be identified by trainers and Syngenta representatives. These will be highlighted during the seasonal trainings. |
| <b>Deadline Date:</b>   | Starting form 2017/18 for 25% workers and 100% coverage by 2020.   |

## Compensation

### Compliance Status

| Section                        | Benchmark  | Compliance status | Farms     |
|--------------------------------|------------|-------------------|-----------|
| General Compliance             | C.1.1      | In compliance     |           |
|                                | C.1.2      | In compliance     |           |
|                                | C.1.3      | Noncompliance     | All Farms |
|                                | C.1.4 (PR) | Not Initiated     | All Farms |
| Minimum Wage/Fair Compensation | C.2.1      | In compliance     |           |
|                                | C.2.2      | In compliance     |           |
|                                | C.2.3      | In compliance     |           |
|                                | C.2.5 (PR) | Not Initiated     | All Farms |
|                                | C.2.6 (PR) | Not Initiated     | All Farms |
|                                | C.3        | In compliance     |           |

|                              |               |               |           |
|------------------------------|---------------|---------------|-----------|
|                              | C.5           | In compliance |           |
| Farmer/Producer Income       | C.4 (PR)      | Not Initiated | Farm 1, 7 |
| Wage Payment and Calculation | C.6           | In compliance |           |
|                              | C.7.1         | In compliance |           |
|                              | C.7.2         | In compliance |           |
|                              | C.7.3 (PR)    | Not Initiated | All Farms |
|                              | C.7.4         | Not Initiated | All Farms |
|                              | C.7.5         | In compliance |           |
|                              | C.8.1         | In compliance |           |
|                              | C.8.2         | In compliance |           |
|                              | C.8.3         | In compliance |           |
|                              | C.8.4 (PR)    | In compliance |           |
|                              | C.9 (PR)      | In compliance |           |
|                              | C.10.1        | In compliance |           |
|                              | C.10.1.1      | In compliance |           |
| C.10.2                       | In compliance |               |           |
| C.10.3                       | In compliance |               |           |
| Workers Awareness            | C.11.1.1      | In compliance |           |
|                              | C.11.1.2      | In compliance |           |
|                              | C.11.1.3      | In compliance |           |
|                              | C.11.1.4      | In compliance |           |
|                              | C.11.1.5      | In compliance |           |
| C.13 (PR)                    | In compliance |               |           |
| Fringe Benefits              | C.12.1        | In compliance |           |
|                              | C.12.2 (PR)   | In compliance |           |
|                              | C.12.3        | In compliance |           |
|                              | C.12.4        | In compliance |           |
|                              | C.12.5        | In compliance |           |

### Compensation Assessment Summary

| General Compliance   |  |
|--|--|
| <p><b>Benchmarks:</b></p> <p><i>C.1.3: In countries where local law does not specify compensation specific to the agriculture sector, the participating company shall consult with local stakeholders representing the employers (farmers), workers, local government and commissions, and civil society to define the appropriate wage level. As a general principle, employers shall follow the minimum wage standards set for other sectors in the same region.</i></p>   | <p><b>Noncompliance<br/>in all farms</b></p> |
| <p><b>Findings/Noncompliance Explanation:</b></p> <p>There is no legally mandated minimum wage applied to the agriculture sector in Thailand. However, Syngenta has not consulted any local or regional stakeholders to establish an industry defined minimum wage that must be in close approximation to the national minimum wage, which is in between THB 305-308 for workers in non-agro sector. The current prevailing wages for workers in for harvesting activity are THB 220 for peeling off corn and THB 300 for carrying harvested corn bags (which is closer to the national minimum wage mandate for non-agro sectors).</p> <p><u>Source:</u> Observation and stakeholder consultation</p> |  |
| <p><b>Company Action Plan:</b></p> <p>There is no defined minimum wage in the agricultural sector in Thailand. The farmer can make a contract for price/kg with company, but there is no guarantee for the yield in one crop (at least 120 -130 days).</p> <p>Syngenta committed to organize trainings on welfare and benefit for the farmers. We will invite the expert from Ministry of Labor in each location to educate the farmers in agriculture sector on wage parameter.</p> <p>The issue is complex and sensitive, and Syngenta will study further and decide on a practical approach to address this issue. This requires the involvement of</p>   |  |

|                       |  |
|-----------------------|--|
|                       | <p>Government, other industry peers, NGOs and community. Syngenta has approached international organizations like ILO (International Labor Organization) and IOM (International Organization for Migration) to enable them in a dialogue on the issues concerning work terms and conditions in the agriculture sector. We will continue the dialogue and include more updates in the upcoming seasons.</p> <p>Syngenta shall also establish an internal steering committee under Syngenta's fair labor program, which shall propose and create a roadmap and action plan on the issues discussed with local and international organizations. The details of the team structure, meeting frequencies, and so on shall be updated in the coming seasons.</p> |
| <b>Deadline Date:</b> | Starting from WS2018 and coverage 100% by 2020.  |

### Overview - Farms vs. Non-compliances

Total number of Farms: 7

|   | Employment Relationship | Non-discrimination | Harassment or Abuse | Forced Labor | Child Labor | Freedom of Association and Collective Bargaining | Health, Safety and Environment | Hours of Work | Compensation | Total      |
|---|-------------------------|--------------------|---------------------|--------------|-------------|--|--------------------------------|---------------|--------------|------------|
| <b>% of farms with non-compliances or risk of non-compliances</b> | 100%                    | 0%                 | 0%                  | 0%           | 100%        | 0%   | 100%                           | 0%            | 100%         |            |
| Farm No. 1  | 10                      | 0                  | 0                   | 0            | 1           | 0  | 3                              | 0             | 1            | 15         |
| Farm No. 2  | 11                      | 0                  | 0                   | 0            | 1           | 0  | 3                              | 0             | 1            | 16         |
| Farm No. 3  | 11                      | 0                  | 0                   | 0            | 1           | 0  | 3                              | 0             | 1            | 16         |
| Farm No. 4  | 11                      | 0                  | 0                   | 0            | 1           | 0  | 3                              | 0             | 1            | 16         |
| Farm No. 5  | 11                      | 0                  | 0                   | 0            | 1           | 0  | 3                              | 0             | 1            | 16         |
| Farm No. 6  | 11                      | 0                  | 0                   | 0            | 1           | 0  | 3                              | 0             | 1            | 16         |
| Farm No. 7  | 10                      | 0                  | 0                   | 0            | 1           | 0  | 3                              | 0             | 1            | 15         |
| <b>TOTAL</b>  | <b>75</b>               | <b>0</b>           | <b>0</b>            | <b>0</b>     | <b>7</b>    | <b>0</b>   | <b>21</b>                      | <b>0</b>      | <b>7</b>     | <b>110</b> |