



[2016]

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURAL REPORT

Company: Olam

Country: Côte d'Ivoire

Commodity: Cocoa

Production Process: Harvesting

Assessment Locations: Region of IndeniéDjuablin, Sous prefecture of Niablé

Monitor: Societal Compliance Initiatives

Assessment Dates: 21-29 October 2016

Number of assessed farms: 60

Total area covered: 263 ha

Number of farmers interviewed: 60

Total number of workers: 181

Number of workers interviewed: 20

To access the FLA Agriculture Sector Workplace Code of Conduct and Compliance Benchmarks, please visit [this page](#).

To view more about the FLA's work with Olam, please visit the FLA website [here](#).

Employment Relationship

Compliance Status

Section	Benchmark	Compliance status	Farms
Human Resource Management System	ER.1.1	In compliance	
	ER.2.1 (PR)	In Progress	All Farms
	ER.2.1.1(PR)	In Progress	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	N/A	
	ER.5.1	N/A	
	ER.5.2	N/A	
	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	In compliance	
	ER.12.1.1	In compliance	
	ER.12.2	N/A	
	ER.13.1	In compliance	
ER.13.2 (PR)	N/A		
ER.13.3 (PR)	N/A		
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.17.2 (PR)	N/A	
	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	Noncompliance	All Farms
	ER.20.3 (PR)	Not Initiated	All Farms
	ER.20.4	Noncompliance	All Farms
	ER.20.6	Noncompliance	All Farms
	ER.20.7	Noncompliance	All Farms
	ER.20.8	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.	In compliance	
	ER.24.2 (PR)	In compliance	
	ER.24.3	In compliance	
	ER.24.4 (PR)	In compliance	
	ER.24.4.1 (PR)	In compliance	
	ER.24.4.2 (PR)	Not Initiated	All Farms
	ER.24.4.3 (PR)	In compliance	
	ER.24.4.4 (PR)	In compliance	
	ER.24.4.5 (PR)	Not Initiated	All Farms
	ER.24.4.6 (PR)	In compliance	
	ER.24.5 (PR)	In compliance	
Grievance Procedures	ER.25.1 (PR)	In compliance	
	ER.25.2 (PR)	In compliance	
	ER.25.3	In compliance	
	ER.25.4	In compliance	

Employment Relationship Assessment Summary

Proof of Age Documentation	
<p>Benchmarks:</p> <p>ER.3.1: 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>ER.3.1.1: Employers shall take reasonable measures to ensure such documentation is complete and accurate.</p>	Noncompliance in all farms
<p>Findings/Noncompliance Explanation:</p> <p>During their assessment, monitors noted that farmers of the assessed communities recruit workers, including young workers, based on their self-declarations or physical appearance. This situation is because of the local culture and the lack of existing identification documents for majority of the workers. Thereby, no age verification documents for young workers or no collection and maintenance of documentation necessary to confirm and verify the date of birth of workers in farms. No mechanism is experienced by the cooperative to overcome this issue.</p> <p><u>Source:</u> Farmer interviews</p>	
<p>Company Action Plan:</p>	<p>Olam will sensitize all the suppliers on the importance of collecting and keeping the identification documents of workers, by their producers. Olam will assist the ADGs</p>

	<p>(Group Administrators) to develop a mechanism for the tracking and identification of employees, at each level of the cooperative.</p> <p>Olam will encourage suppliers to make all producers aware of the importance of keeping copies of workers' identification documents. In addition, Olam will continue to encourage its suppliers to also sensitize their farmers to establish identification documents for all their children and support their workers who don't have identification documents during the establishment process.</p>
Deadline Date:	31 December 2018
Work Rules and Discipline	
<p>Benchmarks :</p> <p>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).</p> <p>ER.20.2: Any person supervising workers shall be aware of the disciplinary rules and practices.</p> <p>ER.20.4: The disciplinary system shall be applied in a fair and non discriminatory manner and include a management review of the actions by someone senior to the manager who imposed the disciplinary action.</p> <p>ER.20.6: Disciplinary rules and practices shall be clearly communicated to all workers.</p> <p>ER.20.7: Workers must be informed when a disciplinary procedure has been initiated against them.</p> <p>ER.20.8: Workers have the right to participate and be heard in any disciplinary procedure against them.</p> <p>ER.20.11: The disciplinary system shall include a third-party witness during imposition, and an appeal process. In case of small holder settings, exist in gap peal mechanism at community level is acceptable.</p>	
	Noncompliance in all farms
Findings/Noncompliance Explanation:	<p>The disciplinary rules put in place in the assessed supply chain, covers only the relationship between the cooperative and its farmers. No disciplinary rules are available; neither at the cooperative nor at the level of the farms, to regulate the relationship between farmers and their workers.</p> <p><u>Source:</u>IMS staff, farmers and workers interviews, Procedures review</p>
Company Action Plan:	<p>Olam will sensitize all the suppliers in its supply chain on the importance of setting up a disciplinary procedure to handle the relationship between producers and their workers in order to avoid abusive sanctions and the abuse of power. Suppliers with the aid of Olam, will extend their disciplinary procedures to the relationship between producers and their workers.</p> <p>Producers and workers will be trained and sensitized through farmer-field schools on the functioning of disciplinary measures in the relationship between producers and workers. Producers and workers will also be sensitized on the respect and application of these disciplinary measures under the supervision of the Group Administrator and the disciplinary committees of suppliers.</p>
Deadline Date:	31 December 2018

Health, Safety and Environment

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	HSE.1.	Noncompliance	Farms 13,54,55,58,59
Documents, Permits and Certificates	HSE.2 (PR)	In compliance	
	HSE.3.1	N/A	
	HSE.4 (PR)	In compliance	
Evacuation Requirements and Procedure	HSE.5.1 (PR)	N/A	
	HSE.5.2	In compliance	
Safety Equipment and First Aid	HSE.6.1 (PR)	In compliance	
	HSE.6.2 (PR)	In compliance	
	HSE.16.3 (PR)	In compliance	
Personal Protective Equipment	HSE.7 (PR)	In progress	All Farms
	HSE.8	In compliance	
Chemical Management	HSE.9.1	In compliance	
	HSE.9.2	In compliance	
	HSE.9.2.1	In compliance	
	HSE.10	In compliance	
	HSE.11.1	In compliance	
	HSE.11.2	In compliance	
Protection Reproductive Health	HSE.12.1	In compliance	
	HSE.12.2 (PR)	In compliance	
Infrastructure	HSE.13 (PR)	N/A	
	HSE.17.1	In compliance	
	HSE.17.2 (PR)	Not Initiated	All Farms
	HSE.19 (PR)	In compliance	
	HSE.21 (PR)	In compliance	
	HSE.22 (PR)	N/A	
Machinery Safety	HSE.14.1	In compliance	
	HSE.14.2	In compliance	
	HSE.14.3	In compliance	
	HSE.14.4	In compliance	
Ergonomics and Medical Facilities	HSE.15.2 (PR)	Not Initiated	All Farms
	HSE.16.2	In compliance	

HSE Assessment Summary

General Compliance

Benchmarks:

HSE.1: Employers shall comply with all national laws, regulations and procedures concerning health, safety, and the environment.

**Noncompliance
in 5 farms**

**Findings/Noncompliance
Explanation:**

During farm visits, monitors observed empty chemical containers disposed in the farms of two of the assessed farmers. These containers could be a risk for children who use them as toys, as well as for families; given that they often end up in households used as cans.

	Source: Observation, Review of the Olam Code of Conduct.
Company Action Plan:	<p>Olam will support its suppliers and all other suppliers in its supply chain to increase the awareness of producers, workers and their households about the dangers of poor management of empty chemical containers and cocoa plantation spraying tools.</p> <p>Olam will redistribute its supplier code of conduct leaflet to all producers and workers to remind them on the implementation of good behaviors, regarding Health & safety measures; especially chemical application and empty containers management. With the support of Olam, training on the management of empty chemical containers will be repeated in all the farmer-field schools.</p>
Deadline Date:	December 2018

Overview - Farms vs. Noncompliances

Total number of Farms: 60

	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
% of farms with non-compliances or risk of non-compliances	100%	0%	0%	0%	0%	0%	100%	0%	0%	
Farm 1	9	0	0	0	0	0	1	0	0	10
Farm 2	9	0	0	0	0	0	1	0	0	10
Farm 3	9	0	0	0	0	0	1	0	0	10
Farm 4	9	0	0	0	0	0	1	0	0	10
Farm 5	9	0	0	0	0	0	1	0	0	10
Farm 6	9	0	0	0	0	0	1	0	0	10
Farm 7	9	0	0	0	0	0	1	0	0	10
Farm 8	9	0	0	0	0	0	1	0	0	10
Farm 9	9	0	0	0	0	0	1	0	0	10
Farm 10	9	0	0	0	0	0	1	0	0	10
Farm 11	9	0	0	0	0	0	1	0	0	10
Farm 12	9	0	0	0	0	0	1	0	0	10
Farm 13	9	0	0	0	0	0	2	0	0	11
Farm 14	9	0	0	0	0	0	1	0	0	10
Farm 15	9	0	0	0	0	0	1	0	0	10

Farm 16	9	0	0	0	0	0	1	0	0	10
Farm 17	9	0	0	0	0	0	1	0	0	10
Farm 18	9	0	0	0	0	0	1	0	0	10
Farm 19	9	0	0	0	0	0	1	0	0	10
Farm 20	9	0	0	0	0	0	1	0	0	10
Farm 21	9	0	0	0	0	0	1	0	0	10
Farm 22	9	0	0	0	0	0	1	0	0	10
Farm 23	9	0	0	0	0	0	1	0	0	10
Farm 24	9	0	0	0	0	0	1	0	0	10
Farm 25	9	0	0	0	0	0	1	0	0	10
Farm 26	9	0	0	0	0	0	1	0	0	10
Farm 27	9	0	0	0	0	0	1	0	0	10
Farm 28	9	0	0	0	0	0	1	0	0	10
Farm 29	9	0	0	0	0	0	1	0	0	10
Farm 30	9	0	0	0	0	0	1	0	0	10
Farm 31	9	0	0	0	0	0	1	0	0	10
Farm 32	9	0	0	0	0	0	1	0	0	10
Farm 33	9	0	0	0	0	0	1	0	0	10
Farm 34	9	0	0	0	0	0	1	0	0	10
Farm 35	9	0	0	0	0	0	1	0	0	10
Farm 36	9	0	0	0	0	0	1	0	0	10
Farm 37	9	0	0	0	0	0	1	0	0	10
Farm 38	9	0	0	0	0	0	1	0	0	10
Farm 39	9	0	0	0	0	0	1	0	0	10
Farm 40	9	0	0	0	0	0	1	0	0	10
Farm 41	9	0	0	0	0	0	1	0	0	10
Farm 42	9	0	0	0	0	0	1	0	0	10
Farm 43	9	0	0	0	0	0	1	0	0	10
Farm 44	9	0	0	0	0	0	1	0	0	10
Farm 45	9	0	0	0	0	0	1	0	0	10
Farm 46	9	0	0	0	0	0	1	0	0	10
Farm 47	9	0	0	0	0	0	1	0	0	10
Farm 48	9	0	0	0	0	0	1	0	0	10
Farm 49	9	0	0	0	0	0	1	0	0	10
Farm 50	9	0	0	0	0	0	1	0	0	10
Farm 51	9	0	0	0	0	0	1	0	0	10
Farm 52	9	0	0	0	0	0	1	0	0	10
Farm 53	9	0	0	0	0	0	1	0	0	10

Farm 54	9	0	0	0	0	0	2	0	0	11
Farm 55	9	0	0	0	0	0	2	0	0	11
Farm 56	9	0	0	0	0	0	1	0	0	10
Farm 57	9	0	0	0	0	0	1	0	0	10
Farm 58	9	0	0	0	0	0	2	0	0	11
Farm 59	9	0	0	0	0	0	2	0	0	11
Farm 60	9	0	0	0	0	0	1	0	0	10
	540	0	0	0	0	0	65	0	0	605