



[2016]

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURAL REPORT

Company: Syngenta

Country: Thailand

Crop: Corn

Production Process: Harvesting

Assessment Location: Lao Kwan, Kanchanaburi

Monitor: Global Standards

Assessment Dates: 3-5 October 2016

Number of assessed farms: 15

Total area covered: 15.88 acre

Number of farmers interviewed: 15

Total number of workers: 641

Number of workers interviewed: 68

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	Noncompliance	Farm 1, 15
	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	Noncompliance	Farm 1, 15
	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	Farms 2,3,4,5,6,7,9,10,11,12,15
	ER.12.1.1	In compliance	
	ER.12.2	In compliance	
	ER.13.1	In compliance	
ER.13.2 (PR)	Not Initiated	All Farms	
ER.13.3 (PR)	Not Initiated	All Farms	
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	In compliance	
	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	Risk of Noncompliance	All Farms
HSE Management System	ER.24.1.	In compliance	
	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.24.5 (PR)	Not Initiated	All Farms
	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

Terms and Conditions	
<p>Benchmarks:</p> <p><i>ER.1.1: Employer shall have written terms and conditions of employment, job descriptions, rules of compensation, and working hours for all positions. In the case of workplaces with informal labor structures, employers should be able to describe verbally all the above terms and conditions and clearly communicate them to workers.</i></p> <p><i>ER.9.1: Workers should be made aware of the employment terms under which they are engaged.</i></p>	Noncompliance in two farms
<p>Findings/Noncompliance Explanation:</p> <p>In two of the assessed farms, farmers do not clearly describe the employment terms and conditions to workers. Workers are informed of their job assignments, but they are not aware of the compensation terms and other workplace rules.</p> <p><u>Source:</u> Worker interviews</p>	
<p>Company Action Plan:</p> <p>A challenge faced by Syngenta is that the workers are not engaged via the company but through the farmers, who engage them for a few days per season. These workers are extremely mobile, moving from one farm to another. Also, there is no formal agriculture labor union to negotiate wage and employment terms.</p> <p>To address this challenge in a phased and sustainable manner, the company shall implement the following steps:</p> <ol style="list-style-type: none"> 1) Attitudinal change among farmers, who are directly in contact with the workers in the field, is required. To bring about this change, Syngenta proposes to conduct in-depth meetings with farmers twice every production season (four times in a year). Thus, one training shall be conducted before the season begins (pre-season meeting) and one during season (mid-season meeting). 2) Farmers shall also be encouraged to invite the workers and their family members (who are too engaged in agro work) to participate in the meetings and understand the employment terms and conditions. 3) Syngenta field supervisors shall arrange a monthly meeting with seed organizer(s) of the region and highlight the importance of workplace rules and conditions and how it must be documented in a formal manner. <p>Syngenta local staff shall also document these meetings with farmers and seed organizers to ensure the FLA assessment team has valid records for review in the</p>	

	future.
Deadline Date:	25% of farms from contracted growers shall be selected during the 2017-2018 season; subsequently, the implementation shall be applied in all farms by 2020.

Proof of Age Documentation

Benchmarks:

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.
ER.3.1.1: Employers shall take reasonable measures to ensure such documentation is complete and accurate.

**Noncompliance
in all farms**

Findings/Noncompliance Explanation:

Regarding age verification, farmers and workers live in the same community or nearby community, so they usually know the personal background of the workers. However, there is no systematic age verification process at the farm level, and there is no effort to try to maintain age records for the young-looking workers.

Source: Worker interview, documentation

Company Action Plan:

Syngenta is aware of the challenge and has begun the implementation at the farm level. Along with other documents, like wage records and hours of work, the farmers are being informed of how to maintain age proof documents of the workers being engaged in the field. Syngenta staff shall follow the steps below:

- 1) During the pre-season and mid-season meetings with farmers and monthly meeting with seed organizers, emphasis shall be provided to obtain copies of the age records from workers.
- 2) The workers shall also be advised to bring the original age records on the day of work, and a photocopy or photographic evidence shall be maintained with the farmer.
- 3) In some cases, workers are also hired via recruiting agencies / labor contractor. Syngenta farmers shall be informed to emphasize that the agencies / labor contractor maintain age records. The copies of such records shall be maintained with the farmers.
- 4) Special emphasis would be given to those workers who are on a threshold age.
- 5) Since the plan is at a nascent stage, the local Syngenta team shall take 2-3 villages as a pilot per season and obtain 100% farm/villages by 2020.

Deadline Date:

The implementation will cover 100% of seed organizers by 2018 and will cover 100% of villages and farmers by 2020.

Communication

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 11 farms**

Findings/Noncompliance Explanation:

In most of the assessed farms, the CoC materials were posted in a limited number of places (e.g., seed organizer's house) and are not easily accessible to workers. Most of the workers interviewed showed awareness of employment terms and conditions; for instance, they were aware of compensation, tasks, and hours of work (except for those on the two farms mentioned above). However, they had little awareness of fair labor standards.

	Source: Worker interview, farmer interview	
Company Action Plan:	<p>Syngenta will initiate a worker training program (for casual and daily wagers) by setting a meeting with the head of workers to discuss and emphasize the compensation when working with Syngenta. We will encourage the head of workers to elaborate this message to all workers in their team.</p> <p>Also, it must be noted that Syngenta conducts seasonal meetings with farmers and monthly meeting with seed organizers to inform them about the compensation and procurement details and updates. Syngenta shall now include this aspect, along with other aspects as enunciated in the findings above, to inform both farmers and seed organizers about compensation details during seasonal meetings. The farmers shall be reinforced to cascade the information to the farmers. Syngenta shall encourage farmers to invite the workers and their family members, especially those engaged in the field, to participate in these seasonal meetings, where Syngenta shall highlight all code elements, including compensation terms and conditions with the farmers.</p> <p>During 2017-2018, the outreach shall be 25% of the total farms, and within 2020, Syngenta strives to cover 100% of the total farms. Records of all the meetings shall be maintained in the IMS centre, which can be obtained by FLA staff during their subsequent visits.</p>	
Deadline Date:	25% of workers will be trained in 2018 and will cover 100% by 2020.	
Work Rules and Discipline		
Benchmarks:	<p><i>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).</i></p> <p><i>ER.20.6: Disciplinary rules and practices shall be clearly communicated to all workers.</i></p> <p><i>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.</i></p>	Noncompliance in all farms
<p><i>ER.20.2: Any person supervising workers shall be aware of the disciplinary rules and practices.</i></p> <p><i>ER.20.7: Workers must be informed when a disciplinary procedure has been initiated against them.</i></p> <p><i>ER.20.8: Workers have the right to participate and be heard in any disciplinary procedure against them.</i></p>	Risk of Noncompliance in all farms	
Findings/Noncompliance Explanation:	<p>There is no disciplinary system available at the farm level whereby workers' or supervisors' misconduct would follow a system of progressive discipline. Syngenta did not provide training on disciplinary rules and practices to farmers and workers. Neither the farmers nor workers were familiar with disciplinary rules and practices.</p> <p>Source: Farmer interview, workers interview</p>	
Company Action Plan:	<p>Currently, there are mutually understood terms and conditions between farmers and workers. Syngenta is trying to understand the system of farms for better analysis, since the FLA program is only 2/3 years old.</p> <ol style="list-style-type: none"> 1) As a first step, Syngenta has installed a suggestion / feedback box and hotline number in the seed organizer's houses. The hotline number information is disbursed through various systems, like banners during seasonal and monthly meetings with farmers and seed organizers. Pamphlets and stickers are in development and shall be distributed to as many farms as possible for them to be aware of the system. 2) The calls and feedback received on the hotline shall be maintained in the local IMS center. 3) A detailed policy of fair labor for farmers and workers to improve the working conditions and procedures shall be developed by the Syngenta staff, until 	

	<p>August 2017. The gist of the policy and procedure shall be made available to all the seed organizers, farmers, and workers through visual mediums. The appropriated materials, such as poster, banner, and pictogram, shall be developed and posted in accessible locations. The materials shall be developed until October 2017.</p> <p>4) The policy shall be included in the team meetings with farmers and workers during pre-season and mid-season meetings.</p>
<p>Deadline Date:</p>	<p>Policy had been developed since mid-2017 and had trained for all staff.</p> <p>In wet season 2018, communication materials shall be developed and communicated to farmers and workers and will cover 100% of farmers by 2020.</p>
<p>Access to Training for Family Members</p>	
<p>Benchmarks: <i>ER.21: Family members (spouses and adult children) involved directly or indirectly in agriculture production shall have access to all training and awareness raising activities conducted for the workers and growers on the farms.</i></p>	
<p>Findings/Noncompliance Explanation:</p>	<p>Farmers are invited to trainings organized by Syngenta. Trainings are open to everyone; however, family members solely attend the programs in the place of contracted farmers if they are not available. Based on farmer interviews, their family members participated many times in the training programs. However, since trainings are only communicated to farmers, there is the risk of noncompliance for family member’s participation.</p> <p><u>Source:</u> Farmer interview, management interview</p>
<p>Company Action Plan:</p>	<p>Syngenta encourages both the farmers and their family members to participate in the meetings and awareness sessions. Most often, it is the farmers who attend, or in some cases, they are represented by their family members. The intention is to make each member understand the Syngenta-FLA program and how sustainable development is important in attaining good working conditions in the field.</p> <p>Syngenta staff shall continue to encourage farmers and their members to participate and ensure there is equal representation. Since the farmer base is large, meetings in all regions shall be attained by 2020.</p>
<p>Deadline Date:</p>	<p>Training will be arranged 3 times/season – Syngenta will invite all family members of the farmer to attend each training starting from 2018 and expecting to cover 100% of farmer families by 2020.</p>

Harassment or Abuse

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	H/A.1.1	Risk of Noncompliance	All farms
	H/A.1.2	Noncompliance	Farm 15
Discipline	H/A.2	In compliance	
	H/A.3	In compliance	
	H/A.4	In compliance	
	H/A.5	In compliance	
	H/A.6	In compliance	
	H/A.7	In compliance	
	H/A.13	In compliance	
Violence	H/A.8.1	In compliance	
	H/A.8.2	In compliance	
	H/A.8.3	In compliance	
Sexual Harassment	H/A.9.1	In compliance	
	H/A.9.2	In compliance	
	H/A.9.3	In compliance	
	H/A.9.4	In compliance	
Security Practices	H/A.10	In compliance	
	H/A.10.1	In compliance	
	H/A.10.2	In compliance	
	H/A.11	In compliance	

Harassment or Abuse Assessment Summary

General Compliance	
Benchmarks: <i>H/A.1.1: Employers shall comply with all national laws, regulations and procedures concerning discipline, violence, harassment or abuse.</i>	Risk of Noncompliance in all farms
<i>H/A.1.2: Workers at the farm shall not be subject to any corporal punishment, sexual harassment, oppression, coercion or any other kind of mental or physical abuse or intimidation, disregarding whether they are family members without a formal contract or hired staff.</i>	Noncompliance in one farm
Findings/Noncompliance Explanation:	<p>More than half of interviewed persons, including farmers and workers, showed little awareness of what constitutes harassment and abuse. A case of teasing was reported by a worker. A transgender worker was teased the day before the assessment by other male workers, who used inappropriate language. However, it should be noted the farmer was in no way involved in this incident, and the transgender worker was aware of the grievance reporting channels but chose not to report the case. Although it is a matter between workers, it reflects that workers have little awareness of the harassment and abuse issue.</p> <p><u>Source:</u> Worker interviews</p>
Company Action Plans:	<p>Syngenta has established procedures to help address such issues in the farm and is in the process of strengthening its system to ensure such instances are addressed in a formal manner.</p> <p>1) As a first step, Syngenta has installed a suggestion / feedback box and hotline number in the seed organizer's houses. The hotline number information is disbursed through various systems, like banners during seasonal and monthly meetings with farmers and seed organizers. Pamphlets and stickers are in</p>

	<p>development and shall be distributed to as many farmers as possible for them to be aware of the system.</p> <ol style="list-style-type: none"> 2) The calls and feedback received on the hotline shall be maintained in the local IMS center, which the FLA staff can assess during subsequent visits. 3) As a follow-up to a complaint, an internal complaint committee shall be established (something in line with the Indian legislation of The Sexual Harassment of Women at Workplace Act 2013, which expects every organization to establish an ICC). This committee shall comprise key farmers, village opinion leaders, and key Syngenta staff. The complaint, once received, shall be placed in the committee for further action. 4) Delineating all the procedures above, a detailed harassment policy shall be developed and emphasized by the Syngenta staff until August 2017. The gist of the policy and procedure shall be made available to all the seed organizers and farmers through visual mediums. The appropriated materials, such as poster, banner, and pictogram, shall be developed and posted in accessible places. The materials shall be developed until October 2017. 5) The policy shall be included in the team meetings with farmers during pre-season and mid-season meetings. [Syngenta staff also believes following up on complaints is a cultural phenomenon. For example, farmers in Brazil are very pro-active in using grievance channels; however, farmers in India and Thailand are reserved].
Deadline Date:	March 2018

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	Noncompliance	Farm 10
Removal and Rehabilitation of Child Laborers	CL.10.1	In compliance	
	CL.10.2 (PR)	In compliance	

Child Labor Assessment Summary

Children on Premises	
<p>Benchmarks: CL.9: The employer shall ensure that children (including those residing on the farm and those of migrant workers) are not exposed to dangerous agriculture production activities, including exposure to chemicals/pesticides.</p>	<p>Noncompliance in one farm</p>

Findings/Noncompliance Explanation:	<p>Farmers' family members are involved in farm work on each other's farms. In some of the farms, farmers keep agricultural machinery near the farmhouse. This is a safety risk, as there are no regulations or rules regarding farm safety, particularly focusing on children at the farm premises. Monitors observed a farm where resident children were playing near unprotected machinery blades. Although they were supervised by their parents, there were still no prevention measures for children and no awareness of the risks.</p> <p><u>Source:</u> Observation</p>
Company Action Plans:	<p>To comply with this finding, Syngenta committed to expand the coverage of the workplace standard and child safety in the premise of the Syngenta contracted farmers. The poster and banner of dangerous machine, restricted areas will be developed and distributed to the farmers to promote the safety culture in their living place. 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. The possible areas of risk shall be displayed in local language to debar the children from approaching such areas.</p>
Deadline Date:	March 2018

Health, Safety and Environment

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	HSE.1.	Noncompliance	All Farms
Document Maintenance, Permits and Certificates	HSE.2 (PR)	In Progress	All Farms
	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 compliance	
	HSE.6.2 (PR)	In Progress	All Farms
	HSE.16.3 (PR)	Not Initiated	All Farms
Personal Protective Equipment	HSE.7 (PR)	Not Initiated	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	In compliance	
	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	Noncompliance	Farm 10
	HSE.17.2 (PR)	In compliance	
	HSE.19 (PR)	In compliance	
	HSE.21 (PR)	In compliance	
Machinery Safety	HSE.22 (PR)	In compliance	
	HSE.14.1	Noncompliance	All Farms
	HSE.14.2	Noncompliance	All Farms
	HSE.14.3	Noncompliance	All Farms

HSE.14.4	In compliance	
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 all farms**

**Findings/Noncompliance
Explanation:**

The Thai Safety, Health and Workplace Act (2011) is applicable to those who work in hazardous tasks, including chemical application related activities. However, safety practices on assessed farms did not comply with the Act. Inappropriate PPE usage was found, and despite being trained by the company, farmers and workers showed little awareness of health and safety risks. Inappropriate PPE use was widespread. Many workers, especially those carrying heavy goods, did not use boots and gloves. Shirts were wrapped around their faces, instead of masks. A farmer reported he sometimes wore a motorcycle helmet during chemical spraying activities.

Company Action Plan:

Syngenta procedure on HSE management incorporates strong implementation of PPE awareness and usage. Syngenta emphasizes the use of appropriate PPEs during work time as an important aspect of the field awareness program among farmers and seed organizers. This is done during pre-season meetings with the farmers and seed organizers. During these meetings, Syngenta also distributes PPE kits to farmers and seed organizers at no cost to encourage the usage of PPEs and to enable them to educate the workers about the use and importance of PPEs. Some PPE kits are kept at the seed organizer's house, which is accessible for all the farmers. Syngenta has launched a project 'Kor Kuod' (which in literal Thai language means 'give me a container'). Through this project, PPEs can be accessed by farmers at no cost. The costs of the PPEs are borne by the Syngenta office.

Syngenta field supervisor will continue to train the farmers about the appropriate PPEs for all kinds of job assignments. Farmers should prepare or maintain the appropriate PPE for daily workers when needed. The poster of appropriate PPEs will be developed and posted in front of the farm.

Deadline Date:

Starting in 2017, this topic will gradually cover 100% of the farms by 2018.

Personal Protective Equipment

Benchmarks:

HSE.8: Workers shall be provided with training on the use and maintenance of personal protective equipment.

**Noncompliance
in all farms**

**Findings/Noncompliance
Explanation:**

PPE trainings are provided to farmers during the pre-season production meeting. However, no PPE training is provided to workers. Monitors observed inappropriate PPE usage on many farms; more than half of male workers used inappropriate PPE during farming activities. Many workers used shirts wrapped over their mouths as a type of protection, and many carrying workers did not use boots and gloves. During dehusking activity, some workers did not use gloves. A farmer reported that he once used a motorcycle helmet, instead of goggles, during chemical spraying activities.

Source: Observation, worker interviews

Company Action Plan:

HSE management system, which includes PPE management at workplace, remains the priority in Syngenta's code implementation program. Syngenta has made some efforts

	<p>in establishing rapport with farmers and seed organizers in the following manner:</p> <ol style="list-style-type: none"> 1) When Syngenta starts an initial contract with a farm, PPEs are widely supplied, free of cost or at nominal fees. 2) Syngenta also engaged in awareness generation on PPE usage. 3) Some PPE kits are kept at the seed organizer’s house, which is accessible for all the farmers. Syngenta has launched a project ‘Kor Kuod’ (which in literal Thai language means ‘give me a container’). Through this project, PPEs can be accessed by farmers at no cost. The costs of the PPEs are borne by the Syngenta office. <p>Company believes more reinforcement is needed to sensitize farmers and workers on the above program. The following steps shall be implemented:</p> <ol style="list-style-type: none"> 1) Syngenta will design more communication material, like banners and slogans on HSE information. These information materials shall be displayed at conspicuous places, like the seed organizer’s house, farmer’s house, villages where most farms are located, worker colonies, public places, schools. 2) Syngenta shall ensure farmers and workers are sensitized about the contents during the seasonal meetings.
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Deadline Date:	Company will cover 25% of the farms during the initial years and progressively cover 100% of the farms to reach 100% by 2020. The program will continue in all production areas and cover 100% of farmers in every planting season. The farmer leader will be responsible for the distribution, and the field supervisor will be responsible for observation in the field.
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Infrastructure

<p>Benchmarks: HSE.17.1: Safe and clean potable water for drinking shall be freely available at all times, within reasonable distance of the workplace. For farm settings in water-stressed regions where access to potable water is not always guaranteed, employers shall work with local authorities and other partners to provide clean water in sufficient volume and quality to guarantee the wellbeing of hired and family workers.</p>	Noncompliance in one farm
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Findings/Noncompliance Explanation:	<p>Workers have free access to drinking water on all the visited farms. However, monitors observed one farm that used recycled engine oil bottles as containers for drinking water. This is not a safe and clean measure to ensure the cleanliness of drinking water.</p> <p><u>Source:</u> Farmer and worker interviews, observation</p>
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Company Action Plans:	Syngenta local field staff shall identify the farms and inform the workers of the harms induced due to use of water in unhygienic containers. Syngenta will emphasize and inform about the ‘Kor Kuod’ project to the farmers and workers engaged in the field and inform them of the information with regard to the rinse method of safety and using clean containers for safe drinking water. Documentary evidence shall be retained at the local IMS center for review.
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Deadline Date:	Syngenta staff shall accomplish this task by March 2018. The next wet season 2018 will start in May, and by the end of season in September, will again review the document with seed organizers.
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Machinery Safety

<p>Benchmarks: HSE.14.1: All production machinery, equipment and tools shall be properly guarded and regularly maintained. HSE.14.2: Where appropriate, workers shall receive training in the proper use and safe operation of machinery, tractors, equipment and tools they use.</p>	Noncompliance in all farms
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HSE.14.3: Employers shall ensure safety instructions are either displayed or posted near all machinery or are readily accessible to the workers in language(s) spoken by workers. Where workers are illiterate, the instructions should be depicted by pictograms.

Findings/Noncompliance Explanation:

Workers did not receive training on farm equipment usage. Farm equipment (e.g., machinery bladed) was observed without being properly guarded. Monitors observed that majority of the farm equipment' manuals were in English, which would not allow workers to understand the content and protect themselves from possible dangers.

Source: Observation, farmer interview, worker interview

Company Action Plans:

For corn production, manual intensive labor is used compared to heavy machinery. However, more information shall be obtained from the FLA assessment tool on specific farms where such machineries were being used.

- 1) The local Syngenta field supervisor shall be supported to visit those locations and inform the farmer and workers about the ill-effects of using such heavy machineries without proper guidance.
- 2) A standard operating procedure, in local language, shall be developed and approved by a local machine manufacturing company. It shall be distributed to the farmers.
- 3) The farmers shall be encouraged to disburse the information to the workers and their family members during the seasonal meetings and monthly meetings.
- 4) Records of the meetings shall be maintained at the local IMS center.

Deadline Date:

The task shall be accomplished by March 2018.

Overview - Farms vs. Non-compliances

Total number of Farms: 15

	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%	100%	0%	100%	6.7%	100%	0%	0%	
Farm No. 1	11	0	2	0	0	0	6	0	0	19
Farm No. 2	10	0	2	0	0	0	6	0	0	18
Farm No. 3	10	0	2	0	0	0	6	0	0	18
Farm No. 4	10	0	1	0	0	0	6	0	0	17
Farm No. 5	10	0	1	0	0	0	6	0	0	17
Farm No. 6	10	0	1	0	0	0	6	0	0	17
Farm No. 7	10	0	1	0	0	0	6	0	0	17
Farm No. 8	9	0	1	0	0	0	6	0	0	16
Farm No. 9	10	0	1	0	0	0	6	0	0	17
Farm No. 10	10	0	1	0	1	0	7	0	0	19
Farm No. 11	10	0	1	0	0	0	6	0	0	17
Farm No. 12	10	0	1	0	0	0	6	0	0	17
Farm No. 13	9	0	1	0	0	0	6	0	0	16
Farm No. 14	9	0	1	0	0	0	6	0	0	16
Farm No. 15	12	0	2	0	0	0	6	0	0	20
TOTAL	150		0	0	1	0	0	0	0	261