



[2016]

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURAL REPORT

Company: Syngenta

Country: Thailand

Crop: Corn

Production Process: Detasseling

Assessment Locations: Phop Phra, Tak

Monitors: Dr. Rituparna Majumdar/Tom Somchai

Assessment Dates: 25-28 May 2017

Number of assessed farms: 15

Total area covered: 90 ha

Number of farmers interviewed: 6

Total number of workers: 87

Number of workers interviewed: 74

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)	In compliance	
Recruitment and Hiring	ER.3.1	Noncompliance	All Farms
	ER.3.1.1	Noncompliance	All Farms
	ER.3.1.2	Noncompliance	All Farms
	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	Noncompliance	All Farms
	ER.12.1	Noncompliance	All Farms
	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)	In Progress	Farm 15
	ER.17.3 (PR)	In compliance	
ER.17.4 (PR)	In compliance		
Worker Involvement	ER.18.1	Noncompliance	All Farms
	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	In compliance	
	ER.20.3 (PR)	In compliance	
	ER.20.4	In compliance	
	ER.20.6	In compliance	
	ER.20.7	In compliance	

	ER.20.8	In compliance	
	ER.20.9 (PR)	In compliance	
	ER.20.11	In compliance	
Access to Training for Family Members	ER.21	Noncompliance	All Farms
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
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

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.

ER.3.1.2: In those cases where proof of age documentation is not readily available or unreliable, employers shall take all necessary precautions which can reasonably be expected of them to ensure that all workers are at least the minimum legal working age, including requesting and maintaining medical or religious records of workers, or through other means considered reliable in the local context.

**Noncompliance
in all farms**

Findings/Noncompliance Explanation:

There is no age verification system in the field, especially where young workers are employed. Out of the 15 farms assessed, young workers (between 15-18 years of age, which includes 5 male and 6 female young workers) were observed in five farms. They were seen performing detasseling and/or fertilizer application. However, none of the farmers had maintained age proof document of these workers. It was also observed that almost all these workers have been employed in the farm in the past 6 months to 5 years, which indicates they were children (below 15 years) at the time of employment.

Source: Worker and farmer interviews and observation

Company Action Plan:

Child labor is the key of the Syngenta action plan in this area because the migrant workers had difficult living conditions and families need support. Syngenta always emphasizes the child labor policy and implements it by attaching it in the contract for the farmer in the beginning of the production season. It is important that the farmers and workers understand and follow Thai labor law. Therefore, Syngenta has developed the following actions to improve the situation:

1. Syngenta will create a refresher training for field production staff and the farmers by collaborating with local organizations, such as Labor Law Clinic, Department of Labor Protection and Welfare to emphasize the terms, conditions and penalty of child labor for Thai labor law to the farmers and permanent workers.
2. The separate training in Myanmar language will be arranged for the

	<p>Burmese speaking workers. This training will be arranged in worker communities where they live in each village.</p> <ol style="list-style-type: none"> 3. The field production team will continue farmer’s sensitization activity through training and one-on-one conversation during the pre-season meeting. In these meetings, farmers are informed about the use and maintenance of GDKs. 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. 4. Syngenta staff aims to encourage farmers to collect age proof documents for all workers employed in the farms by using the provided GDK. Syngenta field staff aims to ensure farmer awareness on age verification system via phase-wise intervention by monitoring the implementation of the procedure at farm level. As a first step, the farmers were encouraged to collect and maintain age proof documents of the young workers only or for those workers who could be in the threshold age (between 11-14 years). 5. Review and analyze cases of repeated non-compliances. An age verification procedure will be put in place at the farms and farmer house.
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Deadline Date:	Refresher training for farmers in April 2018 and worker’s training will start in the same period. It is expected 50% of worker attend this training and will cover 100% of famers and workers by 2020.
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Terms and Conditions / Communication

<p>Benchmarks:</p> <p><i>ER.11: Employers shall ensure that all legally mandated requirements for the protection or management of special categories of workers, including migrant, juvenile, contract/contingent/temporary, casual, daily, home workers, pregnant or disabled workers, are implemented.</i></p> <p><i>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.</i></p>	<p>Noncompliance in all farms</p>
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Findings/Noncompliance Explanation:	<p>Workers do not have awareness about all COC standards. There is no training or awareness provided to workers on workplace rules. The COC materials posted are about child labor and PPE usage only. Issues of fair compensation, health and safety information, freedom of association, discrimination and harassment are not being imparted. There is no training program to engage migrant workers who form the majority of the workforce in the region.</p> <p><u>Source:</u> Worker and farmer interviews</p>
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Company Action Plans:	<p>Syngenta field supervisor had been trained on the COCs and a refresher is planned once every year. The training on the 9 COCs will be conducted separately for the field quality meeting. Syngenta shall engage with external stakeholders who shall be invited to provide training on occupational health (like Community Health Care Center) and legal education (Labor Law Clinic). For the Myanmar worker, training will be conducted in Myanmar language by the field supervisors and trained translator. To make it more efficient, this training will be conducted at the worker communities so more workers and their families could be accessed.</p> <p>In addition, the FLA shirt that posts all codes and grievance numbers in Myanmar language will be developed and distributed to the farmers and workers. This is a movable material that can promote this fair labor program of Syngenta. It can be</p>
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	visible by all farmers and workers. Every training shall be recorded by field production staff and kept in IMS center.
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Deadline Date:	50% of farmers will be trained during wet season planting 2018, and it will expand to 100% by 2020.
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Worker Involvement

Benchmarks:

ER.18.1: Employers shall have a clear and transparent system of worker and employer communication that enables workers to consult with and provide input to the employer or the company management. This might include regular conversation between workers and employer, suggestion boxes, workers' committees, designated spaces for worker meetings, and meetings between employer and workers' representatives. For small farms with informal labor structures, this means that the workers can openly reach and communicate with the producer/farmer.

**Noncompliance
in all farms**

Findings/Noncompliance Explanation:

There was no system to suggest workers are consulted on matters concerning them. None of the workers had any awareness about the existing grievance handling system maintained by Syngenta.

Source: Worker interviews and physical observation

Company Action Plan:

Syngenta had communicated the company telephone number during each meeting and placed it on many publishing materials, such as poster, GDK, shirt, small card etc.

Next, Syngenta will create a visible grievance channel to the workers level as follows:

- Local production team, seed organizer, and farmers will inform the workers on the grievance procedure during training sessions on COC in their Myanmar language, including the non-retaliation policy.
- Syngenta will extend connection to the local CSOs for collecting grievance channel, the secure communications channel for the farmers of the company to report noncompliance to the IMS center. For Myanmar workers, Syngenta will collaborate with local CSOs who can speak Burmese language to collect. They shall be facilitated further to engage with Burmese workers and raise issues of concern among them.
- Suggestion boxes (will be kept at seed organizer houses, which is the contact point for all the stakeholders) will be made available for the workers. Syngenta team will educate the groups of Burmese workers about how to address the grievances through this method. This will help Burmese workers to address the grievances.

To make the program more efficient, the dedicated field staff will take over on the action implementation and follow up.

Deadline Date:

Starting from April 2018 and will cover 100% of worker in 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).

**Noncompliance
in all farms**

Findings/Noncompliance Explanation:

There is no disciplinary system available at the farm level where workers or farmer misconduct would follow a system of progressive discipline. No training on disciplinary rules and practices are provided to farmers and workers.

Source: Worker and farmer interviews

Company Action Plan:	Syngenta had developed a progressive non-compliance policy in the field staff handbook and communicated to all staff by training. The policy indicated all raised issues will be investigated step by step. Also, a steering team shall be set up, which shall be composed of field staff, seed organizer, farmer representative, worker representative, and local CSOs, and shall facilitate the remediation of the issues raised. This policy had been communicated to the farmers in the beginning of the crop in last dry season 2017. The challenges are daily workers who just moved from farm to farm during the season.
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Deadline Date:	100% of farmers and 50% of daily workers training on system of grievance report and management processes. It will gradually cover 50% of workers in 2018 and 100% by 2020.
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Training

Benchmarks:

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 farmers on the farms.

**Noncompliance
in all farms**

Findings/Noncompliance Explanation:	None of the workers / their family members interviewed are aware of any of the trainings conducted by Syngenta on general code awareness or employment relationship. <u>Source:</u> Worker and farmer interviews
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Company Action Plan:	Syngenta has developed a handbook for the fair labor program, and training was provided to all field staff mid 2017. This will be expanded to cover all farmers and workers during the season. The training topics will be: <ul style="list-style-type: none"> • COC, employment relationship, and good practice for farmers and workers on fair labor standard • Disciplinary system and labor law conditions • Grievance channels Training will be conducted by Syngenta and invited speakers from local organizations for each specific topic, such as Thai labor training by Labor Law Clinic etc.
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Deadline Date:	Farm workers' training on COC and special focus on migrant workers: 50% of workers will be covered in 2018 and, by 2020, cover all.
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HSE Management System

Benchmarks:

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.

**Noncompliance
in all farms**

Findings/Noncompliance Explanation:	Communication on PPE usage is made through posters. No other aspects of HSE are communicated to the workers. Also, most of the posters are in Thai language and not in Burmese language for migrant workers. <u>Source:</u> Worker interviews and observation
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Company Action Plan:	Syngenta will arrange training on occupational health and safety for the workers and farmers. There will be internal and external invited speakers, and the training topics for the worker will be: <ul style="list-style-type: none"> • Fair Labor COC (by Syngenta field production staff) • Occupational health and safety (by expert from educational institute) • First aids (by local health related organization)
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	These trainings will be conducted at least 2 times a year: beginning and during planting season. The issues that need special attention would be identified by trainers and Syngenta representatives and highlighted during these seasonal trainings.
Deadline Date:	Starting to cover 50% of the workers from Wet Season 2018 and cover 100% by 2020.
Grievance Procedures	
<p>Benchmarks: <i>ER.25.4: The company shall create awareness of this communication and non-compliance reporting mechanism to its service providers and suppliers.</i></p>	
	Noncompliance in all farms
Findings/Noncompliance Explanation:	<p>Syngenta has provided a hotline number (phone number of Syngenta staff responsible for the fair labor program), which is posted in the farm card information plate at the entrance of all farms. A grievance box is installed at the entrance of the farmer's house. However, none of the workers interviewed had seen the hotline number / grievance box or inquired about its use. Also, there is no procedure to suggest the system is confidential in nature or the number is free of cost. There is no ease of access in approaching the existing systems due to the above reasons.</p> <p><u>Source:</u> Worker interviews and observation</p>
Company Action Plan:	<p>The existing channel (telephone number) was created to collect grievances anonymously. It was successfully implemented for the farmer level and was recognized by the farmer since 2017. However, this is a new system for workers who are daily workers with Syngenta for a few days per season. Few workers can understand Thai materials. Therefore, Syngenta will continue to improve this grievance channel for all workers by:</p> <ul style="list-style-type: none"> • Developing and promoting material in Myanmar language and posting in the field and important places where they will be easily visible to the workers. • Local production team, farmer leaders and farmers will inform workers on the grievance procedure during worker training sessions on COC in their Myanmar language. • Syngenta will extend engagement with local CSOs for collecting grievances. The existing secure communication channel is mainly used by farmers of the company to report on noncompliance to the IMS center. For Myanmar workers, Syngenta will collaborate with local CSOs who can speak Burmese language to collect grievances and noncompliance issues. The reported issues will be communicated to Syngenta IMS center to manage them. <p>To make the program more efficient, the dedicated field staff will take over the action implementation and follow up in IMS center data collection.</p>
Deadline Date:	Starting from Wet season 2018 (April 2018) and will cover 100% of workers in 2020.

Nondiscrimination

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	ND. 1	Noncompliance	Farm 3,13,14,15
Recruitment and Employment Practices	ND.2.1	In compliance	
	ND.2.2	In compliance	
	ND.2.3	In compliance	
Compensation Discrimination	ND. 3	Noncompliance	Farm 3, 13,14,15
Discrimination in Training and Communication	ND. 4	In compliance	
Marital or Pregnancy-Related Discrimination	ND.5.1	In compliance	
	ND.5.2	In compliance	
	ND.5.3	In compliance	
	ND.6.1	In compliance	
	ND.6.1.1	In compliance	
Health-Related Discrimination	ND. 7	In compliance	
	ND.8	In compliance	
	ND. 9	In compliance	
	ND. 10	In compliance	
Respect of Culture and Religion	ND.11	In compliance	

Nondiscrimination Assessment Summary

General Compliance / Compensation Discrimination

Benchmarks:

ND.1: Employers shall comply with all national laws, regulations and procedures concerning nondiscrimination.

ND.3: There shall be no differences in compensation for workers performing equal work or work of equal value on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group, ethnic origin, employment status (e.g. local workers vs. migrant workers), or membership in unions or other workers' representative bodies.

**Noncompliance
in 4 farms**

Findings/Noncompliance Explanation:

In 4 out of the 15 farms assessed, gender-based wage discrimination was observed. In one farm, the women workers are paid THB 120, whereas the men workers are paid THB 150 for detasseling activity. In the other three farms, the women workers are paid THB 200, whereas the men worker are paid THB 220-250 for the same activity. The workers are paid on a daily basis for work done for approximately 7/8 hours.

Source: Worker and farmer interviews

Company Action Plans:

Syngenta is aware of the gender and age discrimination and emphasizes this issue with the farmers during meetings at least 3 times/season. The GDK is initiated and distributed to 100% of the farmers since 2017 with the aim to ensure farmer's awareness on age and gender verification system via phase-wise intervention.

The field production team will continue farmer sensitization activity through training and one-on-one conversation during the pre-season meeting.

Deadline Date:

GDK distributed to 100% farmers since September 2017 and is continuing every season. Internal monitor for random check in every season by field production staff during the season.

Harassment or Abuse

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	H/A.1.1	In compliance	
	H/A.1.2	In compliance	
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	Risk of Noncompliance	All Farms
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

Sexual Harassment	
Benchmarks:	<i>H/A.9.4: Employers shall refrain from any action, and shall take all appropriate action to ensure that all workers refrain from any action, that would result in a sexually intimidating, hostile or offensive work environment for workers</i>
Findings/Noncompliance Explanation:	<p>Although no issues or cases of harassment / abuse were reported by workers and farmers, there is no system in place to ensure workers / farmers can raise concerns if they are faced with workplace harassment. No trainings on sexual harassment or what constitutes workplace harassment has been imparted to workers or farmers. The existing grievance channel (company hotline and grievance box in seed organizer house) provided by the company is not known to the workers in the field, to raise concern.</p> <p><u>Source:</u> Worker and farmer interviews, observation and documentation review.</p>
Company Action Plans:	<p>To improve awareness on harassment/abuse standard, Syngenta will improve awareness level by communicating the hotline number and its process. Syngenta will establish a connection with the local CSOs for collecting grievance channel, the secure communications channel for the farmers of the company to report on noncompliance to the IMS center.</p> <ol style="list-style-type: none"> 1. Syngenta will focus on Burmese workers by collaborating with local CSOs who can speak Burmese language, like Labor Law Clinic and MAP foundation, to create a communication channel for the worker. 2. Local production team, farmer leader and farmers will inform workers on the grievance procedure during on-spot worker group training sessions (10-20

	workers) on COC in Myanmar language.
Deadline Date:	Starting from Wet season 2018 (April 2018) and will cover 100% of workers by 2020

Child Labor

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	CL.1	In compliance	
Minimum Age	CL.2	Risk of Noncompliance	All Farms
Immediate Family Members	CL.3	In compliance	
Right to Education	CL.4.1 (PR)	In Progress	All Farms
Young Workers	CL.5	In compliance	
	CL.6.1	Noncompliance	Farm 1, 12,13, 15
	CL.6.2	Noncompliance	Farm 1, 12,13, 15
	CL.7	Noncompliance	Farm 1, 12,13, 15
Apprenticeships and Vocational Training	CL.8.1 (PR)	In compliance	
	CL.8.2 (PR)	In compliance	
Children on Premises	CL.9	Noncompliance	Farm 15
Removal and Rehabilitation of Child Laborers	CL.10.1	Noncompliance	All Farms
	CL.10.2 (PR)	In Progress	All Farms

Child Labor Assessment Summary

Minimum Age	
Benchmarks:	<i>CL.2: Employers shall comply with ILO Convention 138 and shall not employ anyone under the age of 15 or under the age for completion of compulsory education, whichever is higher. If a country has a specified minimum age of 14 years due to insufficiently developed economy and educational facilities, employers might follow national legislations but must work to progressively raise the minimum age to 15 years.</i>
	Risk of Noncompliance in all farms
Findings/Noncompliance Explanation:	In 4 farms assessed, it was observed that workers below 18 years have been hired in the farms for activities like detasseling and fertilizer application. Most of these young persons have been working in the field for a few months to 10 years, which depicts they were hired in the farms when they were below 14 years of age. In the absence of any age verification systems maintained in the farm, the risk of employment of children increases. In one farm, one woman worker also confirmed that her son, who is now aged 12-13 years old, helps her during harvesting period and gets paid for it. <u>Source:</u> Worker interviews and physical observation
Company Action Plan:	The policy of child labor, which was developed in 2017, has been included in the production contract. Syngenta will emphasize the policy contents to all farmers during pre-season meetings. Internal monitoring system shall be reinforced on prohibiting child work in the field. Syngenta shall encourage farmers that Burmese migrant workers should leave their children with other family members in Myanmar, and if not possible, they must carry the necessary documents for their children to facilitate access to education at the Myanmar learning centers or Thai local school. Syngenta will coordinate with the local government to take care of education of the migrant workers' children to study at school with support from the farmer leader.
Deadline Date:	Collection of age proofs

	<ul style="list-style-type: none"> • Young workers – By Dec 2018 • De-tasseling workers – By Dec 2018 • All other workers – By Dec 2020 <p>Distribution of Farmer Documentation kit - All farms – Dec 2017 Farmer awareness on COC and age proof documentation in every season – all farms (preseason meetings are compulsory) Workers’ awareness on COC and maintenance of age proof documents</p> <ul style="list-style-type: none"> • De-tasseling workers – By Dec 2018 • 50% of the workers – By Dec 2018 • All workers – By Dec 2020 <p>Internal monitoring - Thrice in each crop in 20% of sample farms (vegetative, pollination and harvesting period)</p>
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Young Workers

<p>Benchmarks:</p> <p><i>CL.6.1: Employers shall comply with all relevant laws that apply to young workers, (e.g., those between the minimum legal working age and the age of 18) including regulations related to hiring, working conditions, types of work, hours of work, proof of age documentation, and overtime.</i></p> <p><i>CL.6.2: Employers shall maintain a list of all young workers, their entry dates, proof of age and description of their assignment.</i></p> <p><i>CL.7: No person under the age of 18 shall undertake hazardous work, i.e., work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of persons under the age of 18. Such work includes, but is not limited to, the application of agricultural chemicals, pesticides, and fertilizers, use of farm equipment tools and machinery, lifting or moving of heavy materials or goods, or carrying out hazardous tasks such as underground or underwater or at dangerous heights. Every activity performed by a young worker must be supervised by an adult.</i></p>	<p>Noncompliance in four farms</p>
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Findings/Noncompliance Explanation:	<p>In four out of 15 farms assessed, 11 young workers (5 male workers and 6 female workers) were seen engaged in detasseling and fertilizer application. All these workers were migrant workers from Myanmar. They travelled with their family members (siblings, spouses or parents) and work together. The farmers did not maintain any record of the young workers employed, nor were any age proof documents maintained at the farms. There are no procedures maintained in the farm to ensure young workers are protected from working in hazardous activities away from chemical exposure. Maintaining records of all employees engaged in the farm is a legal requirement.</p> <p><u>Source:</u> Worker and farmer interviews and physical verification.</p>
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Company Action Plan:	<p>Syngenta plans to improve the situation in our field as follows:</p> <ol style="list-style-type: none"> 1. Develop a child labor policy and procedure and plan to: (1) train farmers, workers and staff members on the child labor policy, (2) monitor the implementation of the procedure at farm level, (3) develop supporting documentation, (4) review and analyze cases of repeated non-compliances; 2. Syngenta will coordinate with the local government to take care of education of the migrant workers’ children to study at school with support from the farmer leader; 3. Syngenta shall encourage farmers that Burmese migrant workers should leave their children with other family members in Myanmar, and if not possible, they must carry the necessary documents for their children to facilitate access to education at the Myanmar learning centers or Thai local school.
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Deadline Date:	<p>Collection of age proofs</p> <ul style="list-style-type: none"> • Young workers – By Dec 2018 • De-tasseling workers – By Dec 2018 • All other workers – By Dec 2020 <p>Distribution of Farmer Documentation kit - All farms – Dec 2017 Farmer awareness on COC and age proof documentation in Every season – all farms (preseason meetings are compulsory)</p>
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	<p>Workers' awareness on COC and maintenance of age proof documents</p> <ul style="list-style-type: none"> • De-tasseling workers – By Dec 2018 • 50% of the workers – By Dec 2018 • All workers – By Dec 2020 <p>Internal monitoring - Thrice in each crop in 20% of sample farms (Vegetative, pollination and harvesting period)</p>
Children on Premises	
<p>Benchmarks: <i>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.</i></p>	
<p>Findings/Noncompliance Explanation:</p>	<p>In one of the farms visited, it was observed that two children, aged 1 and 4 years, in the living premises (which is in close proximity to the farm) are exposed to hazardous / dangerous production related activities. They are exposed to fertilizers and chemicals being used in the farms since there is no segregated area for chemical/fertilizer use. In the same farm, the 1-year old child was seen playing around an axe, which is a dangerous farm tool used and not kept away from child's sight. There was no monitoring or any kind of strict implementation of maintaining safe working conditions by the farmer.</p> <p><u>Source:</u> Physical verification and observation.</p>
<p>Company Action Plan:</p>	<p>Syngenta plans to improve the living conditions of the worker by inviting speakers from local health care center to train the worker on topics as follows:</p> <ol style="list-style-type: none"> 1. Birth control 2. Hygiene for children and living place 3. Disease control and other topic related to health and safety <p>This training will be arranged by the local production team, farmer leader and farmers will inform workers on the grievance procedure during on-spot worker group training sessions (10-20 workers) on COC in their Myanmar language.</p>
<p>Deadline Date:</p>	<p>Starting from May 2018 and cover 100% of workers in 2020.</p>
Removal and Rehabilitation of Child Laborers	
<p>Benchmarks: <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>Findings/Noncompliance Explanation:</p>	<p>There is no policy and procedure on child labor rehabilitation program at the IMS centre / farm level, which must ensure steps to be undertaken by the company when a child is identified working in the farm.</p> <p><u>Source:</u> Farmer interviews and document review</p>
<p>Company Action Plan:</p>	<p>Syngenta has developed a child labor policy and procedure, which is included in the production contract and emphasized to the farmer during pre-season meetings. Syngenta plans to extend this policy by:</p> <ol style="list-style-type: none"> (1) arranging special training course for farmers, workers and staff members on the child labor policy, (2) monitoring the implementation of the procedure at farm level, (3) developing supporting documentation, (4) reviewing and analyzing cases of repeated non-compliances. <p>In case of rehabilitation, Syngenta will coordinate with the local government to take</p>

	<p>care of education of the migrant workers' children to study at school with support from the farmer leader.</p> <p>Syngenta shall encourage farmers that Burmese migrant workers should leave their children with other family members in Myanmar, and if not possible, they must carry the necessary documents for their children to facilitate access to education at the Myanmar learning centers or Thai local school.</p>
Deadline Date:	<p>Farmer awareness on COC and age proof documentation for every season – all farms (preseason meetings are compulsory)</p> <p>Worker's awareness on COC and maintenance of age proof documents</p> <ul style="list-style-type: none"> •De-tasseling workers – By Dec 2018 •50% of the workers – By Dec 2018 •All workers – By Dec 2020 <p>Internal monitoring - Thrice in each crop in 20% of sample farms (Vegetative, pollination and harvesting period)</p>

Freedom of Association and Collective Bargaining

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	FOA.1	In compliance	
Right to Freely Associate	FOA.2	In compliance	
	FOA.3	In compliance	
	FOA.8	In compliance	
	FOA.20	In compliance	
Anti-Union Behaviour	FOA.4	In compliance	
	FOA.5.1	In compliance	
	FOA.5.1.1	In compliance	
	FOA.6	In compliance	
Union/Worker Representatives	FOA.7	In compliance	
Employer Interference	FOA.9.1	In compliance	
	FOA.9.2	In compliance	
	FOA.9.3	In compliance	
	FOA.9.4	In compliance	
	FOA.10	In compliance	
Collective Bargaining	FOA.12.1	In compliance	
	FOA.12.2	Risk of Noncompliance	Farm 7, 8
	FOA.13.2	In compliance	
	FOA.13.3	In compliance	
	FOA.14	In compliance	
	FOA.15	In compliance	
Right to Strike	FOA.16.1	In compliance	
	FOA.16.2	In compliance	
	FOA.18	In compliance	
	FOA.19	In compliance	

FOA Assessment Summary

Collective Bargaining		Risk of Noncompliance in two farms
<p>Benchmarks: FOA.12.2: Employers and worker representatives shall bargain in good faith, i.e. engage in genuine and constructive negotiations and make every effort to reach an agreement</p>		
<p>Findings/Noncompliance Explanation:</p>	<p>Around 11 workers, in two of the farms assessed, expressed their intent to bargain collectively with the farmer as they were not satisfied with their existing wage rate and hours of work (they want to start work from 8AM rather than 7AM as advised by the farmer since they have household chores to do). They believe they should be paid more since the activity requires intense physical strength. However, they were not aware of any means of engagement, like unions or organizations, in the region that can provide them support. Also, there is no system at the farm level that would encourage dialogue between employer-employee (farmer-worker). There is no presence of independent work committees or organizations. There is a general sense of fear that if they approach farmers without external support, they might lose their employment and livelihood.</p> <p><u>Source:</u> Worker interviews</p>	
<p>Company Action Plans:</p>	<p>Since the language is the key barrier for communication with the workers, Syngenta will create a dedicated staff who can speak both Thai and Myanmar language to work in this area. This person will be trained and be responsible for the arrangement of the training for Burmese workers about the codes and good practices. Collective bargaining will be part of the training session.</p> <p>In addition, Syngenta will extend connection to the local CSOs for collecting grievance channel, the secure communications channel for the farmers of the company to report on noncompliance to the IMS center. For Myanmar workers, Syngenta will collaborate with local CSOs who can speak Burmese language to collect the report on the noncompliance issue. The report will further communicate to Syngenta IMS center to manage the reported issues.</p>	
<p>Deadline Date:</p>	<p>Starting from May 2018 and cover 100% of worker in 2020</p>	

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 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)	Not Initiated	All Farms
	HSE.6.2 (PR)	Not Initiated	All Farms
	HSE.16.3 (PR)	Not Initiated	All Farms
Personal Protective Equipment	HSE.7 (PR)	In Progress	All Farms
	HSE.8	Noncompliance	Farms 4,5,7,8,10,12,13,14,15

Chemical Management	HSE.9.1	In compliance	
	HSE.9.2	Noncompliance	Farms 12, 13, 15
	HSE.9.2.1	Noncompliance	Farms 12, 13, 15
	HSE.10	Noncompliance	Farms 12, 13, 15
	HSE.11.1	Noncompliance	All Farms
	HSE.11.2 (PR)	In compliance	
Protection Reproductive Health	HSE.12.1	Noncompliance	All Farms
	HSE.12.2 (PR)	In compliance	
Infrastructure	HSE.13 (PR)	In compliance	
	HSE.17.1	In compliance	
	HSE.17.2 (PR)	Not Initiated	Farm 4, 5
	HSE.19 (PR)	In compliance	
	HSE.21 (PR)	In compliance	
	HSE.22 (PR)	In compliance	
Machinery Safety	HSE.14.1	In compliance	
	HSE.14.2	In compliance	
	HSE.14.3	In compliance	
	HSE.14.4	In compliance	
	HSE.15.2 (PR)	In compliance	
	HSE.16.2	In compliance	

HSE Assessment Summary

General Compliance / Protection Reproductive Health

Benchmarks:

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

HSE.12.1: Employers shall ensure that women are not engaged in work that constitutes a substantial risk to their reproductive health.

**Noncompliance
in all farms**

**Findings/Noncompliance
Explanation:**

There are no written policies or procedures maintained to ensure pregnant workers shall be protected from the hazards of health risks in the farm and that their working hours and period of work shall be regulated as required under law.

Source: Document review and farm interviews

Company Action Plan:

Syngenta has developed the following actions:

1. Syngenta will create a refresher training for field production staff and the farmers and a separate training in Burmese language will be arranged for the workers.
2. Collaborate with local organizations, such as Labor Law Clinic, Department of Labor Protection and Welfare, to emphasize terms, conditions and penalty of the child labor and pregnant worker management for Thai labor law to the farmers and permanent workers.

Deadline Date:

Training will be arranged in 2018, depending on the availability of invited expert.

Personal Protective Equipment

Benchmarks:

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

**Noncompliance
in ten farms**

**Findings/Noncompliance
Explanation**

In 10 of the farms assessed, workers were not wearing appropriate PPEs (personal protective equipment) for the tasks they were doing, like detasseling and fertilizer application. For example, most workers were applying fertilizers using bare hands, and most workers were seen not wearing rubber boots, gloves, or aprons for protection. There was no training imparted to workers on PPE usage and importance.

	Source: Physical verification and observation
Company Action Plan:	<ol style="list-style-type: none"> 1. Syngenta will train all farmers and selected workers. This training includes aspects like 9 Code elements, first aid and safe chemical usage. The safe chemical usage aspects constitute 5 golden rules, triple rinse, chemical storage and chemical application techniques. 2. Syngenta will provide the MSDS, safe chemical usage guide book to farmers and focus on chemical awareness and usage of PPE with the right material and the right method as per the WHO standard. 3. Normally the workers will have their own basic PPE to work at farm. However, Syngenta will educate the farmer leader to focus on usage of standard PPEs and create awareness on potential risks, particularly in relation to the chemicals used. 4. Direct distribution of appropriated PPEs will be made by field staff when field visiting and safety in the work place will be communicated in the same time.
Deadline Date:	Start training in Myanmar language from Wet season 2018 and cover 100% of workers in 2020.

Chemical Management

Benchmarks:

HSE.9.2: All chemicals and hazardous substances shall be properly labeled and stored in secure and ventilated areas and disposed of in a safe and legal manner, in accordance with applicable laws. Where relevant, Material Safety Data Sheets (MSDS) must be available as well.

HSE.9.2.1: Labels shall be placed in the local language and the language spoken by workers, if different from the local language. Where workers are illiterate, the labels and instructions for their handling should be depicted by pictograms.

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.

HSE.11.1: To prevent unsafe exposure to hazardous chemicals and hazardous substances, appropriate accommodations shall be made for pregnant women and workers under the age of 18, as required by applicable laws or the provisions of the FLA Workplace Code, in a manner that does not unreasonably disadvantage workers.

**Noncompliance
in three farms**

**Findings/Noncompliance
Explanation:**

- 1) In three of the farms, workers were applying chemical fertilizers. In most cases, they did not wear appropriate PPEs, like hand gloves or rubber boots. As a result, their hands and feet were exposed to the chemicals of fertilizers being used.
- 2) There is no segregation, labeling or marking of chemicals and materials used. In one of the farms, it was observed that two children, aged 1 and 4 years, in the living premises (which is in close proximity to the farm) are exposed to hazardous / dangerous production related activities. They are exposed to fertilizers and chemicals being used in the farms since there is no segregated area for chemical/fertilizer use.
- 3) There is a need to establish systems to provide protection to workers, including pregnant workers and young workers, who are more vulnerable to risks of chemical hazards. Syngenta has not yet implemented basic training of chemical management and protection of workers at workplace.

Source: Physical verification and worker interviews.

Company Action Plan:

At farm level, worker awareness is very important. The use of PPE is just the final protection of their health. To improve this situation, Syngenta will increase awareness of pesticide and chemical use in the field by creating activities as follows:

1. On spot training on the pesticide safe use program for workers in Myanmar language.
2. Post the banners/posters about safety in the field, including the appropriate PPE

	to protect the worker from pesticide and accidents in working place condition. 3. Collaborate with local organization, such as Labor Law Clinic, Department of Labor Protection and Welfare to emphasize the terms, conditions and penalty of the child labor and pregnant worker management.
Deadline Date:	Start training in Myanmar language in wet season 2018 and cover 100% of workers by 2020. The poster will be posted in the field in wet season 2018.

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)	In compliance	
	C.3	In compliance	
	C.5	In compliance	
Farmer/Producer Income	C.4 (PR)	In compliance	
Wage Payment and Calculation	C.6	In compliance	
	C.7.1	In compliance	
	C.7.2	In compliance	
	C.7.3 (PR)	In Progress	Farm 15
	C.7.4	Not Initiated	All Farms
	C.7.5	Noncompliance	Farm 15
	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>Benchmarks: 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.</p>	
Noncompliance in all farms	
<p>Findings/Noncompliance Explanation:</p>	<p>There is no legally mandated minimum wage regulation applicable to the agriculture sector in Thailand; therefore, the FLA benchmark suggests the participating company must consult with local stakeholders to define the appropriate wage level. However, Syngenta has not started consulting local or regional stakeholders to help establish an industry defined wage, which must be in close approximation to the national minimum wage being between THB 305-308 for workers in non-agro sector. The current prevailing wages for workers in agriculture sector (for weeding, detasseling activities) are THB 150 and THB 200-250 for harvesting activity.</p> <p><u>Source:</u> staff interviews</p>
<p>Company Action Plan:</p>	<p>The minimum wage is a big issue for agricultural sector in Thailand. Syngenta is trying to collaborate with multiple organizations by attending the ILO projects focusing on the migrant workers around the country. This project will be conducted by researcher from Mahidol University. The summary from this study project will present the current situation of migrant workers and suggestions to improve living conditions and minimum wage for those workers in Thailand.</p> <p>Syngenta will develop actions to improve the situation as follows:</p> <ol style="list-style-type: none"> 1. Syngenta will create a refresher training for field production staff and the farmers, and the separate training in Myanmar language will be arranged for the workers. 2. Collaborate with local organizations, such as Labor Law Clinic, Department of Labor Protection and Welfare to emphasize the terms, conditions and penalty of the child labor for Thai labor law to the farmers and permanent workers. We expected the practical guideline from these local organizations will help to improve this issue.
<p>Deadline Date:</p>	<p>On spot training in each village and invite the group of workers to cover at least 25% on December 2018 and will cover 100% by 2020.</p>
Wage Payment and Calculation	
<p>Benchmarks: C.7.5: No one can receive wages on behalf of a worker, unless the worker concerned has, in full freedom, authorized in writing for another person to do so.</p>	
Noncompliance in one farm	
<p>Findings/Noncompliance Explanation:</p>	<p>In one of the farms assessed, it was observed that payments are made collectively to one person for the group of workers involved in the farm work. There is no evidence to prove the farmer makes an effort to ensure each individual is paid for the hours of work and that the wages are mutually agreed upon.</p> <p><u>Source:</u> Document review (Farm 15) and worker and farmer interviews in other farms</p>
<p>Company Action Plan:</p>	<p>The challenge in this topic is the payment had been made by the farmer already. To improve the system, there is a need to improve the system of payment. Syngenta will extend the GDK on record and maintain with the person who collects those payment</p>

	<p>and encourage them to record in the documentation kit:</p> <ul style="list-style-type: none">• Name and age of the worker• Arrival and departure times for work• Wages paid <p>Syngenta will insist to maintain this kit as evidence for internal audit and external audit.</p>
Deadline Date:	Starting from April 2018 for wet season and will continue to improve.

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%	100%	100%	0%	100%	13%	100%	0%	100%	
Farm No. 1	10	0	1	0	5	0	3	0	1	20
Farm No. 2	10	0	1	0	2	0	3	0	1	17
Farm No. 3	10	2	1	0	2	0	3	0	1	19
Farm No. 4	10	0	1	0	2	0	4	0	1	18
Farm No. 5	10	0	1	0	2	0	4	0	1	18
Farm No. 6	10	0	1	0	2	0	3	0	1	17
Farm No. 7	10	0	1	0	2	1	4	0	1	19
Farm No. 8	10	0	1	0	2	1	4	0	1	19
Farm No. 9	10	0	1	0	2	0	3	0	1	17
Farm No. 10	10	0	1	0	2	0	4	0	1	18
Farm No. 11	10	0	1	0	2	0	4	0	1	18
Farm No. 12	10	0	1	0	5	0	7	0	1	24
Farm No. 13	10	2	1	0	5	0	7	0	1	26
Farm No. 14	10	2	1	0	2	0	4	0	1	20
Farm No. 15	10	2	1	0	6	0	7	0	2	28
TOTAL	150	8	15	0	43	2	64	0	16	298