



[2018]

## FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURAL REPORT

**Company:** Syngenta

**Country:** Brazil

**Crop:** Corn

**Production Process:** Detasseling

**Assessment Location:** Santa Juliana, Perdizes and Araguari  
municipalities of Uberlandia, MG

**Monitor:** BSD Consulting

**Assessment Dates:** 14, 16-19 December 2018

**Number of assessed farms:** 3

**Total area covered:** 420 ha

**Number of farmers interviewed:** 2

**Total number of workers:** 133

**Number of workers interviewed:** 26

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.1.2 (PR)	In compliance	
	ER.1.3 (PR)	In compliance	
	ER.2.1	In compliance	
	ER.2.1.1	In compliance	
Recruitment and Hiring	ER.3.1	In compliance	
	ER.3.1.1	In compliance	
	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)	In compliance	
	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	
	ER.8.1	In compliance	
	ER.8.2	In compliance	
	ER.8.3	In compliance	
Terms and Conditions	ER.9.1	In compliance	
	ER.9.2.1	In compliance	
	ER.9.2.2	In compliance	
	ER.9.2.3	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	Risk of Noncompliance	All Farms
	ER.12.1.1	In compliance	
	ER.12.2	In compliance	
	ER.13.1	Risk of Noncompliance	All Farms
	ER.13.2	In compliance	
	ER.13.3	In compliance	
ER.13.4 (PR)	In compliance		
Administration	ER.14.1	In compliance	
	ER.14.2	In compliance	
	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	In compliance	
	ER.17.3	In compliance	
	ER.17.4	In compliance	

Worker Involvement	ER.18.1	In compliance	
	ER.18.2	In compliance	
	ER.18.3 (PR)	In compliance	
Right to Organize and Bargain	ER.19	In compliance	
Work Rules and Discipline	ER.20.1	In compliance	
	ER.20.2	In compliance	
	ER.20.3	In compliance	
	ER.20.4	In compliance	
	ER.20.5 (PR)	In compliance	
	ER.20.6	In compliance	
	ER.20.7	In compliance	
	ER.20.8	In compliance	
	ER.20.9	In compliance	
	ER.20.10 (PR)	In compliance	
	ER.20.11	Noncompliance	All Farms
Access to Training for Family Members	ER.21	In compliance	
	ER.22.1 (PR)	Not Initiated	All Farms
	ER.22.1.1 (PR)	Not Initiated	All Farms
	ER.22.2 (PR)	Not Initiated	All Farms
	ER.23.1 (PR)	Not Initiated	All Farms
	ER.23.2 (PR)	Not Initiated	All Farms
HSE Management System	ER.24.1.	In compliance	
	ER.24.2	In compliance	
	ER.24.3	In compliance	
	ER.24.4	In compliance	
	ER.24.4.1	In compliance	
	ER.24.4.2	In compliance	
	ER.24.4.3	In compliance	
	ER.24.4.4	In compliance	
	ER.24.4.5	In compliance	
	ER.24.4.6	In compliance	
ER.24.5 (PR)	In Progress	All Farms	
Grievance Procedures	ER.25.1	In compliance	
	ER.25.2	In compliance	
	ER.25.3	In compliance	
	ER.25.4	In compliance	

### Employment Relationship Assessment Summary

#### Notable Feature

Syngenta Agricola has set-up a system of hiring seasonal workers, which has become a benchmark in the sector. Workers who worked at similar companies doing the same fieldwork, spontaneously commented that they consider Syngenta to be the best place to work so far. Also, other companies seem to consider Syngenta as a model and try to adopt the same practices. For example, Syngenta offers hot meals, benefits, and salaries that are superior to the competitors and is always exceeding legal provision pro-actively. Workers feel well respected and return to work for Syngenta preferring the company assignments to other workplaces.

Terms and Conditions	
<p><b>Benchmarks:</b></p> <p><b>ER.12.1:</b> 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.</p> <p><b>ER.13.1:</b> Farmer, sharecropper or any kind of supervisor who is leading workers shall have knowledge of the local labor laws and the FLA Code.</p>	
<p><b>Risk of Noncompliance in all farms</b></p>	
<b>Findings/Noncompliance Explanation:</b>	<p>Syngenta is conducting regular training with all the seasonal workers they hire directly to perform peak production activities. However, the fact that Syngenta is not implementing training with the contract farmers and their permanent workers leaves a risk that non-compliances may occur in regard to communicating the workplace rules and workers' rights to all workers. Besides ensuring that people supervising the workers are knowledgeable of the Code of Conduct.</p> <p><u>Source:</u> Interview, documentation</p>
<b>Company Action Plan:</b>	<p>Implementation of Growers Training Program including their permanent employees will be addressed. The program will be implemented for 100% of the producers with an active contract as of August 2019 (for parent seed corn and commercial corn). Training topics will focus on workplace rules and worker's right, FLA rules, and Code of Conduct and safety guidelines during field activities.</p>
<b>Deadline Date:</b>	<p>Start: August 2019 End: July 2020 and ongoing</p>

Work Rules and Discipline	
<p><b>Benchmarks:</b></p> <p><b>ER.20.11:</b> The disciplinary system shall include a third-party witness during imposition, and an appeal process. In the case of smallholder settings, existing appeal mechanism at the community level is acceptable.</p>	
<p><b>Noncompliance in all farms</b></p>	
<b>Findings/Noncompliance Explanation:</b>	<p>The disciplinary process used by Syngenta is following local legal provision but is not using a third-party witness system to support the party filing a complaint.</p> <p><u>Source:</u> Interview, documentation</p>
<b>Company Action Plan:</b>	<p>The disciplinary process used by Syngenta was reviewed, keeping it according to local law and making sure it includes a third-party witness supporting the party filing a complaint. The procedure document was updated, and the new process is explained to the workers during the integration training, and repeated during the season.</p>
<b>Deadline Date:</b>	<p>May 2019</p>

## Child Labor

### Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	CL.1	In compliance	
Minimum Age	CL.2	In compliance	
Immediate Family Members	CL.3	In compliance	
Right to Education	CL.4.1 (PR)	In compliance	
	CL.4.2 (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	In compliance	
	CL.8.2	In compliance	
Children on Premises	CL.9	In compliance	
Removal and Rehabilitation of Child Laborers	CL.10.1	Risk of Noncompliance	All Farms
	CL.10.2 (PR)	In compliance	

### Child Labor Assessment Summary

Removal and Rehabilitation of Child Laborers	
<p><b>Benchmarks</b></p> <p><i>CL.10.1: If a child laborer is found working on a farm, all relevant downstream suppliers, including the participating company, shall immediately assess the situation at the child's household level and shall engage with relevant stakeholders to find a sustainable remediation solution that is in the best interest of the child.</i></p>	<p><b>Risk of Noncompliance in all farms</b></p>
<p><b>Findings/Noncompliance Explanation:</b></p>	<p>Although Syngenta has good management systems and control over the seasonal workers they hire directly. However, there is still remaining risk of occurrence of child labor in the contracted farms for the workers hired directly by the farmers. There is no policy and system in place for removal and rehabilitation of child laborers if children are found at the farm level.</p> <p><u>Source:</u> Document review, interview</p>
<p><b>Company Action Plan:</b></p>	<p>Contractual clauses with growers will be reviewed ensuring commitment to no recruitment of child labor. If children are found at the farm level measures will be taken according to local law for removal and rehabilitation of child laborers.</p>
<p><b>Deadline Date:</b></p>	<p>May 2019</p>

## Health, Safety and Environment

### Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	HSE.1.	In compliance	
Document Maintenance, Permits and Certificates	HSE.2	In compliance	
	HSE.3.1	In compliance	
	HSE.3.2	In compliance	
	HSE.4	Noncompliance	All Farms
Evacuation Requirements and Procedure	HSE.5.1	In compliance	
	HSE.5.2	In compliance	
Safety Equipment and First Aid	HSE.6.1	In compliance	
	HSE.6.2	In compliance	
	HSE.16.3	In compliance	
Personal Protective Equipment	HSE.7	In compliance	
	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	
Protection Reproductive Health	HSE.11.2	In compliance	
	HSE.12.1	In compliance	
Infrastructure	HSE.12.2	In compliance	
	HSE.13	In compliance	
	HSE.17.1	In compliance	
	HSE.17.2	In compliance	
	HSE.19	In compliance	
	HSE.21	In compliance	
Machinery Safety	HSE.22	In compliance	
	HSE.14.1	In compliance	
	HSE.14.2	In compliance	
	HSE.14.3	In compliance	
Ergonomics and Medical Facilities	HSE.14.4	In compliance	
	HSE.15.1 (PR)	Not Initiated	All Farms
	HSE.15.2	In compliance	
	HSE.16.1	In compliance	
	HSE.16.2	In compliance	

### Assessment Summary

Document Maintenance, Permits and Certificates		
<p><b>Benchmarks:</b></p> <p><i>HSE.4: Employers shall at all times be in possession of all legally required and valid permits and certificates related to health, safety, and environmental issues, such as those related to the purchase and storage of chemicals, fire safety inspections, inspection of machinery, and (chemical) waste disposal, where relevant.</i></p>		<b>Noncompliance in all farms</b>
<b>Findings/Noncompliance Explanation:</b>	<p>Each worker's file contains the Occupational risk Assessment (PPRA) sheet related to his function. However, it is not clearly marked which risks of the menu of different functions, which are applicable to the field worker.</p> <p><u>Source:</u> Document check</p>	

<b>Company Action Plan:</b>	<ul style="list-style-type: none"> <li>- Syngenta Agricola PPRA will be reviewed checking if physical, chemical and biological risks are properly mapped and controlled and in compliance with local law (NR9);</li> <li>- According to Syngenta's HSE Management System, develop the Syngenta Agricola Work Risk Assessment (WRA) considering labor conditions and workplace.</li> <li>- Job Safety Analysis (JSA) will be reviewed ensuring that risks identified in the PPRA and WRA are considered in the field activities and communicated to the rural workers.</li> </ul>
<b>Deadline Date:</b>	<p>Start: August 2019</p> <p>End: July 2020 and continue improvement</p>

### Overview - Farms vs. Non-compliances

**Total number of Farms: 3**

	Employment Relationship	Non-discrimination	Harassment or Abuse	Forced Labor	Child Labor	Freedom of Association and Collective Bargaining	Health, Safety and Environment	Hours of Work	Compensation	Total
<b>% of farms with non-compliances or risk of non-compliances</b>	100%	0%	0%	0%	100%	0%	100%	0%	0%	
Farm No. 1	3	0	0	0	1	0	1	0	0	5
Farm No. 2	3	0	0	0	1	0	1	0	0	5
Farm No. 3	3	0	0	0	1	0	1	0	0	5
<b>TOTAL</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>15</b>