



[2019]

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURAL REPORT

Company: Syngenta

Country: India

Crop: Sweet Corn

Production Process: Detasseling

Assessment Location: Gangulapadu village in Kurnool District of
Andhra Pradesh

Monitor: IRFT

Assessment Dates: 16-19 December 2019

Number of assessed farms: 15

Total area covered: 22.75 Acre

Number of farmers interviewed: 14

Total number of workers: 3

Number of workers interviewed: 3

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	0
	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	Noncompliance	All farms.
	ER.4	N/A	0
	ER.5.1	N/A	0
	ER.5.2	N/A	0
	ER.5.3	N/A	0
	ER.6 (PR)	Not Initiated	All farms.
	ER.7.1	In compliance	0
	ER.7.2	In compliance	0
	ER.7.3	In compliance	0
	ER.7.4	In compliance	0
	ER.7.5	In compliance	0
	ER.7.6	Noncompliance	All farms.
	ER.7.7	In compliance	0
ER.7.8	In compliance	0	
Terms and Conditions	ER.9.1	In compliance	
	ER.9.2.1	Noncompliance	All farms.
	ER.9.2.2	In compliance	0
	ER.9.2.3	Noncompliance	All farms.
	ER.9.3.1	In compliance	0
	ER.9.3.2	In compliance	0
	ER.9.3.3	In compliance	0
	ER.10	N/A	0
	ER.11	Noncompliance	All farms.
	ER.12.1	Noncompliance	All farms.
	ER.12.1.1	Noncompliance	All farms.
	ER.12.2	N/A	0
	ER.13.1	Noncompliance	All farms.
ER.13.2 (PR)	Not Initiated	All farms.	
ER.13.3 (PR)	Not Initiated	All farms.	
Administration	ER.15.1	In compliance	0
	ER.15.2	In compliance	0
	ER.15.2.1	In compliance	0
	ER.16.1	In compliance	0
	ER.16.2	In compliance	0
	ER.17.2 (PR)	Noncompliance	All farms.
	ER.17.3 (PR)	Not Initiated	All farms.
	ER.17.4 (PR)	Not Initiated	All farms.
Worker Involvement	ER.18.1	In compliance	0
	ER.18.2 (PR)	In compliance	0
Right to Organize and Bargain	ER.19	In compliance	0
Work Rules and Discipline	ER.20.1	Noncompliance	All farms.
	ER.20.2	Noncompliance	All farms.
	ER.20.3 (PR)	Not Initiated	All farms.
	ER.20.4	Noncompliance	All farms.
	ER.20.6	Noncompliance	All farms.
	ER.20.7	Noncompliance	All farms.
	ER.20.8	Noncompliance	All farms.
ER.20.9 (PR)	Not Initiated	All farms.	

	ER.20.11	Noncompliance	All farms.
Access to Training for Family Members	ER.21	Noncompliance	All farms.
HSE Management System	ER.24.1.	Risk of noncompliance	All farms.
	ER.24.2 (PR)	Not Initiated	All farms.
	ER.24.3	In compliance	0
	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	0
	ER.25.2 (PR)	In compliance	0
	ER.25.3	In compliance	0
	ER.25.4	Noncompliance	All Farms

Employment Relationship Assessment Summary

Proof of Age Documentation	
<p>Benchmarks:</p> <p>ER.3.1: Employers shall verify proof of age documentation for all young workers in the farm at the time of their employment and work towards collecting and maintaining all documentation necessary to confirm and verify date of birth of all workers, including long term and casual workers.</p> <p>ER.3.1.1: Employers shall take reasonable measures to ensure such documentation is complete and accurate.</p> <p>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.</p> <p>ER.7.6: contract, temporary, casual, daily, seasonal or migrant workers receive at least the minimum wage or the prevailing industry wage whichever is higher, and all legally mandated benefits such as social security, other forms of insurance, annual leave and holiday pay;</p>	<p>Noncompliance in all farms</p>
<p>Findings/Noncompliance Explanation:</p> <p>Age proof records of detasseling workers were available. These workers were recruited by seed organizers. However, farmers do not follow the process of age proof verification and record keeping for the workers they hire directly. Daily wage workers hired by farmers were getting wages in the range of INR 150 - 250 for various farm activities, which is against the minimum wage of INR 281 - 382.40. Seasonal workers hired by seed organizers were getting applicable minimum wages (see more details under the Compensation section).</p> <p><u>Source:</u> Farmer Interviews, Workers interviews.</p>	
<p>Company Action Plan:</p>	
<p>Activity</p>	<p>As per Syngenta's plan of action, age will be verified only among the young workers or doubtful aged workers and Syngenta will inform all the farmers to collect their age proofs before beginning to work in farms.</p> <p>Syngenta field production team always reiterate this during the farmer awareness session before beginning farm activities. In addition to this, all workers shall be reached out through farm level sessions before start of major activities and the young workers will be encouraged to share their age proof documents like Adhar Card* or at least they are encouraged to carry the document during work in Syngenta farms.</p> <p>Syngenta field production team shall monitor all these young workers during their</p>

	<p>routine field visits.</p> <p>*Adhar Card is a Unique Identification card authorized by the government of India for proving identity of an Indian national.</p> <p>Regarding the minimum wage issue discussed in detail in the compensation section.</p>
Output indicators (targeted results)	Age proof documents for young workers will be made available whenever it is needed.
Timeline and Deadline Date	Sept 2020 to March 2023
Input (budget/resources)	No specific budget required for this.
Responsible staff (title/department)	Seed Organizers & his field supervisors

Terms and Conditions

Benchmarks:

ER.9.2: Employment terms shall be those to which the worker has voluntarily agreed, provided those terms do not fall below:

ER.9.2.1: provisions of national laws;

ER.9.2.3: the FLA Workplace Code.

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.

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.

ER.12.1.1: Employers shall inform workers that any form of harassment or abuse in the workplace shall be subject to disciplinary measures.

ER.13.1: Farmer, sharecropper or any kind of supervisor who is leading workers shall have knowledge of the local labor laws and the FLA Code.

**Noncompliance
in all farms**

Findings/Noncompliance Explanation:

Awareness about FLA code and labor laws was poor among farmers who employed workers for farming activities. Wages paid to workers for farming activities such as sowing, weeding, pesticide application, hoeing, harvesting were below regulatory applicable minimum wages set by the state government. Wages were paid in the range of INR 150 - 250 against regulatory applicable minimum wages of INR 281-382.40.

Source: Famers interview and workers interview.

Company Action Plan:

Activity

Our key stakeholders—growers and farm workers—are working with us in an unorganized sector and majority of them are illiterate. Syngenta always tries to educate them through different meetings and training by using different types of promotional materials.

According to Syngenta's action plan, all the farmers shall be reached in every season under various awareness sessions. Before the start of every season, the field production team will conduct the village or cluster level farmers awareness sessions. During the sessions, staff explain all Syngenta fair labor standards and

	<p>local laws. And, in between the season, the field production team repeatedly visits every farm and communicates CoC and local laws again to the farmers. If any farmer missed to attend the sessions, he might be covered under the farm level one-to-one awareness sessions.</p> <p>All the farmers shall receive a farm manual that will have detailed information about fair labor standards and local laws in local language. Syngenta will also distribute various communication tools such as posters, handouts, game charts, etc. which has pictorial messages and helps illiterate farmers and their families to understand. This will be distributed to every farmer and they are asked to maintain this at their house.</p> <p>Syngenta planned to reach all the workers under the field level awareness campaign in phase wise. In the first phase workers who are involved in pollination shall be covered which is a major labor-intensive task. All these workers might be involved in one or other activities in the farm from day one till the end. So, the field production team shall conduct farm level sessions with these workers.</p> <p>During internal monitoring by the field production team, the level of understanding among the growers and workers are verified.</p>
Output indicators (targeted results)	All the farmers attend the pre-season or mid-season awareness meeting and this communication is sent to all farmers in advance. All the workers are covered and informed by CoC during farm level awareness sessions.
Timeline and Deadline Date	Sept 2020 to March 2022
Input (budget/resources)	NA
Responsible staff (title/department)	Seed Organizer Field Production Team FLP Team

Work Rules and Discipline	
<p>Benchmarks:</p> <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.20.2: Any person supervising workers shall be aware of the disciplinary rules and practices.</i></p> <p><i>ER.20.4: The disciplinary system shall be applied in a fair and non-discriminatory manner and include a management review of the actions by someone senior to the manager who imposed the disciplinary action.</i></p> <p><i>ER.20.6: Disciplinary rules and practices shall be clearly communicated to all workers.</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> <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>Findings/Noncompliance Explanation:</p> <p>There were no clear rules and regulations for disciplinary measures against the workers. There was no process in place to handle disciplinary issues.</p>	
Company Action Plan:	

Activity	<p>Syngenta designed a customized policy and guidelines for farm disciplinary measures. During pre-season grower meetings, they shall be informed on farm disciplinary measures. And all the workers shall be raised awareness on this during farm level workers sessions.</p> <p>Farm hand manual shall be updated with revised new rules and regulation on farm disciplinary measures. And it shall be available in local language and distributed to all the farms.</p>
Output indicators (targeted results)	Farm manual will be made available at all the farms.
Timeline and Deadline Date	Sept 2020 to March 2022
Input (budget/resources)	NA
Responsible staff (title/department)	FLP Team & Field Production Team

Access to Training for Family Members

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 growers on the farms.

**Noncompliance
in all farms**

Findings/Noncompliance Explanation: Family members of farmers were not invited for training and awareness raising activities. For workers and their family members there was no training and awareness sessions were organized.

Source: Farmers interviews, Company staff interviews.

Company Action Plan:

Activity	<p>Syngenta field production shall conduct the farm level one-to-one meeting with growers and farm workers along with grower family members, those who are involved in daily farm activities. So, they will be also informed about fair labor standards. And in between season field production, the team often visits the farms, discuss and impart the knowledge with the farm workers and family members based on the issues, non-compliances and CoC.</p> <p>In addition to this, during pre-season meetings or farm visits by the field production team, distribution of communication tools such as posters, information booklets, pamphlets etc. are done to every farmer. So, the farm workers and family members of the growers shall be reached in some way and disseminating the information is done to them.</p>
Output indicators (targeted results)	Family members have awareness and knowledge on CoC.
Timeline and Deadline Date	Dec 2025
Input (budget/resources)	NA

Responsible staff (title/department)	Field Production Team Seed Organizers
--	--

HSE Management System	
<p>Benchmarks: <i>ER.24.1: Health, safety and environmental rules shall be communicated to all workers in the local language or language spoken by workers if different from the local language.</i></p>	
	Risk of Noncompliance in all farms
Findings/Noncompliance Explanation:	<p>There is no effective communication channel to communicate workers on HSE rules and regulations. Although some safety instructions are communicated to workers through wall painting, but awareness in workers and farmers about safe handling of chemicals and disposal of chemical containers was poor.</p> <p><u>Source:</u> Farmers interview, workers interview.</p>
Company Action Plan:	<p>Syngenta field production team conducts at least two meetings with growers and one meeting with farm workers in a crop cycle. During these pre-season and mid-season grower meetings, the growers shall be communicated about the HSE requirements and protocols to be followed in farms.</p> <p>During farm workers awareness sessions, awareness will be raised among all the workers based on the important topics which are relevant to farms. In addition to this, FP team during their routine field visit will inform the growers and workers based on identified HSE issues and its corrective actions; e.g., safe handling of chemicals and disposal of chemical containers.</p> <p>As mentioned in auditors' comments, Syngenta always uses various communication tools such as posters, information booklets, pamphlets, etc. during the crop cycle.</p>
Output indicators (targeted results)	Raised awareness on HSE rules and regulations among the growers and workers
Timeline and Deadline Date	March 2025
Input (budget/resources)	NA
Responsible staff (title/department)	Field Production Team Seed Organizers

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>The mobile number provided for grievance reporting was mentioned on Growers Document Kit (GDK) provided to farmers and the same has been mentioned on the wall painting at the prominent place of the village. However, the awareness in farmers and workers about this channel was poor.</p> <p><u>Source:</u> Farmers and Workers interview.</p>

Company Action Plan:

Activity	<p>Syngenta receives phone calls from growers and workers in every season. Syngenta started using this channel to get more clarity and information on issues or concerns. Most of the communications tools were already printed with this grievance helpline number and displayed in many locations.</p> <p>Syngenta shall develop furthermore different communication tools to reach all the farms and workers. It shall be ensured that all these tools are translated into the local language along with the details of grievance channels. During farm level awareness sessions, it shall be distributed to all the stakeholders and inform them in detail about the grievance mechanism and redressal procedure.</p>
Output indicators (targeted results)	All the farmers and workers are aware of the grievance channel.
Timeline and Deadline Date	Sept 2020 to March 2022
Input (budget/resources)	
Responsible staff (title/department)	Field production team and FLP country lead

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)	Not Initiated	All Farms
Young Workers	CL.5	In compliance	
	CL.6.1	In compliance	
	CL.6.2	Noncompliance	All Farms
	CL.7	In compliance	
Apprenticeships and Vocational Training	CL.8.1 (PR)	In compliance	
	CL.8.2 (PR)	In compliance	
Children on Premises	CL.9	In compliance	
Removal and Rehabilitation of Child Laborers	CL.10.1	In compliance	
	CL.10.2 (PR)	In compliance	

Child Labor Assessment Summary

Young Workers	
Benchmarks	Noncompliance in all farms
CL.6.2: Employers shall maintain a list of all young workers, their entry dates, proof of age and description of their assignment.	

Findings/Noncompliance Explanation:	<p>Although no young workers were working in the assessed farms during the farm visit, it was noted from interviews with farmers that young workers are employed in case of need. There was no awareness of farmers to keep a separate list of young workers with details such as entry date, age proof and description of their assignment.</p> <p><u>Source:</u> Farmers interviews.</p>	
Company Action Plan		
Activity	<p>As per Syngenta’s plan of action, age will be verified only among the young workers or doubtful aged workers and informed all the farmers to collect their age proofs before the beginning of work in farms.</p> <p>A farm worker’s record template has been distributed in every season to all the farms to record the workers’ details. It helps the farmers and seed organizers to record details of all types of workers and their tasks. Young workers’ details can be also recorded in this template and easy to track their activities in the farms. This template requires to record their age, entry and out time, age proofs, task performed, wage payment, etc.</p> <p>But it is observed many farmers have not started using this and maintaining in their personal accounts which is an informal method. Syngenta field production team always reiterate this during farmer’s awareness sessions to use new templates. In addition to this, during their routine field visit farmers shall be informed and motivated to use this.</p> <p>Syngenta field production team shall verify the records during their routine field visits.</p>	
Output indicators (targeted results)	Farm workers record shall be made available in all the farms.	
Timeline and Deadline Date	Sept 2020 to March 2023	
Input (budget/resources)	No specific budget required for this.	
Responsible staff (title/department)	Seed Organizers Field Production Team	

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)	Not Initiated	All farms
	HSE.3.1	N/A	0
	HSE.4 (PR)	In compliance	0
Evacuation Requirements and Procedure	HSE.5.1 (PR)	In compliance	0
	HSE.5.2	In compliance	0
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	Risk of noncompliance	All farms
Chemical Management	HSE.9.1	Noncompliance	All farms
	HSE.9.2	Noncompliance	All farms
	HSE.9.2.1	In compliance	0
	HSE.10	Noncompliance	All farms
	HSE.11.1	In compliance	0
	HSE.11.2	In compliance	0
Protection Reproductive Health	HSE.12.1	Risk of noncompliance	All farms
	HSE.12.2 (PR)	In compliance	0
Infrastructure	HSE.13 (PR)	In compliance	0
	HSE.17.1	In compliance	0
	HSE.17.2 (PR)	Not Initiated	All farms
	HSE.19 (PR)	In compliance	0
	HSE.21 (PR)	Not Initiated	All farms
	HSE.22 (PR)	In compliance	0
Machinery Safety	HSE.14.1	In compliance	0
	HSE.14.2	In compliance	0
	HSE.14.3	Noncompliance	All farms.
	HSE.14.4	In compliance	0
Ergonomics and Medical Facilities	HSE.15.2 (PR)	Not Initiated	All farms.
	HSE.16.2	Noncompliance	All farms.

Assessment Summary

General Compliance	
<p>Benchmarks: HSE.1: Employers shall comply with all national laws, regulations and procedures concerning health, safety, and the environment.</p>	Noncompliance in all farms
<p>Findings/Noncompliance Explanation:</p> <p>Empty containers of pesticides were not disposed systematically, containers were lying in the open field. Also, there was poor awareness in farmers about use of PPE while pesticide spraying.</p> <p><u>Source:</u> Farmers Interview, Visual inspection.</p>	
Company Action Plan	
<p>Activity</p>	<p>Syngenta launched 'HSE for Me' – Field Safety campaigns and under this initiative started providing safety instructions and training to all the growers.</p> <p>Field production team will conduct the farm or cluster of farms level sessions with the growers and explain them on all field safety measures which also includes PPE usage, disposal of hazardous wastes, etc. Chemical spraying workers shall be reached out in every village before they start the spraying activities, distribute the PPE and demonstrate them on how to use it.</p> <p>Syngenta field production designing a mechanism to collect and disposal of hazardous wastes from the fields. As it requires to follow many local authority</p>

	<p>guidelines, it takes a long time. Meantime all the growers have been encouraged to collect all the waste empty chemical containers and bury it far away from farm or non-contaminated areas.</p> <p>Various communication tools such as farm hand manuals, posters, etc. were developed and started distributing to the growers during meetings with them.</p> <p>During field visits by the Syngenta field production team monitor and verify this regularly, if they find any deviations instantly provide the instructions to the growers and ensure to rectify the same.</p> <p>In the upcoming season, further field assessments shall be done in all the farms and continue the awareness session to the growers.</p>
Output indicators (targeted results)	<p>Raised awareness among the farmers and workers on PPE and disposal of wastes.</p> <p>Usage of PPEs by the chemical spraying workers.</p> <p>Established mechanism for safe disposal of empty containers.</p>
Timeline and Deadline Date	December 2025
Input (budget/resources)	NA
Responsible staff (title/department)	<p>Seed Organizers</p> <p>Field production team</p>

Personal Protective Equipment (PPE)	
<p>Benchmarks: <i>HSE.8: Workers shall be provided with training on the use and maintenance of personal protective equipment.</i></p>	<p>Risks of Noncompliance in all farms</p>
<p>Findings/Noncompliance Explanation:</p>	<p>Workers involved in detasseling work were trained in use and maintenance of PPE, these workers were recruited by a seed organizer. However, workers involved in pesticide application and pesticide spraying were not trained in use and maintenance of PPE, as individual farmers hired these workers.</p> <p><u>Source:</u> Farmers interviews, Workers interviews.</p>
Company Action Plan	
<p>Activity</p>	<p>Syngenta field production team will reach out to all the chemical spraying workers separately in the upcoming season. All the workers and farmers engaged in chemical spraying, especially who personally spray chemicals in their farms shall be identified. Immediately after sowing, all these workers and farmers shall be trained on proper usage of PPEs with field demonstrations.</p> <p>The PPEs kits shall be distributed to all these workers and farmers during this training.</p> <p>Syngenta field production manager and field supervisors shall monitor all the farms and confirm the usage of PPEs.</p>

Output indicators (targeted results)	All the chemical spraying workers are trained and using PPEs properly.
Timeline and Deadline Date	December 2023
Input (budget/resources)	-
Responsible staff (title/department)	Field Production Team Seed Organizer

Chemical Management	
<p>Benchmarks:</p> <p><i>HSE.9.1: Chemicals and hazardous substances in use must be allowed by local law or by international standards.</i></p> <p><i>HSE.9.2: All chemicals and hazardous substances shall be properly labelled 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.</i></p> <p><i>HSE.10: Workers shall receive training, appropriate to their job responsibilities, concerning the hazards, risks and the safe use of chemicals and other hazardous substances.</i></p>	
Noncompliance in all farms	
Findings/Noncompliance Explanation:	<p>An empty packet was found in the assessed farm of Furadan 3G; it contains carbofuran (3%), which was in the restricted list WHO (Classification 1b). MSDS of chemicals used in pesticide was not available. Workers involved in pesticide application and spraying were not trained adequately for the job.</p> <p><u>Source:</u> Workers interview and farmers interview.</p>
Company Action Plan	
Activity	<p>Syngenta field production team will relook into this issue and confirm the banned chemicals and fertilizers. Before the start of next season, ensure that all the banned or prohibited chemicals or fertilizers are avoided. All the farmers were informed of this during pre-season meetings.</p> <p>MSDS of all the chemicals shall be collected and maintained at IMS center and ensured availability of copy of these with field supervision team and seed organizers.</p> <p>As mentioned in above, all the chemical spraying workers and farmers shall be trained on proper chemical management in every season before the start of the activity.</p>
Output indicators (targeted results)	<p>Banned chemicals avoided from the farmer's chemical list.</p> <p>MSDS made available at IMS center and with the field production team.</p> <p>All chemical spraying workers trained on safe chemical management.</p>
Timeline and Deadline Date	March 2022
Input (budget/resources)	
Responsible staff (title/department)	Field Production Team

Protection Reproductive Health

Benchmarks: <i>HSE.12.1: Employers shall ensure that women are not engaged in work that constitutes a substantial risk to their reproductive health.</i>	Risk of Noncompliance in all farms
--	---

Findings/Noncompliance Explanation:	<p>There was no policy and procedure in place in the assessed farms to ensure that female workers are not engaged in activities that could be harmful to their reproductive health. It was noted from interaction with farmers that female workers were involved in pesticide application, but it could not be confirmed that the pesticide used was hazardous materials that could put their reproductive health at risk.</p> <p><u>Source:</u> Farmers interviews.</p>
--	--

Company Action Plan

Activity	<p>Syngenta has developed farm level policy and procedures on health and safety which covers topics related to management of chemical handling at farms. As per policy, any female workers who have more vulnerable health risks ex: pregnant, nursing mother, adolescent girls, must be avoided during chemical spraying. The workers shall be educated on this during farm level workers awareness.</p> <p>The summary of H&S policies shall be incorporated in farm manuals and can be a ready reference to farmers.</p> <p>Field production managers and field supervisors will monitor this during their routine field visit.</p>
Output indicators (targeted results)	No pregnant women, nursing mother and adolescent girls engaged in any farm activities.
Timeline and Deadline Date	March 2022
Input (budget/resources)	
Responsible staff (title/department)	Seed organizers and Field supervisors

Machinery Safety

Benchmarks: <i>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.</i>	Noncompliance in all farms
---	-----------------------------------

Findings/Noncompliance Explanation:	<p>There were no safety instructions and danger signs at the electrical panels in the assessed fields.</p> <p><u>Source:</u> Farm visual inspection.</p>
--	--

Company Action Plan

Activity	Syngenta field production team and seed organizer shall identify the dangerous electrical points and connections during field survey before start of the activities.
-----------------	--

	<p>Barricade tapes, stickers with caution signs shall be used to mark and notify the dangerous points.</p> <p>The growers shall be instructed to rectify all mechanical or electrical issues before the start of the labor activities in the farm.</p> <p>Field production team will monitor the farms regularly and do the follow up with growers on rectifications.</p>
Output indicators (targeted results)	<p>Dangerous electrical connections are identified and marked.</p> <p>Rectified electrical points by the growers.</p>
Timeline and Deadline Date	March 2021
Input (budget/resources)	NA
Responsible staff (title/department)	Field Supervisors / Seed organizers

Ergonomics and Medical Facilities	
<p>Benchmarks:</p> <p><i>HSE.16.2: Medical facilities shall be established and maintained as required by applicable laws. In case of no local law, the employer shall ensure that the workers are able to utilize local service providers in case of medical emergencies and have the local medical officer's contact address available to the workers. In the case of a medical emergency, e.g., injury or sudden illness, growers will not unreasonably delay allowing a worker to have access to medical treatment.</i></p>	Noncompliance in all farms
Findings/Noncompliance Explanation:	<p>There was no procedure in place for medical emergencies at the assessed farms. Important information; i.e., contact numbers of nearby hospitals; ambulances were not readily available to work.</p> <p><u>Source:</u> Visual inspection, farmers interviews.</p>
Company Action Plan	
Activity	<p>The Government of Andhra Pradesh has established health emergency service facilities across the state and covering all the villages. The ambulance service with toll free number 108 is familiar in all the villages and every person knows it very well.</p> <p>Syngenta nominates or assigns a field-supervisors for every village or cluster of villages. He is one of the contact persons during any emergency in seed production farms. His contact number is always shared with every farmers and workers group; anyone can contact him during an emergency.</p> <p>Any way information on emergency services shall be communicated during every farmers or workers meetings.</p>
Output indicators (targeted results)	Emergency contact details shall be made available with all the farmers and workers.
Timeline and Deadline Date	March 2021
Input (budget/resources)	

Responsible staff (title/department)	Field Supervisors / Seed organizers
--	-------------------------------------

Compensation

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	C.1.1	Noncompliance	All farms
	C.1.2	In compliance	0
	C.1.3	Noncompliance	All farms
	C.1.4	In compliance	0
Minimum Wage/Fair Compensation	C.2.1	Noncompliance	All farms
	C.2.2	In compliance	0
	C.2.3	In compliance	0
	C.2.4 (PR)	Not to be answered by monitors. The FLA is working on analysis the situation based on real wage data collected during IEMs.	
	C.2.5 (PR)	Not Initiated	All farms
	C.2.6 (PR)	Not Initiated	All farms
Farmer/Producer Income	C.3	Noncompliance	All farms
	C.4 (PR)	In compliance	0
Wage Payment and Calculation	C.6	In compliance	0
	C.7.1	Noncompliance	All farms
	C.7.2	In compliance	0
	C.7.3 (PR)	Not Initiated	All farms
	C.7.4 (PR)	Not Initiated	All farms
	C.7.5	In compliance	0
	C.8.1	In compliance	0
	C.8.2	Noncompliance	All farms
	C.8.3	Noncompliance	All farms
	C.8.4 (PR)	Not Initiated	All farms
	C.9 (PR)	0	0
	C.10.1	In compliance	0
	C.10.1.1	In compliance	0
C.10.2	In compliance	0	
C.10.3	Noncompliance	All farms	
Workers Awareness	C.11.1.1	In compliance	0
	C.11.1.2	In compliance	0
	C.11.1.3	In compliance	0
	C.11.1.4	In compliance	0
	C.11.1.5	In compliance	0
C.13 (PR)	In compliance	0	
Fringe Benefits	C.12.1	In compliance	0
	C.12.2 (PR)	In compliance	0
	C.12.3	In compliance	0
	C.12.4	In compliance	0
	C.12.5	In compliance	0

Compensation Assessment Summary

General Compliance

<p>Benchmarks:</p> <p>C.1.1: Employers shall comply with all national laws, Collective Bargaining Agreements in force, regulations and procedures concerning the payment of compensation to workers.</p> <p>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>	<p>Noncompliance in all farms</p>
---	--

<p>Findings/Noncompliance Explanation:</p>	<p>Workers employed by seed organizers for detasseling work were getting applicable minimum wages. However, farmers were not compensating for work according to the minimum wage set by the state government. Applicable minimum wages set by the state government for the period of 1 October 2019 to 31 March 31 2020 was in the range of INR 281 - 382.40 per day for zone II for various farming activities against farmers were paying INR 150 to 250 based on supply and demand position.</p> <p><u>Source:</u> Workers interviews, farmers interviews.</p>
---	---

Company Action Plan

<p>Activity</p>	<p>Syngenta started addressing this systemic issue of minimum wage since 2017-18 through a pilot project in multiple crops. Sweet corn also initiated a similar kind of pilot project with detasseling workers and the result was promising. Though there are a lot of challenges at local level and the company committed to expand it slowly to other activities and larger area coverage.</p> <p>Syngenta planned to extend this experiment in phase wise to grower level in sweet corn and try to reach all the farms by the end of 2025. The field production team will raise the awareness among the growers and the workers during grower meetings and farm level workers awareness sessions. Various communication tools shall be also used while raising awareness.</p>
<p>Output indicators (targeted results)</p>	<p>The pilot project expanded to grower level and arranged the training to growers and workers on minimum wages.</p>
<p>Timeline and Deadline Date</p>	<p>December 2025</p>
<p>Input (budget/resources)</p>	<p>-</p>
<p>Responsible staff (title/department)</p>	<p>Field Production Team and seed organizer</p>

Minimum Wage/Fair Compensation

<p>Benchmarks:</p> <p>C.2.1: Employers shall pay workers at least the legal minimum wage, the prevailing industry sector wage, or the wage pursuant to Collective Bargaining Agreements that are in force, whichever is higher, for regular working hours (not including overtime). Hourly or daily compensation shall be calculated based on the legal minimal wage, the prevailing industry sector wage, or the wage pursuant to Collective Bargaining Agreements that are in force, whichever is higher. Workers should also be informed by the employer about the legal minimum wage applicable to them.</p> <p>C.3: Employers shall ensure that the wages for daily, casual, long term, task specific or contract workers are paid in accordance with the national laws applied to regular workers. For work based on production quotas and piecework performed during normal working hours, workers must get paid the proportionate minimum wage or the relevant industry average wage, whichever is higher.</p>	<p>Noncompliance in all farms</p>
---	--

<p>Findings/Noncompliance</p>	<p>Wages paid by seed organizer for detasseling work for six hours was INR 400 / day</p>
--------------------------------------	--

Explanation:	<p>which was above applicable minimum wage , however wages paid by farmers for various farming activities were in the range of INR 150-250 based on supply and demand condition against the range on INR 281 to 313.2 set by state government. Harvesting price was INR 300 per acre where a group of 12-15 persons were involved. Workers were getting average payment INR 200- 250 for six hours work instead of INR 303. 90 as set by the state government. So, wages paid to employees for activities other than detasseling were below applicable minimum wages set by the state government.</p> <p><u>Source:</u> Farmers interview and workers interviews.</p>
---------------------	---

Company Action Plan

Activity	<p>As mentioned above, Syngenta started addressing this systemic issue of minimum wage since 2017-18 through a pilot project in multiple crops. Sweet corn also initiated a similar kind of pilot project with detasseling workers and the result was promising. There are a lot of challenges at a local level and the company is committed to expanding it slowly to other activities and larger area coverage.</p> <p>Syngenta planned to extend this experiment in phase wise to grower level in sweet corn and try to reach all the farms by the end of 2025. The field production team will raise the awareness among the growers and the workers during grower meetings and farm level workers awareness sessions. Various communication tools shall be also used while raising awareness.</p>
Output indicators (targeted results)	The pilot project expanded to grower level and arranged the training to growers and workers on minimum wages.
Timeline and Deadline Date	December 2025
Input (budget/resources)	-
Responsible staff (title/department)	Field Production Team and seed organizer

Wage Payment and Calculation

Benchmarks:

- C.7.1:** All payments to workers, including hourly wages, piecework, fringe benefits and other incentives shall be calculated, recorded, and paid in a manner that is convenient to workers (e.g., in cash, by bank transfer or check).
- C.8.1:** Employers shall compensate workers for all hours worked.
- C.8.2:** Employers shall comply with all applicable laws, regulations and procedures governing the payment of premium rates for work on holidays, rest days, and overtime. There might however be specific working schemes voluntarily agreed by the workers to work on holidays and rest days for short-term seasonal work, which would make this provision not applicable.
- C.8.3:** Workers shall be informed in writing or orally where necessary, in language(s) spoken by workers, about overtime wage rates prior to undertaking overtime.
- C.10.3:** Workers shall have access to regular and full information concerning the status of relevant accounts and the status and level of their payments.

**Noncompliance
in all farms**

Findings/Noncompliance Explanation:	<p>Seed organizers maintained records of payment done for regular hours. There was no record of overtime working maintained by the seed organizer. Also, there were no records maintained by farmers for the wage payment made. Workers were not aware of the premium of overtime wages. Wage slips were not given to workers.</p> <p><u>Source:</u> Worker interviews and farmer interviews.</p>
--	---

Company Action Plan

<p>Activity</p>	<p>Syngenta initiated helping the farmers by distributing the printed formal workers record template since long ago, and also during every season trained and motivated all the growers to use these templates. But due to poor education among the growers could not properly fill this record.</p> <p>Still all the growers were maintaining a separate notebook and recording all the workers details as per on their understanding and experience. Syngenta field production and seed organizer team continuously supporting and motivating the farmers to use the formal template. Many farmers are not able to record due to illiteracy; in this case, a representative from their own family or workers will be nominated to support them in filling the record. It may take a little longer to maintain these formal records by the grower or their family independently.</p> <p>The field production team will monitor all the farms.</p>
<p>Output indicators (targeted results)</p>	<p>Farmers started maintaining proper documentation at farm level.</p>
<p>Timeline and Deadline Date</p>	<p>December 2025</p>
<p>Input (budget/resources)</p>	
<p>Responsible staff (title/department)</p>	<p>Field Production team and seed organizers</p>

Overview - Farms vs. Non-compliances

Total number of Farms:

	Employment Relationship	Non-discrimination	Harassment or Abuse	Forced Labor	Child Labor	Freedom of Association and Collective Bargaining	Health, Safety and Environment	Hours of Work	Compensation	Total
% of farms with non-compliances or risk of non-compliances	100%	0%	0%	0%	100%	0%	100%	0%	100%	
Farm No. 1	20	0	0	0	1	0	8	0	8	37
Farm No. 2	20	0	0	0	1	0	8	0	8	37
Farm No. 3	20	0	0	0	1	0	8	0	8	37
Farm No. 4	20	0	0	0	1	0	8	0	8	37
Farm No. 5	20	0	0	0	1	0	8	0	8	37
Farm No. 6	20	0	0	0	1	0	8	0	8	37
Farm No. 7	20	0	0	0	1	0	8	0	8	37
Farm No. 8	20	0	0	0	1	0	8	0	8	37
Farm No. 9	20	0	0	0	1	0	8	0	8	37
Farm No. 10	20	0	0	0	1	0	8	0	8	37
Farm No. 11	20	0	0	0	1	0	8	0	8	37
Farm No. 12	20	0	0	0	1	0	8	0	8	37
Farm No. 13	20	0	0	0	1	0	8	0	8	37
Farm No. 14	20	0	0	0	1	0	8	0	8	37
Farm No. 15	20	0	0	0	1	0	8	0	8	37
TOTAL	300	0	0	0	15	0	120	0	120	555