



[2019]

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURAL REPORT

Company: Syngenta

Country: India

Crop: Tomato

Production Process: Hybridization

Assessment Location: Deulgaon Waysa, Vadgaon Tejan, Brahman
Chikna and Lonar in Buldhana, Maharashtra

Monitor: Maya Talkar

Assessment Dates: 2-5 December 2019

Number of assessed farms: 11

Total area covered: 2.75 acre

Number of farmers interviewed: 11

Total number of workers: 103

Number of workers interviewed: 91

To view more about the FLA's work with Nestle, 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)	In compliance	
	ER.2.1.1 (PR)	In compliance	
Recruitment and Hiring	ER.3.1	Risk of noncompliance	All farms
	ER.3.1.1	Noncompliance	All farms
	ER.3.1.2	Noncompliance	All farms
	ER.4	N/A	
	ER.5.1	N/A	
	ER.5.2	N/A	
	ER.5.3	N/A	
	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	Noncompliance	All farms
	ER.7.7	In compliance	
ER.7.8	In compliance		
Terms and Conditions	ER.9.1	In compliance	
	ER.9.2		
	ER.9.2.1	Noncompliance	All farms
	ER.9.2.2	In compliance	
	ER.9.2.3	Noncompliance	All farms
	ER.9.3		
	ER.9.3.1	In compliance	
	ER.9.3.2	In compliance	
	ER.9.3.3	In compliance	
	ER.10	N/A	
	ER.11	In compliance	
	ER.12.1	Noncompliance	All farms
	ER.12.1.1	Noncompliance	All farms
	ER.12.2	N/A	
	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	
	ER.15.2	In compliance	
	ER.15.2.1	Noncompliance	All farms
	ER.16.1	In compliance	
	ER.16.2	In compliance	
	ER.17.2 (PR)	In progress	All farms
	ER.17.3 (PR)	In compliance	
	ER.17.4 (PR)	In compliance	
Worker Involvement	ER.18.1	Noncompliance	All farms
	ER.18.2 (PR)	Not Initiated	All farms
Right to Organize and Bargain	ER.19	In compliance	
Work Rules and Discipline	ER.20.1	Noncompliance	All farms
	ER.20.2	Noncompliance	All farms
	ER.20.3 (PR)	Not Initiated	All farms
	ER.20.4	Noncompliance	All farms
	ER.20.6	Noncompliance	All farms
	ER.20.7	Noncompliance	All farms

	ER.20.8	Noncompliance	All farms
	ER.20.9 (PR)	Not Initiated	All farms
	ER.20.11	Noncompliance	All farms
Access to Training for Family Members	ER.21	Noncompliance	All farms
HSE Management System	ER.24.1.	In compliance	
	ER.24.2 (PR)	Not Initiated	All farms
	ER.24.3	In compliance	
	ER.24.4 (PR)	Not Initiated	All farms
	ER.24.4.1 (PR)	Not Initiated	All farms
	ER.24.4.2 (PR)	Not Initiated	All farms
	ER.24.4.3 (PR)	Not Initiated	All farms
	ER.24.4.4 (PR)	Not Initiated	All farms
	ER.24.4.5 (PR)	Not Initiated	All farms
	ER.24.4.6 (PR)	Not Initiated	All farms
Grievance Procedures	ER.25.1 (PR)	In compliance	
	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	
<p>Benchmarks:</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>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>Noncompliance in all farms</p>
<p>Findings/Noncompliance Explanation:</p> <p>(1) Age verification is done by checking the Aadhar card (age proof document). However, no age proof documentation is maintained by farmers and seed organizers.</p> <p>(2) All farmers in the assessed farms pay less than the minimum wage. This issue is explained in detail in the Compensation tab.</p> <p><u>Source:</u> Interviews with farmers, workers, wage record review.</p>	<p>Risk of Noncompliance in all farms</p>
Company Action Plan	
<p>Activity</p>	<p>According to Syngenta's plan of action, age will be verified only among the young workers or doubtful aged workers (doubtful meaning: by visual observation who looks child). All farmers will be informed to collect their age proof document before the commencement of work in the farms.</p> <p>Syngenta field production team always reiterate and ensure the documentation during farmer's awareness session and before the commencement of the work. In addition to this, all workers shall be reached out through farm level sessions before the beginning of major activities like pollination and encouraged all the young workers to share and carry their age proof documents during the work in Syngenta</p>

	<p>farms. At least three times in a crop cycle on an average, field production teams explore, reach the farm workers and raise awareness on all the fair labor standards.</p> <p>Syngenta field production team shall monitor all these young workers during their routine field visits.</p>
Output indicators (targeted results)	<p>Age proof documents for young workers will be made available whenever they are needed.</p> <p>Maintaining a copy of this record is not advisable on security background.</p>
Timeline and Deadline Date	Sept 2020 to March 2021
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.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:

(1) No awareness training is imparted to workers on laws about workers' rights with respect to freedom of association, compensation, disciplinary measures, etc.

(2) Farmers and workers are not aware of the local laws and Syngenta COC. As per the training records maintained by the company, farmers are informed about the COC during the pre-season meeting. No ongoing training on the local laws and the COC were conducted in any of the farms visited by the monitors.

Source: Interviews with farmers, family members, workers, observation

Company Action Plan

Activity

Our key stakeholders are working in an unorganized sector where there are no structured unions comprising workers. On the other hand, most of them are illiterate. Syngenta tries to educate them through the help of women mobilisers who use different types of promotional materials understandable to them.

According to Syngenta's action plan, all the farmers shall be reached in every season under various awareness sessions. Before the beginning of every season, the field production team will conduct the village or cluster level farmers awareness sessions, where they plan to explain all Syngenta CoC and local laws. In between the season, the field production team repeatedly visits every farm and communicate CoC and local laws again to the farmers and his family members. So, if any farmer

	<p>missed to attend the sessions, he might be covered under this farm level one-to-one awareness sessions. After every session, the facilitator (field production team) conducts the feedback survey, normally through cross questioning and shout outs. Syngenta has an internal monitoring system that will help to evaluate the increased awareness among the stakeholders.</p> <p>All the farmers shall receive a farm manual which will have detailed information about CoC and local laws in local language. The team will be distributing various communication tools such as posters, handouts, game charts, etc. which has pictorial messages and helps less educated farmers and their families. This will be distributed to every farmer and maintained at their house. Women mobilisers shall use the same tools to raise awareness and sensitize the workers and family members.</p> <p>Syngenta planned to reach all the workers under field level awareness campaign in phase wise. In the first phase, workers who are involved in pollination shall be covered, it 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>In the 2019-20 crop cycle, Syngenta has taken a special intervention program of CSO engagement. A local NGO named CARD (Centre for Agriculture and Rural Development) has been engaged and they hired three women Community Organizers (COs). These COs were trained, and they visited all the farms at least three times in a crop cycle and reached every worker. It was a successful initiative and helped in raising awareness among most of the workers and farmer families. Syngenta will explore to continue the same in the upcoming season also. After evaluating the project and approving the appropriate budget we are trying to expand this to other locations.</p>
Output indicators (targeted results)	All the farmers attended the pre-season or mid-season awareness meeting and the farmers were communicated about this meeting in advance. All the pollination workers are covered under 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

Wage Advances	
<p>Benchmarks: <i>ER.15.2.1: Advances must be properly documented, and their receipt and accuracy must be confirmed by the recipient worker, in writing whenever possible (e.g. signature, thumbprint).</i></p>	Noncompliance in all farms
Findings/Noncompliance Explanation:	Advance against wages taken by workers during their employment are not properly documented. Signature of the worker is not taken to confirm receipt and accuracy of the amount taken.

	<u>Source:</u> Interviews with farmers, workers, wage record review
Company Action Plan	
Activity	<p>As per Syngenta’s internal monitoring data, every farmer records the wage payment details in an informal method in his personal notebook. To make the practice of maintaining proper and formal records, Syngenta decided to distribute the farm record template in every season and crops. All the farmers shall be trained and encouraged to use the record template for the workers payment details.</p> <p>As observed, many of the farmers are less educated and require more time to use it without any support. Hence Syngenta team encourages a farmer representative to support in maintaining this new template. Field supervisors and local women mobilisers will always train the farmer and his representative during their routine field visit.</p> <p>Syngenta field production managers and supervisors shall monitor all the farms during their field visit.</p>
Output indicators (targeted results)	All the farms received the farm record template and trained to use it. Started using the record template.
Timeline and Deadline Date	Sept 2020 to March 2025
Input (budget/resources)	NA
Responsible staff (title/department)	Seed Organizer’s team Field Production Team

Worker Involvement	
<p>Benchmarks:</p> <p><i>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.</i></p>	Noncompliance in all farms
Findings/Noncompliance Explanation:	<p>Workers are not consulted on matters like harassment, discipline, health and safety.</p> <p><u>Source:</u> interview with workers</p>
Company Action Plan	
Activity	<p>Till today, we have not received any complaint on harassment, discipline, health and safety neither from the grower nor workers.</p> <p>Syngenta has a grievance redressal channel and allotted a phone number; any workers can consult directly to the company for any matters. At farm level workers awareness sessions, awareness is raised on this and distribution of various communication tools like posters, pocket cards, pamphlets, etc. are done to explain this issue further.</p> <p>In 2019, Syngenta initiated a special CSO engagement project in Maharashtra. Under this project, engaged with a local NGO and hired three female Community</p>

	Organizers (COs). These COs are an additional point of contact and consultation channel regarding any matter related to harassment, discipline, H&S, etc. These COs (community organizers) also raise awareness on the grievance channel.
Output indicators (targeted results)	All the workers must be aware of the grievance channel and method of consulting for any matters. Distributed individual pocket cards with grievance channel contract details to all the workers.
Timeline and Deadline Date	Sept 2020 to March 2022
Input (budget/resources)	NA.
Responsible staff (title/department)	Seed Organizer's team Field Production 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
Findings/Noncompliance Explanation:	There are no rules for disciplinary measures against workers. Farmers and their family members, who supervise the workers in the farms have no awareness on the disciplinary rules and practices. There is no disciplinary system nor any system whereby workers can raise an appeal. <u>Source:</u> Interviews with farmers, workers, record review
Company Action Plan	
Activity	Syngenta designed a customized policy and guidelines for farm disciplinary measures. During pre-season or mid-season, during grower meetings, they shall be informed on farm disciplinary measures. And all the worker's awareness shall be raised during farm level workers sessions. 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.
Output indicators (targeted results)	All the workers are aware of rules and regulation on farm disciplinary measures. Updated farm manual maintained at all the farms.
Timeline and Deadline	Sept 2020 to March 2022

Date	
Input (budget/resources)	NA
Responsible staff (title/department)	Seed Organizer team Field Production Team

Access to Training for Family Members

Benchmarks: <i>ER.21: Family members (spouses and adult children) involved directly or indirectly in agriculture production shall have access to all training and awareness raising activities conducted for the workers and growers on the farms.</i>	Noncompliance in all farms
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Findings/Noncompliance Explanation:	Farmer's family members (spouses) are interested in attending the training and awareness programs organized by Syngenta for the farmers. However, they are not informed or invited for such training and awareness activities because of cultural barriers. <u>Source:</u> Interviews with farmers spouses
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Company Action Plan

Activity	In 2019, Syngenta launched a special CSO engagement project in Maharashtra. Under this project, Syngenta collaborated with a local NGO and hired three women Community Organizers (COs). These COs were specially assigned roles and responsibilities of raising awareness among family members and all types of workers involved in farm activities. These COs shall visit at least three times in a crop cycle to all the farms and focus on raising awareness and monitoring actions. The project shall be extended to further seasons and increase the outreach by covering all the farms and its workers. In addition, these COs shall visit the farmers' houses and meet their families as well.
Output indicators (targeted results)	All the workers including family and hired workers attend the farm level training. Extended CSO engagement project.
Timeline and Deadline Date	Sept 2020 to March 2022
Input (budget/resources)	NA
Responsible staff (title/department)	Seed Organizer team Field Production Team

Grievance Procedures

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>	Noncompliance in all farms
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Findings/Noncompliance Explanation:	Syngenta has a well-defined policy and procedure for confidential grievance reporting. The mobile number of CSR head is provided on the Field Activity Report for farmers and workers to report grievances confidentially. The number is also printed on the communication tools distributed to farmers. However, most
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	<p>farmers in the assessed farms are yet to receive these tools. Also, there is no awareness of the grievance reporting mechanism and channel among workers. Although during pre-season meetings grievance reporting is verbally communicated to farmers, there is a lack of understanding among the farmers. It was observed in one of the communication tools (poster) that the COC information is in the local language while the grievance channel details are in English.</p> <p><u>Source:</u> Interviews with farmers, workers, record review</p>
Company Action Plan	
Activity	<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 local language along with the details of the grievance channel.</p> <p>During farm level awareness session, the tools shall be distributed to all the stakeholders and they will be informed about the grievance mechanism and redressal procedure. Women mobilisers shall continue reaching farm workers and grower families during farm or home visits.</p>
Output indicators (targeted results)	<p>All the farms received the communication tools.</p> <p>All the farmers get informed about the grievance channel and redressal procedure.</p>
Timeline and Deadline Date	Sept 2020 to March 2022
Input (budget/resources)	NA
Responsible staff (title/department)	Field production team and FLP country lead

Harassment or Abuse

Compliance Status

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

Security Practices	H/A.10	In compliance	
	H/A.10.1	In compliance	
	H/A.10.2	In compliance	

Harassment or Abuse Assessment Summary

General Compliance	
<p>Benchmarks: <i>H/A.1.1: Employers shall comply with all national laws, regulations and procedures concerning discipline, violence, harassment or abuse.</i></p>	
Noncompliance in all farms	
<p>Findings/Noncompliance Explanation:</p>	<p>Syngenta has not formed a Complaints Committee at the IMS level. Section 4 (1) of the Sexual Harassment of Women at Workplace Act, 2013 states that every employer of a workplace shall, by order in writing, constitute a Committee to be known as the Internal Complaints Committee. Section 19 of the Act states that the employer must organize workshops and awareness programs at regular intervals for sensitizing employees with the provisions of the act.</p> <p><u>Source:</u> Interviews with farmers, workers, IMS staff</p>
Company Action Plan	
<p>Activity</p>	<p>Syngenta has established a grievance redressal committee long back. This committee is functional with different members, such as Syngenta field production lead, Country FLP (Fair Labor Program) lead, Community Organizer (Women), a local farmer representative and two local worker representatives (female and male), NGO representative (external), etc. This committee is presided over by an expert from an NGO.</p> <p>This committee handles all complaints, resolves issues and is responsible for redressal. If there are any calls received, after seeking necessary information, the first person who receives the call provides the necessary answers. But if it requires additional investigation, then it shall be forwarded to the committee for handling. This committee shall also handle cases related to harassment and abuse.</p> <p>All the stakeholders shall be raised awareness on this grievance redressal and compliant committee.</p>
<p>Output indicators (targeted results)</p>	<p>Raised awareness among all the stakeholders.</p> <p>Functional grievance redressal committee and regular review meeting.</p>
<p>Timeline and Deadline Date</p>	<p>Sept 2020 to March 2022</p>
<p>Input (budget/resources)</p>	
<p>Responsible staff (title/department)</p>	<p>Field Production Team</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	N/A	
	HSE.4 (PR)	In compliance	
Evacuation Requirements and Procedure	HSE.5.1 (PR)	Not Initiated	All farms
	HSE.5.2	Noncompliance	All farms
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 compliance	
	HSE.8	In compliance	
Chemical Management	HSE.9.1	In compliance	
	HSE.9.2	Noncompliance	All farms
	HSE.9.2.1	In compliance	
	HSE.10	In compliance	
	HSE.11.1	In compliance	
	HSE.11.2	In compliance	
Protection Reproductive Health	HSE.12.1	In compliance	
	HSE.12.2 (PR)	In compliance	
Infrastructure	HSE.13 (PR)	In compliance	
	HSE.17.1	In compliance	
	HSE.17.2 (PR)	Not Initiated	All farms
	HSE.19 (PR)	In compliance	
	HSE.21 (PR)	Not Initiated	All farms
	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	
Ergonomics and Medical Facilities	HSE.15.2 (PR)	Not Initiated	
	HSE.16.2	In compliance	

HSE Assessment Summary

Notable Feature

- (1) In a couple of farms in one village, it was observed that the wastewater (hand and feet sanitizing area at the entrance) was let out of the net house by providing drainpipe. This ensured the neat and clean entry point of the net house.
- (2) Metal stands with provision of hooks to hang the aprons were provided in a couple of farms.
- (3) In one farm, ribbons were tied to the metal strings and angles used to install the net house for safety reasons.

General Compliance

Benchmarks:

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

**Noncompliance
in all farms**

Findings/Noncompliance Explanation:	Farmers are not aware of safe disposal of used pesticide and chemical packages as stated in Rule 44 of The Insecticides Rules, 1971. Empty chemical pouches were seen disposed of in the open fields in few farms. Couple of farmers mentioned that they dig a pit and bury the empty chemical containers and pouches in one corner of the field. <u>Source:</u> Interviews with farmers observation
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Company Action Plan

Activity	Syngenta, as per field safety protocol suggests the farmers to dispose-off the used and waste containers and pouches properly. Due to unavailability of facilities nearby, including scientific incineration of these waste products, according to Insecticide Act guidelines, it is suggested to the farmers to break all containers after rinsing them three times and bury them away from habitation in a pit. During pre-season meetings with the growers this will be further informed to install the hazardous waste collection points in a corner of every farm with a proper barricade or collection bag. Once after completion of the season or crops, farmers shall shift these wastes into burial points which will be away from the habitation with proper precautions. They will also ensure that the wastes are not burnt. The farmers started following these guidelines already and observed more than 65% of the farms established this and the field production team shall focus on the rest of the farms in the upcoming season.
Output indicators (targeted results)	Raised awareness among the farmers and installed the waste collection and disposal points. Monitoring of the farms by the field production team.
Timeline and Deadline Date	Sept 2020 to March 2025
Input (budget/resources)	No
Responsible staff (title/department)	Location Production Managers Seed Organizers

Evacuation Requirements and Procedure	
Benchmarks: <i>HSE.5.2: Where appropriate, workers shall be trained in evacuation procedures at least once per year.</i>	Noncompliance in all farms
Findings/Noncompliance Explanation:	Tomato seed cultivation happens in closed areas by installing a shade net, with one entry and exit door. In case of fire during working hours, it could be dangerous as it would be difficult for workers to evacuate from the area which is covered on all sides. There is no awareness among workers of the emergency and evacuation procedure. They are not trained about it. <u>Source:</u> interviews with workers, observation
Company Action Plan	
Activity	Tomato seed production happens in green shade nets to protect from all types of

	<p>pests and diseases. To avoid contamination of pests and virus that can be carried from outside, through the workers, using only one entry and exit door with proper disinfection facility in the door is available. As these farms are available in open space, it is ensured that there are no combustible materials nearby. And these green shade nets can be lifted and opened at any corner of the net house during any emergency, so the workers can come out from the farms immediately.</p> <p>Further, farmers shall be suggested to open an additional exit door in every net house.</p> <p>These guidelines shall be included in the emergency and evacuation procedures in the upcoming season.</p>
Output indicators (targeted results)	<p>Revise the emergency and evacuation procedure for farm activities.</p> <p>Raised awareness among the growers and workers on emergency and evacuation procedures.</p> <p>Follow emergency protocols in farm activities.</p>
Timeline and Deadline Date	Sept 2020 to March 2025
Input (budget/resources)	No
Responsible staff (title/department)	<p>Location Production Managers</p> <p>Seed Organizers</p> <p>Farmers</p>

Chemical Management	
<p>Benchmarks:</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>	Noncompliance in all farms
Findings/Noncompliance Explanation:	<p>There is no awareness among farmers about the toxicity specification labels on the chemical and pesticide containers. Safety instructions for the use of pesticide is not posted in the net houses. Farmers are not aware of safe disposal of used pesticide and chemical packages.</p> <p><u>Source:</u> Interviews with farmers, observation</p>
Company Action Plan	
Activity	<p>Syngenta designed a customized version of the field safety program “HSE (Health and Safety) FOR ME”. Safe chemical management is an important topic in this program. During pre-season or mid-season, a meeting to raise awareness with farmers will take place and it will be a repetitive session in every season. An exclusive training module is designed on this safe chemical management which includes safety precautions and instructions, safe disposal of empty containers, understanding the toxicity level of all the chemicals, etc.</p> <p>Farmer hand manual also shall be revised and incorporated with these field HSE standards; it will be available in local language with more pictorial message. In</p>

	<p>addition to this, Syngenta has developed new communication tools for farmers and workers and started distributing and using it during raising awareness among them.</p> <p>Syngenta is internally discussing strengthening this issue and finding out more serious ways for a sustainable solution.</p>
Output indicators (targeted results)	<p>Refresher training on Safe chemical management to all the farmers.</p> <p>Display of safe chemical management posters in all the farms or groups of farms.</p> <p>Distribution of communication tools to all the farmers.</p>
Timeline and Deadline Date	Sept 2020 to March 2025
Input (budget/resources)	NA
Responsible staff (title/department)	<p>Location Production Managers</p> <p>Seed Organizers</p> <p>Farmers</p>

Compensation

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	C.1.1	Noncompliance	All farms
	C.1.2	In compliance	
	C.1.3	In compliance	
	C.1.4	In compliance	
Minimum Wage/Fair Compensation	C.2.1	Noncompliance	All farms
	C.2.2	In compliance	
	C.2.3	In compliance	
	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)	In progress	All farms
	C.2.6 (PR)	In progress	All farms
Farmer/Producer Income	C.3	In compliance	
Wage Payment and Calculation	C.4 (PR)	In compliance	
	C.6	In compliance	
	C.7.1	In compliance	
	C.7.2	In compliance	
	C.7.3 (PR)	In progress	All farms
	C.7.4 (PR)	Not Initiated	All farms
	C.7.5	In compliance	
	C.8.1	In compliance	
	C.8.2	In compliance	
	C.8.3	In compliance	
	C.8.4 (PR)	In compliance	
	C.9 (PR)	N/A	
	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	Noncompliance	All farms
	C.13 (PR)	In compliance	
Fringe Benefits	C.12.1	In compliance	
	C.12.2 (PR)		
	C.12.3	In compliance	
	C.12.4	In compliance	
	C.12.5	In compliance	

Compensation Assessment Summary

General Compliance / Minimum Wage	
<p>Benchmarks:</p> <p><i>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.</i></p> <p><i>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.</i></p>	<p>Noncompliance in all farms</p>
<p>Findings/Noncompliance Explanation:</p> <p>Farmers are not aware of the legally applicable compensation regulation. They pay less than the legal minimum wage. Legal minimum wages applicable to the assessed farms (Zone III) including special allowance for the period 01.07.2019 to 31.12.2019 is INR 228.53 per day. In all the assessed farm workers are paid INR 200.00 per day. INR 20.00 per day per worker is paid as transportation charges, to workers commuting from nearby villages. Workers coming from the same village do not get this amount. Transportation amount is paid directly to the autorickshaw driver for ferrying the workers to farms from nearby villages. Section 3 (h) (iii) of The Minimum Wages Act, 1948 states that "Wages" means all remuneration including house rent allowance but does not include any travelling allowance or the value of any travelling concession.</p> <p><u>Source:</u> Interviews with farmers, workers, record review</p>	
<p>Company Action Plan</p>	
<p>Activity</p>	<p>Syngenta also noticed in its internal monitoring, many of the farmers paying around Rs.200 to the workers, and in addition to this, farmers were spending Rs.20-30 per worker for transportation cost.</p> <p>Syngenta launched pilot projects in hot pepper to ensure fair compensation and extended to other crops in phase wise. In 2019, a tomato farm also with 38 farms belongs to six villages. It was a successful beginning and ensured the payment of minimum wage in all these farms. These experimental projects shall be slowly expanded to the rest of the farmers also in the upcoming season.</p> <p>The field team often conducts awareness sessions with the growers and workers to disseminate the information on fair compensation benchmarks and local minimum wage rate. Syngenta is also exploring a focused CSO engagement project to help in creating awareness among the growers and workers on fair compensation.</p> <p>Syngenta will widen the scope of replicating the Minimum wage project with the</p>

	<p>help of FLA.</p> <p>The field team shall conduct internal monitoring at least thrice in a crop cycle.</p>
Output indicators (targeted results)	<p>All the farmers attended the pre-season or mid-season awareness meeting. This information was communicated to the farmers in advance.</p> <p>All the pollination workers are covered under farm level awareness sessions.</p>
Timeline and Deadline Date	Sept 2020 to March 2022
Input (budget/resources)	NA
Responsible staff (title/department)	<p>Seed Organizer</p> <p>Field Production Team</p> <p>FLP Team</p>

Workers Awareness	
<p>Benchmarks:</p> <p><i>C.11.1: Employers shall make every reasonable effort to ensure workers understand their compensation, including:</i></p> <p><i>C.11.1.5: Employers shall communicate in writing or orally where necessary to all workers all relevant compensation information in the local language or language spoken by the workers, if different from the local language.</i></p>	
Noncompliance in all farms	
Findings/Noncompliance Explanation:	<p>Workers are unaware of the legally entitled minimum wage for the type of work they are hired for.</p> <p><u>Source:</u> Interviews with workers, wage record review</p>
Company Action Plan	
Activity	<p>Fair compensation is a systemic social issue, Syngenta alone cannot address this issue. Farmers are also worried about the impact of this on their commercial crops, due to the increase in labor cost and they cannot afford it. Still Syngenta started the effort to address this issue, launched pilot projects in hot pepper, tomato and other various crops. A long-term plan is needed to achieve good results.</p> <p>Under this project, Syngenta would conduct the growers and workers awareness meetings cum training and share updates on local minimum wage rate. There is a plan to extend the engagement of external agencies – CSO/NGO to support the project and influence the community at larger levels without restriction. The agency can create mass awareness on minimum wage rate and encourage the growers to follow the legal wage payment. Also, farm level workers’ awareness meetings will be conducted with the help of an NGO and the field production team.</p> <p>Various communication tools such as posters, handouts, grower manuals, etc. will be used during campaigns.</p>
Output indicators (targeted results)	<p>All the farmers attended the pre-season or mid-season awareness meeting. This information was communicated to the farmers in advance.</p> <p>All the pollination workers are covered under farm level awareness sessions.</p> <p>Extended CSO engagement project.</p>

Timeline and Deadline Date	Sept 2020 to March 2022
Input (budget/resources)	CSO Engagement Project – to continue engagement of NGO for another 3 years – INR1.0 Mio per year for one location.
Responsible staff (title/department)	Field Production & Seed Organizer Team Farmers

Overview - Farms vs. Non-compliances

Total number of Farms: 11

	Employment Relationship	Non-discrimination	Harassment or Abuse	Forced Labor	Child Labor	Freedom of Association and Collective Bargaining	Health, Safety and Environment	Hours of Work	Compensation	Total
% of farms with non-compliances or risk of non-compliances	100%	0%	100%	0%	0%	0%	100%	0%	100%	
Farm No. 1	20	0	1	0	0	0	3	0	3	27
Farm No. 2	20	0	1	0	0	0	3	0	3	27
Farm No. 3	20	0	1	0	0	0	3	0	3	27
Farm No. 4	20	0	1	0	0	0	3	0	3	27
Farm No. 5	20	0	1	0	0	0	3	0	3	27
Farm No. 6	20	0	1	0	0	0	3	0	3	27
Farm No. 7	20	0	1	0	0	0	3	0	3	27
Farm No. 8	20	0	1	0	0	0	3	0	3	27
Farm No. 9	20	0	1	0	0	0	3	0	3	27
Farm No. 10	20	0	1	0	0	0	3	0	3	27
Farm No. 11	20	0	1	0	0	0	3	0	3	27
TOTAL	220	0	11	0	0	0	33	0	33	297