



[2019]

## FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURAL REPORT

**Company:** Syngenta  
**Country:** Israel  
**Crop:** Vegetables  
**Production Process:** Plant Maintenance  
**Assessment Location:** Revadim Industrial Zone  
**Monitor:** Control Union  
**Assessment Dates:** 25-28 November 2019  
**Number of assessed farms:** 4  
**Total area covered:** 6.4 ha  
**Number of farmers interviewed:** 4  
**Total number of workers:** 28  
**Number of workers interviewed:** 9

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)	Not Initiated	All Farms
	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	Risk of noncompliance	All Farms
	ER.5.1	In compliance	
	ER.5.2	Risk of noncompliance	All Farms
	ER.5.3	In compliance	
	ER.6 (PR)	Not Initiated	All Farms
	ER.7.1	In compliance	
	ER.7.2	In compliance	
	ER.7.3	In compliance	
	ER.7.4	In compliance	
	ER.7.5	In compliance	
	ER.7.6	In compliance	
	ER.7.7	In compliance	
	ER.7.8	In compliance	
	ER.8.1	In compliance	
	ER.8.2	In compliance	
	ER.8.3	In compliance	
Terms and Conditions	ER.9.1	Risk of noncompliance	All Farms
	ER.9.2	In compliance	
	ER.9.2.1	In compliance	
	ER.9.2.2	Risk of noncompliance	All Farms
	ER.9.2.3	Risk of noncompliance	All Farms
	ER.9.3	In compliance	
	ER.9.3.1	In compliance	
	ER.9.3.2	In compliance	
	ER.9.3.3	In compliance	
	ER.10	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	Noncompliance	All Farms
ER.13.3	Noncompliance	All Farms	
ER.13.4 (PR)	Not Initiated	All Farms	
Administration	ER.14.1	In compliance	
	ER.14.2	In compliance	
	ER.15.1	In compliance	
	ER.15.2	Risk of noncompliance	All Farms
	ER.15.2.1	In compliance	
	ER.16.1	In compliance	
	ER.16.2	In compliance	
	ER.17.1	Noncompliance	All Farms
	ER.17.2	Risk of noncompliance	All Farms
	ER.17.3	In compliance	
ER.17.4	In compliance		

Worker Involvement	ER.18.1	Noncompliance	All Farms
	ER.18.2	Noncompliance	All Farms
	ER.18.3 (PR)	Not Initiated	All Farms
Right to Organize and Bargain	ER.19	N/A	
Work Rules and Discipline	ER.20.1	Noncompliance	All Farms
	ER.20.2	Noncompliance	All Farms
	ER.20.3	Noncompliance	All Farms
	ER.20.4	Noncompliance	All Farms
	ER.20.5 (PR)	Not Initiated	All Farms
	ER.20.6	Noncompliance	All Farms
	ER.20.7	Noncompliance	All Farms
	ER.20.8	Noncompliance	All Farms
	ER.20.9	Noncompliance	All Farms
	ER.20.10 (PR)	Not Initiated	All Farms
	ER.20.11	Noncompliance	All Farms
Training	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	Noncompliance	All Farms
	ER.24.4.2	Noncompliance	All Farms
	ER.24.4.3	Noncompliance	All Farms
	ER.24.4.4	Noncompliance	All Farms
	ER.24.4.5	Noncompliance	All Farms
	ER.24.4.6	Noncompliance	All Farms
ER.24.5 (PR)	Not Initiated	All Farms	
Grievance Procedures	ER.25.1	Noncompliance	All Farms
	ER.25.2	Noncompliance	All Farms
	ER.25.3	Noncompliance	All Farms
	ER.25.4	Noncompliance	All Farms

### Employment Relationship Assessment Summary

Proof of Age Documentation	
<p><b>Benchmarks:</b></p> <p><b>ER.4:</b> Employers shall not use employment agencies/labor contractors that rely on any practice that is linked to: using false information to recruit workers; restricting workers' freedom of movement; requiring workers to pay recruitment and/or employment fees; withholding from workers a copy of their employment contract in their native language that sets forth the general terms and conditions of engagement and employment; retaining possession or control of workers identification and other documents like passports, identity papers, work permits, and other personal legal documents; punishing workers for terminating employment.</p> <p><b>ER.5.2:</b> Fees associated with the employment of workers shall be the sole responsibility of employers. No worker hired via an employment agency or a labor contractor shall pay a fee or get a reduction by applying a fee over his salary.</p>	<p><b>Risk of Noncompliance in all farms</b></p>
<p><b>Findings/Noncompliance Explanation:</b></p>	<p>ER.4 &amp; ER.5: All the agencies working with the farmers at all farms audited are working according to the Israeli law guidelines. The recruitment fees that the employees are paying are in accordance to the agreement that was signed between the Israeli and Thai governments.</p>

	Source: Interviews with employees, Stakeholders, farmers and IMS staff
<b>Company Action Plan</b>	
<b>Activity</b>	This topic is decided and controlled by the Israeli and Thai governments. The recruitment fee from workers is collected in Thailand, before the workers even arrive in Israel.
<b>Output indicators (targeted results)</b>	Syngenta will add a chapter in contracts with the growers to show that no additional recruitment fee will be charged by the growers from the employees.
<b>Timeline and Deadline Date</b>	December 2020
<b>Input (budget/resources)</b>	Updating contracts
<b>Responsible staff (title/department)</b>	Avri Zohari / production manager

<b>Terms and Conditions</b>	
<p><b>Benchmarks:</b></p> <p><i>ER.9.1: Workers should be made aware of the employment terms under which they are engaged.</i></p> <p><i>ER.9.2: Employment terms shall be those to which the worker has voluntarily agreed, provided those terms do not fall below:</i></p> <p><i>ER.9.2.2: freely negotiated and valid collective bargaining agreements; or</i></p> <p><i>ER.9.2.3: the FLA Workplace Code.</i></p>	<b>Risk of Noncompliance in all farms</b>
<p><i>ER.12.1: Employers shall regularly inform workers about workplace rules, health and safety information, and laws regarding workers' rights with respect to freedom of association, compensation, working hours, and any other legally required information, and the FLA Code through appropriate means, including posted in local language(s) throughout the workplace's common areas or in the surrounding community. In the case of workplaces with informal labor structures, these communication and awareness raising activities could be done with support from supply chain intermediaries such as cooperatives, organizers, tier one suppliers or the participating company.</i></p> <p><i>ER.12.1.1: Employers shall inform workers that any form of harassment or abuse in the workplace shall be subject to disciplinary measures.</i></p> <p><i>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.</i></p> <p><i>ER.13.2: Employers shall ensure that all supervisors are trained in national laws, regulations, and the FLA Code, and the appropriate practices to ensure compliance.</i></p> <p><i>ER.13.3: Employers shall inform supervisors that they should not use any form of harassment or abuse to maintain labor discipline.</i></p>	<b>Noncompliance in all farms</b>
<b>Findings/Noncompliance Explanation:</b>	<p>There is no communication to workers about legal regulations and Code of Conduct as the farms have a limited understanding of the code. There is no poster of Code of Conduct available at the farms. In addition, farmers do not inform workers that any harassment or abuse in the workplace shall be subject to disciplinary measures as there are no disciplinary rules.</p> <p>There are no supervisors in the farms assessed and farmers themselves take charge of supervisor's roles. There is no communication to workers about legal regulations and Code of Conduct as the farms have a limited understanding of the code. There is no poster of Code of Conduct available at the farms. In addition, farmers do not inform workers that any harassment or abuse in the workplace shall be subject to disciplinary measures as there are no disciplinary rules.</p> <p>Source: Interviews with farmers and Thai workers</p>
<b>Company Action Plan</b>	

<b>Activity</b>	A Bulletin Board will be placed at the workers living area. Posters with information about the Code of Conduct and legal regulations will be posted. Disciplinary rules will be set and published by the growers.
<b>Output indicators (targeted results)</b>	A Bulletin Board with relevant posters in Thai. Written Disciplinary rules at the farms.
<b>Timeline and Deadline Date</b>	December 2020
<b>Input (budget/resources)</b>	Writing disciplinary rules and procedures, Translation to Thai Purchase bulletin boards for all growers
<b>Responsible staff (title/department)</b>	Avri Zohari / production manager

<b>Administration</b>	
<b>Benchmarks:</b> <i>ER.15.2: Advances shall only be made following clearly established rules, which have been communicated to workers.</i> <i>ER.17.2: Accurate time records shall be maintained by employers, including overtime, breaks, and leave. If time recording systems are not part of the local practices or if smallholders are illiterate, rudimentary manual record on working days and working hours for each worker is acceptable.</i> <i>ER.17.1: Employers shall have in place policies for managing all working hours, overtime, and leave records in normal and exceptional circumstances.</i>	<b>Risk of Noncompliance in all farms</b>
<b>Findings/Noncompliance Explanation:</b>	<b>Noncompliance in all farms</b>
ER.15.2: At all farms, there are no clearly established rules, which have been communicated to workers  ER.17.1: At all farms, there are no policies for managing all working hours, overtime, and leave records. The employers verbally communicate the working hours daily. The general working hours are communicated via employees' contracts upon arrival in Israel. However, these working hours are due to changes according to the peak seasons and the workload.  ER.17.2: At all farms the farmers were keeping tracks of the working hours via manual records. The employees recorded their working hours. However, in Farm# 4 the employer recorded the working hours of their employees, which is against local law requirements.  <u>Source:</u> Interviews with farmers and employees	
<b>Company Action Plan</b>	
<b>Activity</b>	A detailed explanation about working hours and salary calculation will be published to workers, including over time and other relevant Israeli law regulations.  Working hours will be recorded by the employees themselves.
<b>Output indicators (targeted results)</b>	Relevant posters in Thai on the bulletin board.  An example of pay slip with explanation in Thai

<b>Timeline and Deadline Date</b>	December 2020
<b>Input (budget/resources)</b>	Writing salary explanations and translation to Thai
<b>Responsible staff (title/department)</b>	Avri Zohari / production manager

### Worker Involvement

<p><b>Benchmarks:</b></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> <p><i>ER.18.2: Workers shall be consulted regularly (verbally or in writing) on all matters concerning them.</i></p>	<b>Noncompliance in all farms</b>
--	-----------------------------------

<b>Findings/Noncompliance Explanation:</b>	<p>ER.18.1: at all farms there is no 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.</p> <p>ER.18.2: at all farms there is no consultations with employees on all matters concerning them.</p> <p><u>Source:</u> Employees' interviews and Farmers' interviews</p>
--	--

### Company Action Plan

<b>Activity</b>	Although employees are free to speak to the grower at any time they want, the grower will also place a suggestion box for employees to fill as they want (and check the box once a month) or have a monthly 1:1 meeting with each worker. The meeting will be recorded to have a tracking of the meeting schedule.
<b>Output indicators (targeted results)</b>	A written procedure for complaint handling. Improved communication, a record of meeting held with employees, suggestion box
<b>Timeline and Deadline Date</b>	December 2020
<b>Input (budget/resources)</b>	Writing the procedure Grower time to take the meetings
<b>Responsible staff (title/department)</b>	Avri Zohari / production manager

### Work Rules and Discipline

<p><b>Benchmarks:</b></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>	<b>Noncompliance in all farms</b>
---	-----------------------------------

<p><i>ER.20.3: Supervisors shall be trained on the proper handling of 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.20.9: Workers must sign all written records of disciplinary action 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>	
--	--

<b>Findings/Noncompliance Explanation:</b>	<p>There is no disciplinary rule or system established at any of the audited farms. Therefore, there are no training records and no written records of any disciplinary actions taken.</p> <p><u>Source:</u> Farmers' interviews and employees' interviews</p>
--	--

**Company Action Plan**

<b>Activity</b>	<p>The growers will be set and publish disciplinary rules and procedures.</p> <p>Training on disciplinary rules will be conducted once a year.</p>
<b>Output indicators (targeted results)</b>	Disciplinary rules and training records
<b>Timeline and Deadline Date</b>	December 2020
<b>Input (budget/resources)</b>	<p>Writing disciplinary rules and procedure and translation to Thai</p> <p>Grower time to train employees</p>
<b>Responsible staff (title/department)</b>	Avri Zohari / production manager

**Access to Training for Family Members**

<p><b>Benchmarks:</b></p> <p><i>ER.21: Family members (spouses and adult children) involved directly or indirectly in agriculture production shall have access to all training and awareness raising activities conducted for the workers and growers on the farms.</i></p>	<b>Noncompliance in all farms</b>
---	-----------------------------------

<b>Findings/Noncompliance Explanation:</b>	<p>There are no written policies and procedures and implement practices that encourage ongoing training of all categories of workers with the goal of raising or broadening skills to advance in their careers within the farm. Hence, there is no training provided to employees related to these topics.</p> <p><u>Source:</u> Farmers' interviews and employees' interviews</p>
--	--

**Company Action Plan**

<b>Activity</b>	<p>A training procedure will be written and will specify that family members will be included in all training taking place in the farm.</p>
<b>Output indicators (targeted results)</b>	Training procedure and records
<b>Timeline and Deadline Date</b>	December 2020

<b>Input (budget/resources)</b>	Writing training procedure updating training plan to include family members if they work in the farm
<b>Responsible staff (title/department)</b>	Avri Zohari / production manager

### HSE Management System

<p><b>Benchmarks:</b></p> <p><i>ER.24.4:</i> The health, safety, and environmental policies shall contain the framework for a comprehensive health, safety, and environmental management system within which the following are clear and regularly tested and reviewed:</p> <p><i>ER.24.4.1:</i> employers' responsibilities,</p> <p><i>ER.24.4.2:</i> workers' rights and duties,</p> <p><i>ER.24.4.3:</i> responsibilities of designated personnel,</p> <p><i>ER.24.4.4:</i> procedures that enable workers to raise health, safety, and environmental concerns</p> <p><i>ER.24.4.5:</i> procedures for reporting death, injury, illness and other health and safety issues (for instance, near-miss accidents) and environmental emergencies, and,</p> <p><i>ER.24.4.6:</i> protection to workers who allege health, safety, and environmental violations.</p>	<b>Noncompliance in all farms</b>
---	-----------------------------------

<b>Findings/Noncompliance Explanation:</b>	<p>HSE policies and procedures in all farms do not include policies related to environmental issues.</p> <p>Responsibilities are not assigned to the farmer or employees.</p> <p>H&amp;S training doesn't include first aid training, fire training and evacuation procedure in case of fire.</p> <p><u>Source:</u> Document review, farmers' interviews and employees' interviews</p>
--	--

### Company Action Plan

<b>Activity</b>	<p>The growers will write a HSE policy that will include environmental issues and aspects.</p> <p>In each farm there will be someone assigned as a HSE responsible person.</p> <p>Training for the employees will include: first aid training, fire training and evacuation procedure.</p>
<b>Output indicators (targeted results)</b>	<p>Written HSE policy</p> <p>Role profile for HSE responsible person</p> <p>Training records</p>
<b>Timeline and Deadline Date</b>	December 2020
<b>Input (budget/resources)</b>	<p>Updating training plan and content</p> <p>Translating to Thai or hire external training company</p>
<b>Responsible staff (title/department)</b>	Avri Zohari / production manager



## Grievance Procedures

### Benchmarks:

**ER.25.1:** Employers shall have in place a procedure that allows a direct settlement of the grievance by the worker and the immediate supervisor. Where this is inappropriate or has failed, there should be additional options for the worker to have the grievance considered at one or more steps, depending on the nature of the grievance and the structure and size of the facility.

**ER.25.2:** Employer shall ensure that grievance procedures and applicable rules are known to workers and that the grievance channel is easily accessible.

**ER.25.3:** FLA-affiliated companies shall make sure that a confidential non-compliance reporting mechanism is available for farmers and workers in the supply chain (such as members of cooperatives or suppliers of seed organizers). Through this channel, any code violation can be communicated to the company in the event that the local and farm level grievance redress mechanisms fail to sufficiently address the issue.

**ER.25.4:** The company shall create awareness of this communication and non-compliance reporting mechanism to its service providers and suppliers.

**Noncompliance  
in all farms**

### Findings/Noncompliance Explanation:

During the audit days, it was noted that there is no confidential grievance reporting mechanism available to Farmers, intermediaries, family members and workers in the supply chain.

Source: Farmers' interviews, employees' interviews and IMS Staff interviews

### Company Action Plan

<b>Activity</b>	Each farm will create a grievance reporting mechanism
<b>Output indicators (targeted results)</b>	grievance reporting mechanism
<b>Timeline and Deadline Date</b>	December 2020
<b>Input (budget/resources)</b>	Time to create the grievance reporting mechanism Translation to Thai
<b>Responsible staff (title/department)</b>	Avri Zohari / production manager

## Non-discrimination

### Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	ND. 1	In compliance	
Recruitment and Employment Practices	ND.2.1	In compliance	
	ND.2.3	In compliance	
Compensation Discrimination	ND. 3	In compliance	
Discrimination in Training and Communication	ND. 4	Risk of Noncompliance	All Farms
Marital or Pregnancy-Related Discrimination	ND.5.1	In compliance	
	ND.5.2	In compliance	
	ND.5.3	In compliance	
	ND.6.1	In compliance	
	ND.6.1.1	In compliance	
	ND.6.2 (PR)	In compliance	

Health-Related Discrimination	ND. 7	In compliance	
	ND.8	In compliance	
	ND. 9	In compliance	
	ND.10	In compliance	
Respect of Culture and Religion	ND.11	In compliance	

### Non-Discrimination Assessment Summary

Discrimination in Training and Communication	
<p><b>Benchmarks:</b></p> <p><i>ND.4: Employers shall guarantee that all workers have equal access to training and capacity building and no discrimination takes place based on the characteristics noted above, nor on literacy or location of the workers. Training and communication should be given in the native language accessible to workers.</i></p>	<p><b>Risk of Noncompliance in all farms</b></p>
<p><b>Findings/Noncompliance Explanation:</b></p> <p>All employees are entitled to receive training on any topic related to their job. However, there were no evidences found on sites with regards to the trainings conducted about non- discrimination topics.</p> <p><u>Source:</u> Interviews with employees and farmers</p>	
<p><b>Company Action Plan</b></p>	
<p><b>Activity</b></p>	Non-discrimination topics will be included in the training pack for workers
<p><b>Output indicators (targeted results)</b></p>	Training pack and training records
<p><b>Timeline and Deadline Date</b></p>	December 2020
<p><b>Input (budget/resources)</b></p>	Updating training pack
<p><b>Responsible staff (title/department)</b></p>	Avri Zohari / production manager

### Harassment or Abuse

#### Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	H/A.1.1	In compliance	
	H/A.1.2	In compliance	
Discipline	H/A.2	In compliance	
	H/A.3	In compliance	
	H/A.4	In compliance	
	H/A.5	In compliance	
	H/A.6	In compliance	
	H/A.7	In compliance	
	H/A.12	Noncompliance	All Farms
	H/A.13	Noncompliance	All Farms

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	
	H/A.9.5 (PR)	Not Initiated	All Farms
Security Practices	H/A.10	In compliance	
	H/A.10.1	In compliance	
	H/A.10.2	In compliance	
	H/A.11	In compliance	

### Harassment or Abuse Assessment Summary

Discipline	
<p><b>Benchmarks:</b>  <i>H/A.12: Employers shall have a system to discipline supervisors, managers or workers who engage in any physical, sexual, psychological or verbal violence, harassment or abuse, through measures such as compulsory counseling, warnings, demotions, and terminations or a combination thereof regardless of whether such action was intended as a means to maintain labor discipline.</i>  <i>H/A.13: Employers shall only apply corrective measures and discipline which are well explained to workers and are with the intention of continuous improvement</i></p>	
<b>Noncompliance in all farms</b>	
<p><b>Findings/Noncompliance Explanation:</b></p>	<p>H/A.12: At all farms it was noted that a system to discipline workers who engage in any physical, sexual, psychological or verbal violence, harassment or abuse was not established.</p> <p>H/A.13: At all farms, training on disciplinary actions were not conducted to employees since the policies and procedures were not established.</p> <p><u>Source:</u> Farmers and employees' interviews</p>
<b>Company Action Plan</b>	
<b>Activity</b>	Disciplinary rules and procedure will be set and published by the growers.
<b>Output indicators (targeted results)</b>	Written Disciplinary rules and procedure at the farms.
<b>Timeline and Deadline Date</b>	December 2020
<b>Input (budget/resources)</b>	Writing disciplinary rules and procedure, Translation to Thai
<b>Responsible staff (title/department)</b>	Avri Zohari / production manager

## 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
	CL.4.2 (PR)	Not Initiated	All Farms
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</b></p>
<p><b>Findings/Noncompliance Explanation:</b></p>	<p>No child labor is noted during this assessment. However, there is no child labor remediation program at Syngenta Israel and farm level.</p> <p><u>Source:</u> IMS Staff interviews and Farmers' interviews</p>
Company Action Plan	
<p><b>Activity</b></p>	<p>Although the prohibition of child labor is already included in the growing contract, it will be added to the contract that in case child labor is detected in the farms, the child will be removed from work immediately, and the grower will be invited for an analysis call.</p>
<p><b>Output indicators (targeted results)</b></p>	<p>Updated contracts</p>
<p><b>Timeline and Deadline Date</b></p>	<p>December 2020</p>
<p><b>Input (budget/resources)</b></p>	<p>Updating contracts</p>
<p><b>Responsible staff (title/department)</b></p>	<p>Avri Zohari / production manager</p>

## Freedom of Association and Collective Bargaining

### Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	FOA.1	In compliance	
Right to Freely Associate	FOA.2	In compliance	
	FOA.3	In compliance	
	FOA.8	In compliance	
	FOA.20	In compliance	
Anti-Union Behavior	FOA.4	In compliance	
	FOA.5.1	In compliance	
	FOA.5.1.1	In compliance	
	FOA.6	In compliance	
Union Representatives	FOA.7	In compliance	
	FOA.11	In compliance	
Employer Interference	FOA.9.1	In compliance	
	FOA.9.2	In compliance	
	FOA.9.3	In compliance	
	FOA.9.4	In compliance	
	FOA.10	In compliance	
Collective Bargaining	FOA.12.1	In compliance	
	FOA.12.2	In compliance	
	FOA.13.1	In compliance	
	FOA.14	In compliance	
	FOA.15	Noncompliance	Farm 2,3
	FOA.16.1	In compliance	
Rights of Minority Unions	FOA.16.2	In compliance	
	FOA.17	In compliance	
Right to Strike	FOA.18	In compliance	
	FOA.19	In compliance	

### Freedom of Association and Collective Bargaining Assessment Summary

Collective Bargaining	
<p><b>Benchmarks</b></p> <p><i>FOA.15: Employers, unions and workers shall honor in good faith, for the term of the agreement, the terms of any collective bargaining agreement they have agreed to and signed.</i></p>	<p><b>Noncompliance in two farms</b></p>
<p><b>Findings/Noncompliance Explanation:</b></p> <p>It was noted in farms # 2 &amp; # 3, employees are not paid the following provisions according to the agricultural CBA; economy allowance, grant, and family allowance.</p> <p><u>Source:</u> Pay slips review</p>	
<p><b>Company Action Plan</b></p>	
<p><b>Activity</b></p>	<p>Growers will receive an example of a valid pay slip and follow the example to make sure all required fees are paid correctly.</p>

<b>Output indicators (targeted results)</b>	Corrected pay slips
<b>Timeline and Deadline Date</b>	December 2020
<b>Input (budget/resources)</b>	An example of a correct pay slip
<b>Responsible staff (title/department)</b>	Avri Zohari / production manager

## Health, Safety and Environment

### Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	HSE.1.	Noncompliance	All farms
	HSE.2	Noncompliance	All farms
Document Maintenance, Permits and Certificates	HSE.3.1	Risk of noncompliance	All farms
	HSE.3.2	Risk of noncompliance	All farms
	HSE.4	Noncompliance	All farms
Evacuation Requirements and Procedure	HSE.5.1	Noncompliance	All farms
	HSE.5.2	Noncompliance	All farms
Safety Equipment and First Aid	HSE.6.1	Noncompliance	All farms
	HSE.6.2	Risk of noncompliance	All farms
	HSE.16.3	Noncompliance	All farms
Personal Protective Equipment	HSE.7	In compliance	
	HSE.8	In compliance	
Chemical Management	HSE.9.1	In compliance	
	HSE.9.2	Noncompliance	All farms
	HSE.9.2.1	Noncompliance	All farms
	HSE.10	Noncompliance	All farms
	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	Risk of noncompliance	All farms
	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)	In compliance	
	HSE.15.2	In compliance	
	HSE.16.1	In compliance	
	HSE.16.2	In compliance	

## Assessment Summary

General Compliance	
<p><b>Benchmarks:</b>  <b>HSE.1:</b> Employers shall comply with all national laws, regulations and procedures concerning health, safety, and the environment.</p>	
<b>Noncompliance in all farms</b>	
<p><b>Findings/Noncompliance Explanation:</b></p>	<ul style="list-style-type: none"> <li>- Fire extinguishers were not inspected in the last year.</li> <li>- First aid kit was missing and some supplies had expired.</li> <li>- Evacuation drill was not conducted.</li> <li>- Fire training was not conducted.</li> <li>- Evacuation maps are not posted at the accommodation and at the fields.</li> <li>- Pesticides are stored without secondary containment.</li> <li>- No spraying certificates.</li> <li>- H&amp;S training records are not maintained.</li> </ul> <p><u>Source:</u> Site tour, documents review, Farmers' interviews and employee interviews</p>
<b>Company Action Plan</b>	
<p><b>Activity</b></p>	<p>The HSE procedure will include: a yearly inspection for fire extinguishers, updating first aid kits with all required equipment.</p> <p>In the yearly HSE training will be included an evacuation drill and fire training.</p> <p>Evacuation maps will be posted at the accommodation of the employees.</p> <p>Pesticides will be stored in secondary containment.</p> <p>The growers will acquire spraying certificates.</p> <p>All HSE training records will be kept at the farms.</p>
<p><b>Output indicators (targeted results)</b></p>	<p>Updated procedures, training records</p>
<p><b>Timeline and Deadline Date</b></p>	<p>December 2020</p>
<p><b>Input (budget/resources)</b></p>	<p>Updating procedures and training packs, external trainers for fire trainings, purchasing first aid equipment, purchasing secondary containers, spraying trainings</p>
<p><b>Responsible staff (title/department)</b></p>	<p>Avri Zohari / production manager</p>

Document Maintenance, Permits and Certificates	
<p><b>Benchmarks:</b>  <b>HSE.2:</b> All documents required to be available to workers and farmers by applicable laws (such as health and safety policies, MSDS, etc.) shall be made available in the prescribed manner and in the local language or language spoken by the workers if different from the local language. If the workers are illiterate, efforts shall be made to provide pictorials of the required documents that the workers can understand.  <b>HSE.4:</b> 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.</p>	
<b>Noncompliance in all farms</b>	
<p><b>HSE.3.1:</b> Employers shall notify the relevant national and/or local authorities of all illnesses and accidents and environmental emergencies as required by applicable laws  <b>HSE.3.2:</b> All illness, safety, accident, and emergency reports shall be maintained for at least three years.</p>	
<b>Risk of Noncompliance</b>	

		in all farms
<b>Findings/Noncompliance Explanation:</b>	<p>MSDSs are not kept at any of the visited farms for the pesticides used (all farms).</p> <p>Accident logbooks are not kept on site (all farms).</p> <p>Fire extinguishers were not inspected in the last year (Farm 1, 3 &amp; 4).</p> <p><u>Source:</u> On site tour and Farmers' interviews</p>	
<b>Company Action Plan</b>		
<b>Activity</b>	<p>MSDS will be available for the pesticides used at the farm.</p> <p>Accident log books will be kept on each farm.</p> <p>Fire extinguishers will be checked once a year.</p>	
<b>Output indicators (targeted results)</b>	<p>Available MSDS</p> <p>Farm accident logbook</p> <p>Approved fire extinguishers</p>	
<b>Timeline and Deadline Date</b>	December 2020	
<b>Input (budget/resources)</b>	external service for checking fire extinguishers	
<b>Responsible staff (title/department)</b>	Avri Zohari / production manager	

Evacuation Requirements and Procedure		
<p><b>Benchmarks:</b></p> <p><i>HSE.5.1: All applicable, legally required elements of safe evacuation (e.g. posting of evacuation plans, installation and maintenance of an alarm and emergency lighting systems) shall be complied with. Wherever applicable such as in living quarters or/and enclosed areas, or in case of fires, animal evacuation procedures shall be created and complied with.</i></p> <p><i>HSE.5.2: Where appropriate, workers shall be trained in evacuation procedures at least once per year.</i></p>		<b>Noncompliance in all farms</b>
<b>Findings/Noncompliance Explanation:</b>	<p>1) Emergency exit signs and evacuation maps are not available in the employee's accommodations (all farms).</p> <p>2) Emergency and evacuation procedures were not trained at all farms (evacuation drill and fire training).</p> <p><u>Source:</u> On site tours, Farmers' interviews and employees' interviews</p>	
<b>Company Action Plan</b>		
<b>Activity</b>	<p>Evacuation maps will be posted at the accommodation of the employees.</p> <p>In the yearly HSE training will be included an emergency and evacuation training.</p>	
<b>Output indicators (targeted results)</b>	<p>Evacuation maps</p> <p>HSE training procedure</p>	
<b>Timeline and Deadline Date</b>	December 2020	
<b>Input (budget/resources)</b>	Drawing maps	



	Writing training procedure
<b>Responsible staff</b> (title/department)	Avri Zohari / production manager

Safety Equipment and First Aid	
<p><b>Benchmarks:</b></p> <p><i>HSE.6.1: All safety and medical equipment (e.g. first aid kits) shall be available, maintained and stocked as prescribed, and easily accessible to workers.</i></p> <p><i>HSE.16.3: An appropriate stock of medical first aid supplies shall be maintained at all times with valid expiration dates.</i></p> <p><i>HSE.6.2: Sufficient number of workers shall be trained in first aid and fire safety.</i></p>	
<b>Noncompliance in all farms</b>	
<b>Risk of Noncompliance in all farms</b>	
<b>Findings/Noncompliance Explanation:</b>	<p>The first aid kits at all visited farms are missing supplies such as scissors, personal bandage, etc.</p> <p>Due to the number of employees at each farm, first aid training is not required by law. However, in any of the farms first aiders are available at any time.</p> <p><u>Source:</u> Site tour and farmers' interviews</p>
<b>Company Action Plan</b>	
<b>Activity</b>	First aid kits will be checked routinely, and missing equipment will be completed.
<b>Output indicators</b> (targeted results)	Complete first aid kits
<b>Timeline and Deadline Date</b>	December 2020
<b>Input (budget/resources)</b>	Purchasing first aid equipment
<b>Responsible staff</b> (title/department)	Avri Zohari / production manager

Chemical Management	
<p><b>Benchmarks:</b></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.9.2.1: Labels shall be placed in the local language and the language spoken by workers, if different from the local language. Where workers are illiterate, the labels and instructions for their handling should be depicted by pictograms.</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>	
<b>Noncompliance in all farms</b>	
<b>Findings/Noncompliance Explanation:</b>	<p>In all farms pesticides are not stored in secondary containments, and pesticides labels are available in the local language. However, labels are not translated into the Thai language.</p> <p><u>Source:</u> On site tour</p>
<b>Company Action Plan</b>	
<b>Activity</b>	Pesticides will be stored in secondary containment.

<b>Output indicators</b> (targeted results)	Pesticides will be stored in secondary containers
<b>Timeline and Deadline</b> <b>Date</b>	December 2020
<b>Input</b> (budget/resources)	Purchasing secondary containers
<b>Responsible staff</b> (title/department)	Avri Zohari / production manager

Infrastructure	
<p><b>Benchmarks:</b>  <i>HSE.19: In case the workers reside on the premises of the farms, the employer shall ensure that living quarters provided to the workers are safe, meet health, safety, and environment standards, including fire safety, sanitation, electrical, mechanical, and structural safety and do not pose any risk to the workers or their families.  Workers residing in temporary accommodations, such as tents, must reside in facilities that do not put their health and lives at risk.</i></p>	<p><b>Risk of Noncompliance in all farms</b></p>
<p><b>Findings/Noncompliance</b> <b>Explanation:</b></p>	<p>In all the farms audited, it was noted that no evacuation drill is conducted, no emergency training is conducted, no emergency lighting is provided, and no evacuation maps are available.</p> <p><u>Source:</u> Site tours, farmers and employees' interviews</p>
<b>Company Action Plan</b>	
<p><b>Activity</b></p>	<p>In the yearly HSE training will include emergency and evacuation training.  Evacuation maps will be posted at the accommodation of the employees.  Emergency lighting will be placed in the employee's accommodations.</p>
<p><b>Output indicators</b> (targeted results)</p>	<p>Evacuation maps and lighting  HSE training procedure</p>
<p><b>Timeline and Deadline</b> <b>Date</b></p>	December 2020
<p><b>Input</b> (budget/resources)</p>	<p>Drawing maps  Writing training procedure  Purchasing emergency lighting</p>
<p><b>Responsible staff</b> (title/department)</p>	Avri Zohari / production manager

## Hours of Work

### Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	HOW.1.1	In compliance	
	HOW.1.2	In compliance	
	HOW.1.3	In compliance	
	HOW.1.4	In compliance	
	HOW.17.1	In compliance	
	HOW.17.2	In compliance	
Rest Day	HOW.2	In compliance	
Meal and Rest Breaks	HOW.3	In compliance	
Protected Workers	HOW.4.1	In compliance	
	HOW.4.2	In compliance	
	HOW.4.3	In compliance	
Overtime	HOW.5.1	In compliance	
	HOW.5.2	In compliance	
	HOW.6.1	In compliance	
	HOW.6.2	In compliance	
	HOW.6.3	Noncompliance	All Farms
	HOW.7	In compliance	
Public Holidays and Leave	HOW.8.1	In compliance	
	HOW.8.2	In compliance	
	HOW.8.3	In compliance	
	HOW.9	In compliance	
	HOW.10.1	In compliance	
	HOW.10.2 (PR)	In compliance	
	HOW.11	In compliance	
	HOW.12.1	In compliance	
	HOW.12.2	In compliance	
	HOW.13	In compliance	
	HOW.14	In compliance	
	HOW.15	In compliance	
	HOW.16	In compliance	

### Hours of Work Assessment Summary

Overtime	
<p><b>Benchmarks:</b></p> <p><i>HOW.6.3: Regular working hours and overtime is duly recorded in whatever means that are locally available and validated by the workers. For farms with informal labor structures, basic recording system shall be introduced to record workers' name, working days and payment and progressively work toward more detailed hours of work recording system.</i></p>	<b>Noncompliance in all farms</b>
<p><b>Findings/Noncompliance Explanation:</b></p> <p>Farm 4: the farmer is recording employees working hours by himself, which is against local law requirements. In all other farms, the employees record their working hours manually.</p> <p><u>Source:</u> Farmer interviews</p>	
<b>Company Action Plan</b>	
<b>Activity</b>	Working hours will be recorded by the employees themselves

<b>Output indicators</b> (targeted results)	Each worker will have his own hours records kept
<b>Timeline and Deadline Date</b>	December 2020
<b>Input</b> (budget/resources)	
<b>Responsible staff</b> (title/department)	Avri Zohari / production manager

## Compensation

### Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	C.1.1	Noncompliance	Farm 2,3
	C.1.2	In compliance	
	C.1.3	In compliance	
	C.1.4	Noncompliance	Farm 3
Minimum Wage/Fair Compensation	C.2.1	In compliance	
	C.2.2	Noncompliance	Farm 2,3
	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)	Not Initiated	All farms
	C.2.6 (PR)	Not Initiated	All farms
	C.3	In compliance	
Farmer/Producer Income	C.5	In compliance	
	C.4	In compliance	
Wage Payment and Calculation	C.6	In compliance	
	C.7.1	In compliance	
	C.7.2	In compliance	
	C.7.3	In compliance	
	C.7.4	Risk of Noncompliance	All farms
	C.7.5	In compliance	
	C.8.1	Noncompliance	Farm 3
	C.8.2	Noncompliance	Farm 3
	C.8.3	In compliance	
	C.8.4	In compliance	
	C.9	In compliance	
	C.10.1	In compliance	
	C.10.1.1	In compliance	
	C.10.2	In compliance	
C.10.3	In compliance		
Workers Awareness	C.11.1.1	Risk of Noncompliance	All Farms
	C.11.1.2	Risk of Noncompliance	All Farms
	C.11.1.3	Risk of Noncompliance	All Farms
	C.11.1.4	Risk of Noncompliance	All Farms
	C.11.1.5	Risk of Noncompliance	All Farms
	C.13	In compliance	

Fringe Benefits	C.12.1	In compliance	
	C.12.2	In compliance	
	C.12.3	In compliance	
	C.12.4	In compliance	
	C.12.5	In compliance	

### Compensation Assessment Summary

General Compliance	
<p><b>Benchmarks:</b></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.1.4: Where national laws, regulations and procedures do not address the payment of compensation to workers, employers shall follow all standards in the FLA Workplace Code that apply to administration and payment of compensation and, where applicable, shall provide an employment contract that includes stipulation of compensation payment to workers.</i></p>	
<b>Noncompliance in two farms</b>	
<b>In one farm</b>	
<b>Findings/Noncompliance Explanation:</b>	<p>Seniority pay, family pay, annual bonus and subsistence allowance are not paid to workers in farm 2 and farm 3.</p> <p>OT hours are calculated incorrectly in farm 3; according to the Israeli law, weekly OT hours should be paid after an employee completes 42 regular working hours. It was noted that on Friday's, the first eight hours are paid as regular hours and not as OT hours.</p> <p><u>Source:</u> Pay slips review and farmers' interviews</p>
<b>Company Action Plan</b>	
<b>Activity</b>	Growers will be trained about the Israeli law and regulations concerning the payment of compensation to workers, including working hours and OT.
<b>Output indicators (targeted results)</b>	Corrected pay slips
<b>Timeline and Deadline Date</b>	December 2020
<b>Input (budget/resources)</b>	Growers training
<b>Responsible staff (title/department)</b>	Avri Zohari / production manager

Minimum Wage/Fair Compensation	
<p><b>Benchmarks:</b></p> <p><i>C.2.2: Employers shall provide all legally required benefits to all workers.</i></p>	
<b>Noncompliance in two farms</b>	
<b>Findings/Noncompliance Explanation:</b>	<p>Seniority pay, family pay, annual bonus and subsistence allowance are not paid to workers in farm 2 and farm 3.</p> <p><u>Source:</u> Pay slips review and Farmers' interviews</p>
<b>Company Action Plan</b>	
<b>Activity</b>	Growers will be trained about the Israeli law and regulations concerning the payment of compensation to workers.

<b>Output indicators</b> (targeted results)	Corrected pay slips
<b>Timeline and Deadline</b> <b>Date</b>	December 2020
<b>Input</b> (budget/resources)	Growers training
<b>Responsible staff</b> (title/department)	Avri Zohari / production manager

### Wage Payment and Calculation

<p><b>Benchmarks:</b></p> <p><b>C.7.4:</b> Employers shall provide workers a pay statement each pay period and not less frequently than once a month, which shall show:</p> <ul style="list-style-type: none"> <li>• earned wages,</li> <li>• wage calculations,</li> <li>• total number of hours worked,</li> <li>• regular and overtime pay,</li> <li>• bonuses,</li> <li>• all deductions, and</li> <li>• final total wage.</li> </ul> <p>The payment statement shall be signed and agreed by the worker. For farms with informal labor structures, and where the illiteracy rate is high, proof of payment may be in the form of alternative means (such as using a witness or affixing a thumb print).</p> <p><b>C.8.1:</b> Employers shall compensate workers for all hours worked.</p> <p><b>C.8.2:</b> 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.</p>	<p><b>Risk of Noncompliance in all farms</b></p>
<p><b>C.8.2:</b> 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.</p>	<p><b>Noncompliance in one farm</b></p>

<b>Findings/Noncompliance Explanation:</b>	<p>1) Farm# 3 it was noted that the OT hours are calculated incorrectly and therefore payments are incorrect for these hours.</p> <p>2) Employees receive pay slips monthly. However, these pay slips are not translated into the Thai language. Training about pay slips was not provided for employees.</p> <p><u>Source:</u> Pay slips and time records review, and employees' and farmers' interviews.</p>
--	--

### Company Action Plan

<b>Activity</b>	<p>Growers will be trained about the Israeli law and regulations concerning the payment of compensation to workers, including working hours and OT.</p> <p>An example of a pay slip translated to Thai will be published and available to workers.</p>
<b>Output indicators</b> (targeted results)	<p>Corrected pay slips</p> <p>Translated pay slip</p>
<b>Timeline and Deadline</b> <b>Date</b>	December 2020
<b>Input</b> (budget/resources)	<p>Growers training</p> <p>Translation fee</p>
<b>Responsible staff</b> (title/department)	Avri Zohari / production manager

Workers Awareness	
<p><b>Benchmarks:</b></p> <p><i>C.11.1: Employers shall make every reasonable effort to ensure workers understand their compensation, including:</i></p> <p><i>C.11.1.1: the calculation of wages,</i></p> <p><i>C.11.1.2: incentives systems,</i></p> <p><i>C.11.1.3: fringe benefits, and</i></p> <p><i>C.11.1.4: bonuses they are entitled to at the workplace and under applicable laws.</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>	<p><b>Risk of Noncompliance in all farms</b></p>
<p><b>Findings/Noncompliance Explanation:</b></p>	<p>Employees receive pay slips monthly. However, these pay slips are not translated into Thai language. Training about pay slips was not provided for employees.</p> <p><u>Source:</u> Pay slips review and employees' interviews</p>
<p><b>Company Action Plan</b></p>	
<p><b>Activity</b></p>	<p>An example of a pay slip translated to Thai will be published and available to workers.</p>
<p><b>Output indicators (targeted results)</b></p>	<p>Translated pay slip</p>
<p><b>Timeline and Deadline Date</b></p>	<p>December 2020</p>
<p><b>Input (budget/resources)</b></p>	<p>Translation fee</p>
<p><b>Responsible staff (title/department)</b></p>	<p>Avri Zohari / production manager</p>

## Overview - Farms vs. Non-compliances

Total number of Farms: 4

	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>	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Farm No. 1	34	1	2	0	1	0	13	0	6	57
Farm No. 2	34	1	2	0	1	1	13	0	8	60
Farm No. 3	34	1	2	0	1	1	14	0	11	64
Farm No. 4	34	1	2	0	1	0	13	1	6	58
<b>TOTAL</b>	<b>136</b>	<b>4</b>	<b>8</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>53</b>	<b>1</b>	<b>31</b>	<b>239</b>