



[2018]

## FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURAL REPORT

**Company:** Syngenta

**Country:** Thailand

**Crop:** Corn

**Production Process:** Harvesting

**Assessment Location:** U-Thong, Suphanburi Province

**Monitor:** Wipawadee Panyangno/Patramon Sukpraser

**Assessment Dates:** 1-4 March 2019

**Number of assessed farms:** 17

**Total area covered:** 179.3 acre

**Number of farmers interviewed:** 16

**Total number of workers:** 368

**Number of workers interviewed:** 74

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)	Not Initiated	All Farms
	ER.2.1.1 (PR)	N/A	
Recruitment and Hiring	ER.3.1	Noncompliance	All Farms
	ER.3.1.1	Noncompliance	All Farms
	ER.3.1.2	In compliance	
	ER.4	In compliance	
	ER.5.1	In compliance	
	ER.5.2	In compliance	
	ER.5.3	In compliance	
	ER.6 (PR)	Not Initiated	All Farms
	ER.7.1	In compliance	
	ER.7.2	In compliance	
	ER.7.3	In compliance	
	ER.7.4	In compliance	
	ER.7.5	In compliance	
	ER.7.6	In compliance	
	ER.7.7	In compliance	
ER.7.8	In compliance		
Terms and Conditions	ER.9.1	In compliance	
	ER.9.2	In compliance	
	ER.9.2.1	In compliance	
	ER.9.2.2	In compliance	
	ER.9.2.3	In compliance	
	ER.9.3	In compliance	
	ER.9.3.1	In compliance	
	ER.9.3.2	In compliance	
	ER.9.3.3	In compliance	
	ER.10	N/A	
	ER.11	In compliance	
	ER.12.1	In compliance	
	ER.12.1.1	In compliance	
	ER.12.2	N/A	
	ER.13.1	Noncompliance	All Farms
ER.13.2 (PR)	In Progress	All Farms	
ER.13.3 (PR)	Not Initiated	All Farms	
Administration	ER.15.1	In compliance	
	ER.15.2	In compliance	
	ER.15.2.1	In compliance	
	ER.16.1	In compliance	
	ER.16.2	In compliance	
	ER.17.2 (PR)	In compliance	
	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	In compliance	
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 Progress	All Farms
	ER.25.2 (PR)	In Progress	All Farms
	ER.25.3	In compliance	
	ER.25.4	In compliance	

### Employment Relationship Assessment Summary

Proof of Age Documentation	
<p><b>Benchmarks:</b></p> <p><b>ER.3.1:</b> 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><b>ER.3.1.1:</b> Employers shall take reasonable measures to ensure such documentation is complete and accurate.</p>	<b>Noncompliance in all farms</b>
<p><b>Findings/Noncompliance Explanation:</b></p> <p>The young workers identified during the assessment showed their identity proof to the monitoring team but there is no system to suggest that the farmers maintain young worker documents for age verification.</p> <p>Source: Interview with farmers, heads of workers and workers</p>	
<p><b>Company Action Plan:</b></p> <p>Syngenta will review the finding and analyze the root cause of the cases. In the meantime, Syngenta will develop the policy that proactively prevents the case and make the penalty for the repetition of non-compliances. The policy will be part of the production agreement that all the farmers should follow Thai Labor Law.</p> <p>In addition, it is important that the farmers and workers need understand the Thai labor law therefore Syngenta will improve the situation as follow:</p> <ol style="list-style-type: none"> <li>1. Syngenta will create a refresh training for field production staff and the farmers through collaborating with local organization such as labor law clinic, department of labor protection and welfare to emphasize on the terms, conditions and penalty of the child labor for Thai labor law to the farmers and permanent workers.</li> <li>2. Syngenta staff aims to encourage farmers to collect age proof documents for all the workers employed in the farms by using the provided GDK. Syngenta field staff aims to ensure farmer awareness on the age verification system via phase-wise intervention by monitoring the implementation of the procedure at farm level. The farmers were encouraged to collect and keep age proof documents of the young permanent workers only or for those workers who could be in the threshold age (between 11-14 years).</li> <li>3. Initiate an age verification procedure will be put in place at the farms and farmer</li> </ol>	

	house in the dry season phase starts from October 2020			
<b>Deadline Date:</b>	<b>Activity</b>	<b>Outcome</b>	<b>Timeline</b>	<b>Responsible</b>
	Create procedure of age verification	Implement age verification process as pilot and continue in next production season	Dry Season 2019/20 and next season	FLA Lead
	Training the workers at farm level (including follow up) on Thai law and field production standards	Increased knowledge among farm workers on field production standards	Nov 2019 to Mar 2020	Field Production team

Terms and Conditions				
<b>Benchmarks:</b> <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>				<b>Noncompliance in all farms</b>
<b>Findings/Noncompliance Explanation:</b>	The farmers and seed organizers seem to have knowledge of the FLA code, but they do not know much about local labor laws. <u>Source:</u> Interviews farmers and head of workers			
<b>Company Action Plan:</b>	<p>Syngenta will create an external training session that is specific for labor rights and labor standards. This training will be arranged in two patterns:</p> <ul style="list-style-type: none"> <li>- Training the trainer – for Syngenta field production staff</li> <li>- Farmer training from trained Syngenta staff with support of external legal experts.</li> </ul> <p>This training expected to improve knowledge and awareness of the target group</p> <p>Syngenta will improve the process of code awareness sessions. The dedicated training for field production staff will be arranged by FLA Lead and invited stakeholder on the labor law. The topic will specifically cover FLA CoC and Thai labor law for the agricultural sector. These trained staff will arrange the two- to three-hour training course with the contract farmers during the production season.</p>			
<b>Deadline Date:</b>	<b>Activity</b>	<b>Outcome</b>	<b>Timeline</b>	<b>Responsible</b>
	Farm survey and discussion on local law with growers	Gaps identified and training program developed for farmer	Nov 2019 – Mar 2020	FLA lead Field Production team
	Discuss with local authority on the worker's right and conditions under the law and FLA policy	To establish a clear understanding of complex situations. And solutions to those complex problems should be based on Thai	Nov 2019 – Mar 2020	FLA lead Field Production team

		law and align with community view.		
	Train the trainer on Thai labor law. Provide training to production staff on Thai law and government policies and disseminating the information to farmers.	Improve knowledge and awareness of the target group	Nov 2019 – Mar 2020	FLA lead
	The dedicated training for field production staff will be arranged by FLA Lead and external stakeholders will be invited to take sessions on the labor law.	Training to cover 10% of the contract farmer starting from September 2019.	Nov 2019 – Mar 2020	FLA lead Field Production team

## Worker Involvement

### Benchmarks:

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

**Noncompliance  
in all farms**

### Findings/Noncompliance Explanation:

As observed during harvesting, the relationship between employers and workers only lasts for a day, or once a production season. Therefore, they do not see it necessary to consult each other for long-term solutions. However, the workers can consult with the head of workers orally on all matters concerning them but there is no clear procedure or system to review it. All communication is done on an informal basis.

Source: Interview with farmers, head of workers and workers, observation

### Company Action Plan:

1. Syngenta staff will observe the worker payment system in every working group to identify the payment system to learn the type of employer and worker relationship.
2. Set meeting with the head of employer to revise the worker system to one practice which is compliance and fair between employer and worker.
3. Distribute a wage record book to create a system for wage records for the head of the worker.

### Deadline Date:

Activity	Outcome	Timeline	Responsible
Survey the worker system in Syngenta operation.	Get the details and relationship to be analyzed to do the organization charge of the Syngenta seed operation workers.	Nov 2019 to Mar 2020	FLA lead Field Production team
Meeting worker group and all	Understanding of complex situations, with a possible	Nov 2019 to Mar 2020	FLA lead Field

	participants to set up the structure of work organization	solution aligning with the community, authority and Thai law		Production team
	Set up the ware record system for worker and internal monitoring by Syngenta staff	Data collection of payment process	Nov 2019 to Mar 2020	FLA lead Field Production team

## Work Rules and Discipline

### Benchmarks:

**ER.20.1:** Employers shall have disciplinary rules and practices that embody a system of progressive discipline (e.g. a system of maintaining discipline through the application of escalating disciplinary action moving from verbal warnings to written warnings to suspension and finally to termination).

**ER.20.2:** Any person supervising workers shall be aware of the disciplinary rules and practices.

**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.

**ER.20.6:** Disciplinary rules and practices shall be clearly communicated to all workers.

**ER.20.7:** Workers must be informed when a disciplinary procedure has been initiated against them.

**ER.20.8:** Workers have the right to participate and be heard in any disciplinary procedure against them.

**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.

**Noncompliance  
in all farms**

### Findings/Noncompliance Explanation:

There are no disciplinary rules in the assessed farms, so there is no communication about the rules. However, no interviewed workers said that they experienced any disciplinary actions.

Source: Interview with farmers, head of workers and workers.

### Company Action Plan:

Syngenta will work with key farmers to create a policy on disciplinary rules that can apply at farm level. This policy will cover the points such as

- Hour of work including breaks
- Dos and Don'ts
- Job description
- PPE requirements like Masks, Gloves, Sanitizers etc.
- Emergency contact numbers to be displayed at important junctions

The full written disciplinary rules will be posted at the worker's residence while short communication material will be developed to make it easy to understand for the permanent and daily worker.

### Deadline Date:

Activity	Outcome	Timeline	Responsible
Training on disciplinary rules and regulations of Syngenta and working closely with stakeholders so that they understand the points under rules and regulations.	Set up the Syngenta disciplinary rule for control worker in Syngenta farm during working	Nov 2019 to Mar 2020	FLA lead
Identify key farmers for development and	To create a disciplinary rule for	Dry season 2019/20 and	FLA lead Local production

	implement disciplinary rules	worker at least two to three groups of workers per village	continue every season	team
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## 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	In compliance	
Marital or Pregnancy-Related Discrimination	ND.5.1	In compliance	
	ND.5.2	In compliance	
	ND.5.3	In compliance	
	ND.6.1	Noncompliance	All Farms
	ND.6.1.1	In compliance	
Health-Related Discrimination	ND. 7	In compliance	
	ND.8	In compliance	
	ND. 9	In compliance	
Respect of Culture and Religion	ND.11	In compliance	

### Non-Discrimination Assessment Summary

Marital or Pregnancy-Related Discrimination	
<p><b>Benchmarks:</b></p> <p><i>ND.6.1: Employers shall abide by all protective provisions in national laws and regulations benefitting pregnant workers and new mothers, including provisions concerning maternity leave and other benefits; prohibitions regarding night work, temporary reassignments away from work stations and work environments that may pose a risk to the health of pregnant women and their unborn children or new mothers and their new born children, temporary adjustment of working hours during and after pregnancy, and the provision of breast-feeding breaks and facilities.</i></p>	<b>Noncompliance in all farms</b>
<p><b>Findings/Noncompliance Explanation:</b></p> <p>There is no system or special provisions made in the farms for protection of pregnant workers. The team observed two pregnant women working at the farms. They said they knew their own limitations and capability and were treated as general workers. The reason behind the employer's lack of a system was provided as a short-term employment relationship of one or two days.</p> <p><u>Source:</u> Interview with the pregnant workers and farmers</p>	
<p><b>Company Action Plan:</b></p>	<p>1. Discussion to Syngenta staff for clear understanding of the labor laws and FLA CoC for information to employer and worker about working in a farm with Syngenta under worker payment policy.</p> <p>2. Have the employer and worker undergo training for worker Syngenta policy.</p>

Deadline Date:	Activity	Outcome	Timeline	Responsible
	Refresh training or give information from Syngenta staff about worker payment policy	No pregnant workers in the Syngenta working area	Nov 2019 to Mar 2020	Field Production team, FLA Lead
	Working under Thai law and Syngenta policy about workers	There will be a clear check by the employer on the nature of the worker in the field.	Nov 2019 to Mar 2020	Field Production team, FLA 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)	In compliance	
Young Workers	CL.5	In compliance	
	CL.6.1	In compliance	
	CL.6.2	Risk of Noncompliance	Farms 3, 10, 13
	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	
<b>Benchmarks</b>	<b>Risk of Noncompliance in three farms</b>
<i>CL.6.2: Employers shall maintain a list of all young workers, their entry dates, proof of age and description of their assignment.</i>	
<b>Findings/Noncompliance Explanation:</b>	The monitoring team observed five young workers (local non-migrant) during assessment which included two females and three male workers. Although the workers showed their identity proof to the monitors during interviews, there was no system for the farmers to check and keep any documents in the farm.  <u>Source:</u> Interview, review of worker I-cards
<b>Company Action Plan:</b>	Syngenta will review the finding and analyze the root cause of the cases. In the meantime, Syngenta will develop the policy that proactively prevents the case and make the penalty for the repetition of non-compliances. The policy will be part of the production agreement that all the farmers should follow Thai Labor Law.  In addition, it is important that the farmers and workers need understand the Thai



	<p>labor law therefore Syngenta will improve the situation as follow:</p> <ol style="list-style-type: none"> <li>Syngenta will create a refresher training for field production staff and the farmers by collaborate with local organization such as labor law clinic, department of labor protection and welfare to emphasize on the terms, conditions and penalty of the child labor for Thai labor law to the farmers and permanent workers.</li> <li>Syngenta staff aims to encourage farmers to collect age proof documents for all the workers employed in the farms by using the provided GDK. Syngenta field staff aims to ensure farmer awareness on an age verification system via phase-wise intervention by monitoring the implementation of the procedure at farm level. The farmers were encouraged to collect and keep age proof documents of the young permanent workers only or for those workers who could be in the threshold age (between 11-14 years).</li> <li>Initiate an age verification procedure will be put in place at the farms and farmer houses in the dry season production.</li> </ol>			
<b>Deadline Date:</b>	<b>Activity</b>	<b>Outcome</b>	<b>Timeline</b>	<b>Responsible</b>
	Create procedure for age verification	Implement age verification process as pilot and continue in next production season	Dry Season 2019/20 and every season	FLA lead Local field production team

## Health, Safety and Environment

### Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	HSE.1.	In compliance	
Document Maintenance, Permits and Certificates	HSE.2 (PR)	In compliance	
	HSE.3.1	In compliance	
	HSE.4 (PR)	In compliance	
Evacuation Requirements and Procedure	HSE.5.1 (PR)	In compliance	
	HSE.5.2	Noncompliance	All Farms
Safety Equipment and First Aid	HSE.6.1 (PR)	In Progress	All Farms
	HSE.6.2 (PR)	Not Initiated	All Farms
	HSE.16.3 (PR)	In Progress	All Farms
Personal Protective Equipment	HSE.7 (PR)	In Progress	All Farms
	HSE.8	Noncompliance	All Farms
Chemical Management	HSE.9.1	In compliance	
	HSE.9.2	In compliance	
	HSE.9.2.1	In compliance	
	HSE.10	In compliance	
	HSE.11.1	In compliance	
Protection Reproductive Health	HSE.11.2	In compliance	
	HSE.12.1	In compliance	
	HSE.12.2 (PR)	Not Initiated	All Farms
Infrastructure	HSE.13 (PR)	In compliance	
	HSE.17.1	In compliance	
	HSE.17.2 (PR)	In Progress	All Farms
	HSE.19 (PR)	In compliance	

	HSE.21 (PR)	In compliance	
	HSE.22 (PR)	In compliance	
Machinery Safety	HSE.14.1	In compliance	
	HSE.14.2	In compliance	
	HSE.14.3	In compliance	
	HSE.14.4	In compliance	
Ergonomics and Medical Facilities	HSE.15.2 (PR)	Not Initiated	All Farms
	HSE.16.2	Noncompliance	All Farms

### Assessment Summary

Evacuation Requirements and Procedure		
<b>Benchmarks:</b> <i>HSE.5.2: Where appropriate, workers shall be trained in evacuation procedures at least once per year.</i>		<b>Noncompliance in all farms</b>
<b>Findings/Noncompliance Explanation:</b>	<p>There is no system of evacuation introduced in the farms. Although the farms are in the open field but for corn production, there is a need to have basic evacuation systems which are simple and easy and not formal systems like evacuation plans or emergency alarms required. The farms do not even have the simple systems nor awareness among the farmers or workers.</p> <p><u>Source:</u> Interview, observation</p>	
<b>Company Action Plan:</b>	<ol style="list-style-type: none"> <li>Syngenta shall develop an EMS (Emergency Management System) for farms in Thailand, this model shall be based on the system which is already being used in Syngenta seed farms in India. Broadly, this EMS includes a lot of issues concerning first aid, accidents, injury, lone working (when a worker is engaged in a task individually) etc.</li> <li>Specifically, to address this finding, Syngenta shall work with the seed organizers / farmers to help them establish identification boards or flag poles, which could lead individuals to the nearest exit. These identifications shall be flagged in each location, considering the length of the farm.</li> </ol>	
<b>Deadline Date:</b>	<ol style="list-style-type: none"> <li>Review of the EMS – June 2020</li> <li>Building of identification boards or flag poles in all farms – two year</li> </ol>	

Personal Protective Equipment (PPE)		
<b>Benchmarks:</b> <i>HSE.8: Workers shall be provided with training on the use and maintenance of personal protective equipment.</i>		<b>Noncompliance in all farms</b>
<b>Findings/Noncompliance Explanation:</b>	<p>None of the workers were trained on using and maintaining PPE.</p> <p><u>Source:</u> Interview</p>	
<b>Company Action Plan:</b>	<p>Syngenta continuously promote the appropriate PPE usage in the farm level by:</p> <ol style="list-style-type: none"> <li>On farm training in collaboration with local organizations with expected to increase the worker's awareness of the protection of their health and environment.</li> <li>Post the big banner and poster about safety in the field including the appropriate PPE to protect the worker from pesticide and accident in working</li> </ol>	

	place condition. 3. Create activity of the annual health check for farmers and workers will be arranged by collaborating with community health care centers.			
<b>Deadline Date:</b>	<b>Activity</b>	<b>Outcome</b>	<b>Timeline</b>	<b>Responsible</b>
	Promote pesticide safe use and awareness training program	Improve awareness of pesticide use for Myanmar workers	Dry season 2019/20	FLA lead Local production team
	Post and promote appropriate PPEs for workers	Distribute PPEs for support workers	Dry season 2019/20	FLA lead Local production team

Ergonomics and Medical Facilities				
<p><b>Benchmarks:</b> <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>				<b>Noncompliance in all farms</b>
<b>Findings/Noncompliance Explanation:</b>	<p>First aid kits are not always available, there is no information posted about medical emergency numbers, there is no training imparted on ergonomics. Although the workers and farmers know by themselves how to reach the service in case of emergency.</p> <p><u>Source:</u> Interviews and observation</p>			
<b>Company Action Plan:</b>	<p>The Syngenta team in each production village will develop and promote the emergency call, first aid, and occupational health and safety training. Such information shall be issued to the farmers during emergencies.</p>			
<b>Deadline Date:</b>	<b>Activity</b>	<b>Outcome</b>	<b>Timeline</b>	<b>Responsible</b>
	Check first aid and supply every production season to local field staff	Access checked before finding the new first aid kits	Nov 2019 to Mar 2020	FLA Lead
	First aid training program conducted by a health professional, with the aim to develop Syngenta staff in each area for first aid job duty owner	Local field staff have knowledge of first aid and first aid kit	Nov 2019 to Mar 2020	FLA Lead Field Production team

## Hours of Work

### Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	HOW.1.1	Noncompliance	All Farms
	HOW.1.2	Noncompliance	All Farms
	HOW.1.3	In compliance	
	HOW.1.4	Noncompliance	All Farms
Rest Day	HOW.2	In compliance	
Meal and Rest Breaks	HOW.3	In compliance	
Protected Workers	HOW.4.1	Noncompliance	All Farms
	HOW.4.2 (PR)	Not Initiated	All Farms
	HOW.4.3	In compliance	All Farms
Overtime	HOW.5.1	In compliance	
	HOW.5.2	In compliance	
	HOW.6.1	In compliance	
	HOW.6.2	In compliance	
	HOW.6.3 (PR)	In compliance	
	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.11 (PR)	In compliance	
	HOW.12.1 (PR)	In compliance	
	HOW.12.2 (PR)	In compliance	
	HOW.13	In compliance	
	HOW.14	In compliance	
HOW.15 (PR)	In compliance		
HOW.16 (PR)	In compliance		

### Hours of Work Assessment Summary

General Compliance	
<p><b>Benchmarks:</b></p> <p><b>HOW.1.1:</b> Employers shall comply with all national laws, regulations and procedures concerning hours of work, public holidays and leave.</p> <p><b>HOW.1.2:</b> In countries where local law does not set out hours of work specific to the agriculture sector, the participating company shall consult with local stakeholders representing the employers (farmers), workers and civil society to define the hours of work. As a general principle, the total hours of work: (1) shall not exceed the number of work hours freely (individually and/or collectively) agreed upon by workers, including that all overtime work is consensual; (2) shall not adversely affect workers' physical and mental health; (3) shall allow for adequate breaks and rest periods during a working day, as determined by the workers, including at least 24 consecutive hours of rest in every seven-day period; and (4) shall be fully compensated according to legal requirements or worker agreements, whichever is more favorable to workers.</p> <p><b>How.1.4:</b> When workers' accommodations and transport is organized by the employer, or when workers are transported from one site to another during a working day, travel time to the field shall be part of working time calculation.</p>	<p>Noncompliance in all farms</p>
<p><b>Findings/Noncompliance Explanation:</b></p>	<p>According to the law, working during holidays earns wages twice the normal rate. Although in general, workers do not work on holidays but if they do, they do not get paid extra. Syngenta has never consulted with the relevant stakeholders to set work hours. However, the employment does follow the general principles. Travel time is not calculated as working hours. Some groups of workers spend over an hour to come to the farms.</p> <p><u>Source:</u> Interview with farmers, workers, head of workers and Syngenta staff.</p>

<b>Company Action Plan:</b>	<p>1. Syngenta will consult with labor law specialists for the payment conditions for informal workers in the agricultural sector and communicate to the farmer for standard practice.</p> <p>2. Syngenta will continue to distribute the wage record book to encourage the farmer to record the wage and benefits also related information such as worker name, sex, age, nationality, date of birth, current address, date of start working, hiring condition, payment rate, last working day, etc. The farmers then get it filled and signed by the workers year by year for the long-term workers.</p>			
<b>Deadline Date:</b>	<b>Activity</b>	<b>Outcome</b>	<b>Timeline</b>	<b>Responsible</b>
	FLA lead Identify and consult informal labor law organization about standard practice based on local law	Guideline for informal worker payment conditions	Nov 2019 to Mar 2020	FLA Lead
	Develop policy and training for field staff and growers about this payment policy	All farmers understand the policy and implement the payment according to the policy	Nov 2019 to Mar 2020	FLA Lead, Field Production team
	Continue wage record with progressive farmer on wage record	Record the wage and benefit record at farm level	10% farm cover in Dry season 2019/20	Local production team

Protected Workers (pregnant or nursing women, young workers)				
<b>Benchmarks:</b>				<b>Noncompliance in all farms</b>
<i>How.4.1: The workplace shall comply with all applicable laws governing work hours regulating or limiting the nature, frequency and volume of work performed by pregnant or nursing women or young workers.</i>				
<b>Findings/Noncompliance Explanation:</b>	<p>Pregnant women workers and young workers were employed in some farms but there is no written policy or oral agreement on restricted working hours as per the law. The workers work as per their whims which can be as regular as other workers.</p> <p><u>Source:</u> Interview pregnant women and young workers</p>			
<b>Company Action Plan:</b>	<p>Syngenta will develop and compact the communication materials that promote the special protection for young workers and pregnant women under Thai Labor Protection Law policy shall be developed along with terms and conditions.</p> <p>The Syngenta team in each production village will develop and promote the emergency call, first aid, and occupational health and safety training. Such information shall be issued to the farmers during emergencies.</p>			
<b>Deadline Date:</b>	<b>Activity</b>	<b>Outcome</b>	<b>Timeline</b>	<b>Responsible</b>
	Develop a compact of the communication materials that promote the special protection of young	Local language materials posted in farm level Farmer and worker	Dry season 2019/20	FLP Team and Local field production team

	workers and pregnant women under Thai Labor Protection Law policy	have knowledge of special protection of young and pregnant workers		
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## Overview - Farms vs. Non-compliances

**Total number of Farms: 17**

	Employment Relationship	Non-discrimination	Harassment or Abuse	Forced Labor	Child Labor	Freedom of Association and Collective Bargaining	Health, Safety and Environment	Hours of Work	Compensation	Total
<b>% of farms with non-compliances or risk of non-compliances</b>	100%	100%	0%	0%	18%	0%	100%	100%	0%	
Farm No. 1	11	1	0	0	0	0	3	4	0	19
Farm No. 2	11	1	0	0	0	0	3	4	0	19
Farm No. 3	11	1	0	0	1	0	3	4	0	20
Farm No. 4	11	1	0	0	0	0	3	4	0	19
Farm No. 5	11	1	0	0	0	0	3	4	0	19
Farm No. 6	11	1	0	0	0	0	3	4	0	19
Farm No. 7	11	1	0	0	0	0	3	4	0	19
Farm No. 8	11	1	0	0	0	0	3	4	0	19
Farm No. 9	11	1	0	0	0	0	3	4	0	19
Farm No. 10	11	1	0	0	1	0	3	4	0	20
Farm No. 11	11	1	0	0	0	0	3	4	0	19
Farm No. 12	11	1	0	0	0	0	3	4	0	19
Farm No. 13	11	1	0	0	1	0	3	4	0	20
Farm No. 14	11	1	0	0	0	0	3	4	0	19
Farm No. 15	11	1	0	0	0	0	3	4	0	19
Farm No. 16	11	1	0	0	0	0	3	4	0	19
Farm No. 17	11	1	0	0	0	0	3	4	0	19
<b>TOTAL</b>	<b>187</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>51</b>	<b>68</b>	<b>0</b>	<b>326</b>