



[2021]

FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURAL REPORT

Company: Yavuz Gida San. Ve Tic. A.S.

Country: Turkey

Crop: Hazelnuts

Production Process: Harvest

Assessment Location: Turkey, Ordu, Kestane & Gulyali

Monitor: Ozgur Tulumbaci & Tugba Ocek from Asya Control
Certifications & Consultancy

Assessment Dates: August 9 - 12, 2021

Number of assessed farms: 15

Total area covered (ha): 54.58

Number of farmers interviewed: 15

Total number of workers: 137

Number of workers interviewed: 120

To view more about the FLA's work with Yavuz, 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	Noncompliance	Farm 1,2,3,4,5 & 6
	ER.2.1 (PR)	Not initiated	All Farms
	ER.2.1.1 (PR)	Not initiated	All Farms
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	Risk of Noncompliance	Farm: 3,4,5,9 and 14
	ER.5.1	Noncompliance	Farm: 3,4,5,9 and 14
	ER.5.2	Noncompliance	Farm: 3,4,5,9 and 14
	ER.5.3	In Compliance	All Farms
	ER.6 (PR)	In progress	All Farms
	ER.7.1	In Compliance	All Farms
	ER.7.2	In Compliance	All Farms
	ER.7.3	In Compliance	All Farms
	ER.7.4	In Compliance	All Farms
	ER.7.5	In Compliance	All Farms
	ER.7.6	Noncompliance	Farm: 3,4,5,9 and 14
	ER.7.7	Not Applicable	All Farms
ER.7.8	Not Applicable	All Farms	
Terms and Conditions	ER.9.1	Risk of Noncompliance	All Farms
	ER.9.2.1	Risk of Noncompliance	All Farms
	ER.9.2.2	Not Applicable	All Farms
	ER.9.2.3	Noncompliance	All Farms
	ER.9.3.1	In Compliance	All Farms
	ER.9.3.2	In Compliance	All Farms
	ER.9.3.3	In Compliance	All Farms
	ER.10	Not Applicable	All Farms
	ER.11	Noncompliance	All Farms
	ER.12.1	In Compliance	All Farms
	ER.12.1.1	Noncompliance	All Farms
	ER.12.2	Not Applicable	All Farms
	ER.13.1	Risk of 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	All Farms
	ER.15.2	In Compliance	All Farms
	ER.15.2.1	Risk of Noncompliance	All Farms
	ER.16.1	In Compliance	All Farms
	ER.16.2	In Compliance	All Farms
	ER.17.2 (PR)	In progress	All Farms
	ER.17.3 (PR)	In progress	All Farms
	ER.17.4 (PR)	Not Applicable	All Farms
Worker Involvement	ER.18.1	In Compliance	All Farms
	ER.18.2 (PR)	Not Applicable	All Farms
Right to Organize and Bargain	ER.19	Not Applicable	All Farms
Work Rules and Discipline	ER.20.1	Noncompliance	Farms 8 & 11
	ER.20.2	Noncompliance	All Farms
	ER.20.3 (PR)	Not initiated	All Farms
	ER.20.4	Noncompliance	Farms 8 & 11
	ER.20.6	Noncompliance	All Farms
	ER.20.7	Noncompliance	Farms 8 & 11
ER.20.8	Noncompliance	Farms 8 & 11	

	ER.20.9 (PR)	Not initiated	All Farms
	ER.20.11	Noncompliance	Farms 8 & 11
Access to Training for Family Members	ER.21	Not Applicable	All Farms
HSE Management System	ER.24.1.	Risk of Noncompliance	All Farms
	ER.24.2 (PR)	In compliance	All Farms
	ER.24.3	In Compliance	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.24.5 (PR)	In progress	All Farms
	ER.25.1 (PR)	Not initiated	All Farms
	ER.25.2 (PR)	In progress	All Farms
	ER.25.3	In Compliance	All Farms
	ER.25.4	Risk of Noncompliance	All Farms

Employment Relationship Assessment Summary

Human Resource Management System	
<p>Benchmarks:</p> <p><i>ER.1.1: Employer shall have written terms and conditions of employment, job descriptions, rules of compensation, and working hours for all positions. In the case of workplaces with informal labor structures, employers should be able to describe verbally all of the above terms and conditions and clearly communicate them to workers.</i></p>	<p>Noncompliance in farms 1,2,3,4, and 6</p>
<p>Findings/Noncompliance Explanation:</p> <p>Farmer has no written terms and conditions. The workers could not describe terms and conditions. The workers were verbally informed about working hours and the rules of compensation.</p> <p>Source: interviews</p>	
<p>Company Action Plan:</p>	
<p>Activity</p>	<p>Written contracts between farmers, workers and agricultural intermediaries will be increased in the 2022 hazelnut harvest. In the 2021 hazelnut harvest, 24 farmers were contracted. At least 40 contracts will be made for the 2022 hazelnut harvest.</p> <p>Training and/or information activities will be conducted for farmers, workers and agricultural intermediaries regarding the importance of contract work. In this context, 30 agricultural intermediaries and 500 workers will be trained.</p> <p>Within the scope of the Harvest the Future project, agricultural intermediaries will be mapped and undocumented agricultural intermediaries working with our farmers will be provided with an agricultural work tool certificate.</p>
<p>Output indicators (targeted results)</p>	<p>Increasing the importance of oral work. Increasing awareness of agricultural intermediaries, workers and farmers about contracts</p>
<p>Timeline and Deadline Date</p>	<p>February 2022 – September 2022</p>
<p>Input (budget/resources)</p>	<p>Human Resources, Sociologist, and agricultural engineer</p>
<p>Responsible staff</p>	<p>Uğurcan ULU (Sociologist / Sustainability) Aslı BULTAN (Agricultural Engineer / Sustainability)</p>

(title/department)	
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Recruitment and Hiring	
<p>Benchmarks:</p> <p><i>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.</i></p>	<p>Risk of Noncompliance in all farms</p>
<p>ER.4: 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>Risk of Noncompliance in farms 3,4,5,9, and 14</p>
<p><i>ER.3.1.1: Employers shall take reasonable measures to ensure such documentation is complete and accurate.</i></p> <p><i>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.</i></p>	<p>Noncompliance in all farms</p>
<p>ER.5.1: No worker hired by an employment agency, or a labor contractor shall be compensated below the legal minimum wage. The same rights as provided for directly hired contract workers apply for workers hired via an employment agency or labor intermediary.</p> <p>ER.5.2: 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>ER.7.6: contract, temporary, casual, daily, seasonal, or migrant workers receive at least the minimum wage or the prevailing industry wage whichever is higher, and all legally mandated benefits such as social security, other forms of insurance, annual leave and holiday pay;</p>	<p>Noncompliance in farms 3,4,5,9, and 14</p>
<p>Findings/Noncompliance Explanation:</p> <p>There is no type of age verification at the farm level. The IDs of workers are taken either by the farmers or the staff of the affiliated company to the gendarme for security purposes. The farmers state that they tell the labor contractors not to bring child workers. The labor contractors and supervisors inform that they do not need an age verification mechanism since they are all relatives, and they know each other. However, child labor below 15 and young workers between 15 and 18 who require special working conditions were detected during monitoring.</p> <p>There is a wage deduction implemented in the name of a recruitment fee by the labor contractor. With 5 migrant worker groups, there were recruitment fees implemented. The remaining seasonal migrant worker groups had eliminated the labor contractor through mutual agreement between the farmer and the worker. On 5 farms the worker groups were paid below the legal minimum wage. They are compensated 120 TL daily and the labor contractor deducts 10% from this daily wage. As a result, they are paid 108 TL which is below the legal minimum wage.</p> <p>Monitors have not observed benefits such as social security, any form of insurance, annual leave or holiday pay.</p> <p>There is no permanent work on the farm, hence the farmer does not need to employ any permanent worker according to the farmers and workers. Seasonal migrant agricultural workers and/or local workers are employed for the harvest-related work. However, it has been noted that there is a difference between the daily wages and working hours of local workers and migrant workers. Local workers work between 08.00-17:00 whereas migrant workers between 07.00-18.00. Moreover, the daily wages of local workers are mentioned as 160TL - 180TL by the farmers who employ local workers whereas it varies between 120 and 135 for seasonal migrant workers.</p> <p>Source: documentations & interviews</p>	
Company Action Plan:	
Activity	Within the scope of the Yavuz Food age procedure, training will be given to farmers, workers, and agricultural intermediaries. In the 2022 hazelnut season, all FLA registered farmers, at least 40 agricultural intermediaries and 500 workers will be trained.

	It is a common practice for agricultural intermediaries to make a 10% deduction. Training will be provided within the scope of avoiding 10% cuts in the meetings and training to be held with agricultural intermediaries throughout the year. At least 30 agricultural intermediaries will be trained.
Output indicators (targeted results)	Identification of child and young workers Avoiding 10% cuts and ensuring that workers' wages do not fall below the minimum wage)
Timeline and Deadline Date	February 2022 – September 2022
Input (budget/resources)	Human Resources, Sociologist and agricultural engineer
Responsible staff (title/department)	Uğurcan ULU (Sociologist/Sustainability) Aslı BULTAN (Agricultural Engineer / Sustainability)

Terms and Conditions	
<p>Benchmarks:</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.9.2.1: Employment terms shall be those to which the worker has voluntarily agreed, provided those terms do not fall below: provisions of national laws;</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>Risk of Noncompliance in all farms</p>
<p><i>ER.9.2.3: Employment terms shall be those to which the worker has voluntarily agreed, provided those terms do not fall below: the FLA Workplace Code.</i></p> <p><i>ER.11: Employers shall ensure that all legally mandated requirements for the protection or management of special categories of workers, including migrant, juvenile, contract/contingent/temporary, casual, daily, home workers, pregnant or disabled workers, are implemented.</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>Noncompliance in all farms</p>
<p>Findings/Noncompliance Explanation:</p> <p>Some worker groups are aware of working conditions, but most of them are not. 7 supervisors said that they talked about compensation and employment terms with the farmer whereas 8 of them had talked about employment conditions except for compensation. However, many workers were not aware of the daily wages.</p> <p>Moreover, some say that they do not need to be made aware because they have worked with the same farmer or labor contractor in previous years. However, daily wage changes each year according to the decision of the local authority. Workers had heard from other sources that the local authority's announcement on daily wage was around 120 in 2021.</p> <p>Working hours are longer than specified in the labor law. IMS responsible explained that the company had preliminary discussions with the local commission determining the daily wages to change the working hours. However, she noted that even though they were engaged in lobbying activities, they did not influence the decision-making mechanism.</p> <p>It has been observed that while most farmers know about child labor, they do not have detailed knowledge of other FLA benchmarks, such as non-discrimination, compensation, harassment and working hours.</p> <p>None of the employers ensured that all legally mandated requirements for the protection/management of special categories of workers are implemented. Both farmers and workers were aware of the working conditions of pregnant and disabled workers in the harvest. When the question about disabled people and nursing/pregnant women was asked, all workers' first reply was that there were none. However, during the farm visits the monitors came across young workers on 6 farms and pregnant women on one farm and nursing women on two farms after further questioning, the monitors found out that</p>	

	<p>they are working in the same working conditions as the rest of the group, such as; long working hours, bending trees and working on slopes and even in one farm one pregnant female worker reported that she could not loudly say that she was pregnant.</p> <p>There is no effort by employers on the subject of Terms & Conditions. The company has activities to inform both farmers and workers about these issues. However, workers in some of the visited gardens were not trained during the time of the assessment. Training activities are usually carried out at harvest time and the fact that workers stay in the region for a limited time prevents them from achieving the objectives of training. Although the Company staff makes visits to garden owners throughout the year to raise awareness, producers do not currently have the level of knowledge to pass all this on to the workers. Some workers reported that the owner of the garden was concerned about health and safety, such as slopes, but this only stayed a concern and there was no standard training or explanation related to the HSE.</p> <p>None of the employers inform workers about any form of harassment/abuse in the workplace and this kind of activity is subject to disciplinary measures. However, a working group stated that their employer told them if there is any kind of behavior that disturbs them, they should tell the employer.</p> <p>Farmers or any kind of supervisors leading the workers have only partial knowledge of the local labor laws and the FLA Code. The supervisor knows that children below 15 cannot work on the farms, whereas most of the farmers know that there cannot be a worker under 18. On the other hand, they do not have detailed knowledge about other issues related to FLA benchmarks, such as non-discrimination, non-harassment and working hours.</p> <p>Source: Interviews</p>
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Company Action Plan:

Activity	Training will be provided to farmers, workers and agricultural intermediaries within the scope of FLA standards. All FLA farmers, at least 30 agricultural intermediaries and at least 500 workers will be trained.
Output indicators (targeted results)	Increasing the efficiency of our work. Increasing awareness of Good Social practices.
Timeline and Deadline Date	February 2022 – September 2022
Input (budget/resources)	Human Resources, Sociologist and agricultural engineer
Responsible staff (title/department)	Uğurcan ULU (Sociologist/Sustainability) Aslı BULTAN (Agricultural Engineer/Sustainability)

Administration

Benchmarks:

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).

**Risk of
Noncompliance
in all farms**

Findings/Noncompliance Explanation:

The advance payment was observed on one farm. The farmer and the supervisor made a verbal agreement for this year's harvest, without any form of documentation. One month before the harvest the supervisor requested advance payment. The amount paid was 5000 TL for 30 workers (Farm 12). They agreed that advance payment will be deducted after the

	total earnings of the workers. Source: Documentation, interview & observation
Company Action Plan:	
Activity	Training will be provided to farmers and workers as part of the advance payment. Training will be provided to all farmers and at least 500 workers covered by the FLA.
Output indicators (targeted results)	Raising awareness about payment and recruitment
Timeline and Deadline Date	February 2022 – September 2022
Input (budget/resources)	Human Resources, Sociologist and agricultural engineer
Responsible staff (title/department)	Uğurcan ULU (Sociologist/Sustainability) Aslı BULTAN (Agricultural Engineer/Sustainability)

Work Rules and Discipline	
Benchmarks: <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> <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> <i>ER.20.7: Workers must be informed when a disciplinary procedure has been initiated against them.</i> <i>ER.20.8: Workers have the right to participate and be heard in any disciplinary procedure against them.</i> <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>	Noncompliance in farms 8 and 11
<i>ER.20.2: Any person supervising workers shall be aware of the disciplinary rules and practices.</i> <i>ER.20.6: Disciplinary rules and practices shall be clearly communicated to all workers.</i>	Noncompliance in all farms
Findings/Noncompliance Explanation:	No kind of disciplinary practice is observed in the visited farms. There are no disciplinary rules and practices that embody a system of progressive discipline. Instead of such procedures, the farmer or labor contractor prefers terminating the employment of a worker when they are not satisfied with a worker's performance or behavior. This practice was found on two farms. One worker group was replaced by another seasonal migrant group and the other by a local worker group. Besides, two farmers stated that they applied to dismiss and replace the existing workers with whom he was not satisfied within the previous year. Source: Documentation & interviews
Company Action Plan:	
Activity	All FLA producers will be informed about disciplinary rules. The disciplinary rules will be disseminated to the workers through posters and/or brochures.
Output indicators (targeted results)	Ensuring that the disciplinary system is implemented in a fair and non-discriminatory manner.
Timeline and Deadline	February 2022 – September 2022

Date	
Input (budget/resources)	Human Resources, Sociologist and agricultural engineer
Responsible staff (title/department)	Uğurcan ULU (Sociologist/Sustainability) Aslı BULTAN (Agricultural Engineer/Sustainability)

HSE Management System

Benchmarks: <i>ER.24.1: Health, safety and environmental rules shall be communicated to all workers in the local language or language spoken by workers if different from the local language.</i>		Risk of noncompliance in all farms
Findings/Noncompliance Explanation:	<p>Monitors verified that the Company has organized training for farmers, labor contractors and workers about HSE issues and they have distributed brochures related to FLA benchmarks in three languages: Turkish, Kurdish and Arabic. Although the training was carried out in Turkish. The illiterate people or people who have difficulty in understanding Turkish have been helped by relatives with translations. Monitors also found most of the farmers are aware of properly disposing of empty agrochemical containers which were explained to them by the affiliated company.</p> <p>Although the HSE rules are communicated to workers by a farmer, labor contractor, supervisor or the staff of the affiliated company, which includes working on steep slopes, pits and shaking branches, etc., monitors reported that awareness of workers about HSE at some orchards was low. Workers reported at some orchards that they did not attend any training about HSE whereas others remembered that there was training, but they could not remember the content of the training.</p> <p>Source: Documentation, interviews & observations</p>	
Company Action Plan:	<p>Training and/or information activities will be carried out for farmers and workers within the scope of health, safety and environmental conditions. Training will be provided to all farmers and at least 500 workers covered by the FLA.</p> <p>It will be ensured that at least one person who speaks Kurdish and/or Arabic is with the team during the training. Before the training, the workers will be asked whether a translation is required, and training will be carried out according to their language preferences.</p>	
Deadline Date:	February 2022 – September 2022	
Output indicators (targeted results)	<p>Raising awareness of farmers and workers within the scope of health, safety and environmental conditions.</p> <p>Increasing the effectiveness of training.</p>	
Timeline and Deadline Date	2022 Şubat – 2022 Eylül (February 2022 – September 2022)	
Input (budget/resources)	Human Resources, Sociologist and agricultural engineer	
Responsible staff (title/department)	Uğurcan ULU (Sociologist/Sustainability) Aslı BULTAN (Agricultural Engineer/Sustainability)	

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>		Risk of noncompliance in all farms
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Findings/Noncompliance Explanation:	<p>The company has various anonymous grievance mechanisms, such as a hotline, complaint box, and anonymous messaging on the website and communicates this through training, brochures and posters to farmers, labor contractors and workers.</p> <p>Monitors reported that half of the interviewed farmers were aware of the Company hotline and complaint box application, but all farmers found preferring to share their grievances with the agricultural engineer of the Company. Monitors reported that some of the workers were aware of the complaint boxes and the hotline. Workers at 7 orchards had heard about at least one of the grievance mechanisms of the Company whereas workers at the remaining orchards were not aware of the existence of such mechanisms. Monitors understood that most of the workers prefer to communicate their problems or requests with the labor contractors, supervisors, state institutions or farmers.</p> <p>Source: Documentation, interviews & observations</p>
Company Action Plan:	
Activity	<p>Yavuz complaint mechanism consists of face-to-face, suggestion-wish and complaint boxes, telephone lines, website, and e-mail channels. The most widely used is face-to-face. Farmers will be kept informed on this matter.</p> <p>Since the workers are in the hazelnut harvest in the short term, it is difficult for them to adopt Yavuz Gıda's complaint mechanisms. The team will continue to train the workers in this regard so that the available complaint mechanisms will be used more effectively.</p>
Output indicators (targeted results)	<p>Ensuring the effective use of all channels of the grievance mechanism.</p> <p>Ensuring that farmers and workers express their wishes, suggestions and complaints freely.</p>
Timeline and Deadline Date	February 2022 – September 2022
Input (budget/resources)	Human Resources, Sociologist and agricultural engineer
Responsible staff (title/department)	Uğurcan ULU (Sociologist/Sustainability) Aslı BULTAN (Agricultural Engineer/Sustainability)

Non-discrimination

Compliance Status

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

	ND.6.1.1	In Compliance	All Farms
Health-Related Discrimination	ND. 7	Not Applicable	All Farms
	ND.8	Not Applicable	All Farms
	ND. 9	Not Applicable	All Farms
Respect of Culture and Religion	ND.11	Risk of Noncompliance	Farms 8 & 11

Non-Discrimination Assessment Summary

General Compliance		
<p>Benchmarks: <i>ND.1: Employers shall comply with all national laws, regulations and procedures concerning non-discrimination.</i></p>		Noncompliance in all farms
<p>Findings/Noncompliance Explanation:</p>	<p>None of the farmers had any information about local laws, regulations or judicial processes related to nondiscrimination.</p> <p>Source: Interview & observations</p>	
Company Action Plan:		
<p>Activity</p>	<p>Legal provisions and laws regarding discrimination will be provided to farmers, workers and agricultural intermediaries. Farmers, agricultural intermediaries and at least 500 workers will be trained and/or briefed.</p>	
<p>Output indicators (targeted results)</p>	<p>Raising awareness and awareness about discrimination</p>	
<p>Timeline and Deadline Date</p>	<p>February 2022 – September 2022</p>	
<p>Input (budget/resources)</p>	<p>Human Resources, Sociologist and agricultural engineer</p>	
<p>Responsible staff (title/department)</p>	<p>Uğurcan ULU (Sociologist/Sustainability) Aslı BULTAN (Agricultural Engineer/Sustainability)</p>	

Recruitment and Employment Practices		
<p>Benchmarks: <i>ND.2.1: Recruitment and employment practices shall be free from any type of discrimination.</i> <i>ND.2.2: Employment policies and practices, including job advertisements, job descriptions, and job performance/evaluation policies and practices shall be free from any type of discriminatory bias.</i> <i>ND.2.3: If not provided by law, employers must provide protection to workers who allege any type of discrimination in recruitment and employment practices.</i></p>		Noncompliance in all farms
<p>Findings/Noncompliance Explanation:</p>	<p>None of the farmers or labor contractors have a non-discrimination policy. They are not familiar with the concept of non-discrimination.</p> <p>There is no communication or briefing to workers related to any of the non-discrimination policies or regulations.</p> <p>Source: Interview & observations</p>	
Company Action Plan:		
<p>Activity</p>	<p>Legal provisions and laws regarding discrimination will be provided to farmers, workers and agricultural intermediaries. Farmers, agricultural intermediaries and at least 500 workers will be trained and/or briefed.</p>	

Output indicators (targeted results)	Raising awareness and awareness about discrimination
Timeline and Deadline Date	February 2022 – September 2022
Input (budget/resources)	Human Resources, Sociologist and agricultural engineer
Responsible staff (title/department)	Uğurcan ULU (Sociologist/Sustainability) Aslı BULTAN (Agricultural Engineer/Sustainability)

Compensation Discrimination

Benchmarks:

ND.3: There shall be no differences in compensation for workers performing equal work or work of equal value based on gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social group, ethnic origin, employment status (e.g. local workers vs. migrant workers), or membership in unions or other workers' representative bodies.

**Noncompliance
in all farms**

Findings/Noncompliance Explanation:

Local workers and migrant workers are not paid equally. Migrant workers' wages vary between 120 and 135TL whereas local workers' wages vary between 160 and 180TL. The seasonal migrant workers were working 9 to 9.5 hours per day whereas local worker groups work 8 hours a day.

Moreover, the working hours of locals are less than migrant workers. Migrant workers work between 07.00 and 18-00 whereas locals work between 08-00 and 18.00 hrs.

Source: Interview & observations

Company Action Plan:

Activity

In the announcements made by the governorship regarding the wages and working conditions made before the harvest in the regions we work, the part related to the working hours is explained as follows:

- The hazelnut collection will start at 07:00 in the morning and end at 19:00, according to customs. However, a 1.5-hour break will be given for the meals and the rest of the workers.

Lobbying will continue for the reason explained above.

Output indicators
(targeted results)

Elimination of irregularity in working hours.
Ensuring that the daily wages of workers are not lower than the minimum wage.

Timeline and Deadline Date

February 2022 – September 2022

Input (budget/resources)

Human Resources, Sociologist and agricultural engineer

Responsible staff
(title/department)

Uğurcan ULU (Sociologist/Sustainability)
Aslı BULTAN (Agricultural Engineer/Sustainability)

Discrimination in Training and Communication

Benchmarks:

**Risk of
Noncompliance**

<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>		in all farms
Findings/Noncompliance Explanation:	Monitors noticed that no worker is on purpose excluded from the training or communication activities. On the other hand, due to the language of the training and communications which are in Turkish language, workers having difficulties in understanding or reading the training materials in Turkish, Kurdish or Arabic could face difficulties in getting the message. Source: Documentation, interview & observations	
Company Action Plan:		
Activity	Before the training, the workers will be asked whether they want a translation, and if requested, it will be ensured that at least one person (agricultural intermediary, one of the workers) who speaks Arabic or Kurdish is available.	
Output indicators (targeted results)	Ensuring freedom of language Increasing educational efficiency	
Timeline and Deadline Date	February 2022 – September 2022	
Input (budget/resources)	Human Resources, Sociologist and agricultural engineer	
Responsible staff (title/department)	Uğurcan ULU (Sociologist/Sustainability) Aslı BULTAN (Agricultural Engineer/Sustainability)	

Marital or Pregnancy-Related Discrimination		
Benchmarks: <i>ND.5.1: Employers shall not require pregnancy testing of female workers, except as required by legal health and safety provisions. In cases that it is required by law, employers shall not use (the results of) such tests as a condition of hiring or continued employment.</i> <i>ND.5.3: Employers shall not, on the basis of a woman's pregnancy, make any employment decisions that negatively affect a pregnant woman's employment status, including decisions concerning dismissal, loss of seniority, or deduction of wages.</i> <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>		Risk of Noncompliance in all farms
Findings/Noncompliance Explanation:	The farmers have no policy or specific practices for hiring and employing pregnant or nursing women. The farmers do not prefer pregnant workers working at the orchards. The farmer stated that they do not let the pregnant worker on the farm since the hazelnut farm is not safe to work for pregnant women. However, on one of the farms, a pregnant woman was detected during interviews. She stated that she picks hazelnuts from the ground, and her husband would not let her do any unsafe work. Source: Interviews & observations	
Company Action Plan:		
Activity	Training will be provided to farmers on the employment and working conditions of pregnant or lactating women.	

Output indicators (targeted results)	Increasing awareness of recruitment and working conditions. Increasing awareness of the subject.
Timeline and Deadline Date	February 2022 – September 2022
Input (budget/resources)	Human Resources, Sociologist and agricultural engineer
Responsible staff (title/department)	Uğurcan ULU (Sociologist/Sustainability) Aslı BULTAN (Agricultural Engineer/Sustainability)

Respect of Culture and Religion	
<p>Benchmarks: <i>ND.11: Employers shall guarantee that workers and their families living on-site can freely express elements of their cultural identity, such as clothing, music, language, food, and celebrations. Areas of social, cultural or religious significance are clearly identified, delineated, and preserved on the premises of the farm.</i></p>	<p>Risk of Noncompliance in farms 8 and 11</p>
<p>Findings/Noncompliance Explanation:</p> <p>The workers reported that they do not face any difficulty in the way they dress, listen to their music and other things relevant to their culture. However, one of the farmers stated that he said something to one of the Kurdish migrant workers and replied in Kurdish. He said that because he believed that the worker was swearing at him, he ended the employment of that worker group.</p> <p>Source: Interviews</p>	
Company Action Plan:	
Activity	Training will be given to farmers, workers and agricultural intermediaries on discrimination. All FLA farmers, at least 40 agricultural intermediaries and 500 workers will be trained.
Output indicators (targeted results)	Raising awareness about discrimination
Timeline and Deadline Date	February 2022 – September 2022
Input (budget/resources)	Human Resources, Sociologist and agricultural engineer
Responsible staff (title/department)	Uğurcan ULU (Sociologist/Sustainability) Aslı BULTAN (Agricultural Engineer/Sustainability)

Harassment or Abuse

Compliance Status

Section	Benchmark	Compliance status	Farms
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General Compliance	H/A.1.1	Risk of Noncompliance	All farms
	H/A.1.2	In Compliance	All farms
Discipline	H/A.2	In Compliance	All farms
	H/A.3	In Compliance	0
	H/A.4	In Compliance	All farms
	H/A.5	In Compliance	All farms
	H/A.6	In Compliance	All farms
	H/A.7	In Compliance	All farms
	H/A.13	Not Applicable	All farms
Violence	H/A.8.1	In Compliance	All farms
	H/A.8.2	In Compliance	All farms
	H/A.8.3	Not Applicable	All farms
Sexual Harassment	H/A.9.1	Not Applicable	All farms
	H/A.9.2	In Compliance	All farms
	H/A.9.3	In Compliance	All farms
	H/A.9.4	In Compliance	All farms
Security Practices	H/A.10	In Compliance	All farms
	H/A.10.1	In Compliance	All farms
	H/A.10.2	In Compliance	All farms

Harassment or Abuse Assessment Summary

General Compliance	
Benchmarks: <i>H/A.1.1: Employers shall comply with all national laws, regulations and procedures concerning discipline, violence, harassment or abuse.</i>	Risk of Noncompliance in all farms
Findings/Noncompliance Explanation:	No cases of verbal or physical abuse were detected or reported. However, the awareness of the applicable regulations and penalties is low. Source: Interviews
Company Action Plan:	
Activity	There will be information-sharing activities about harassment and abuse. Training will be delivered to farmers, at least 40 agricultural intermediaries and 500 workers.
Output indicators (targeted results)	Increasing awareness and awareness on the relevant issue
Timeline and Deadline Date	February 2022 – September 2022
Input (budget/resources)	Human Resources, Sociologist and agricultural engineer
Responsible staff (title/department)	Uğurcan ULU (Sociologist/Sustainability) Aslı BULTAN (Agricultural Engineer/Sustainability)

Child Labor

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	CL.1	Risk of Noncompliance	5,6,7,11,12,13 & 14
Minimum Age	CL.2	Noncompliance	5,6,7,8,11,12,13 & 14
Immediate Family Members	CL.3	In Compliance	0
Right to Education	CL.4.1 (PR)	In compliance	0
Young Workers	CL.5	Risk of Noncompliance	5,6,7,11,12,13 & 14
	CL.6.1	Noncompliance	5,6,7,11,12,13 & 14
	CL.6.2	Noncompliance	All farms
	CL.7	In Compliance	0
Apprenticeships and Vocational Training	CL.8.1 (PR)	Not Applicable	0
	CL.8.2 (PR)	Not Applicable	0
Children on Premises	CL.9	In Compliance	All farms
Removal and Rehabilitation of Child Laborers	CL.10.1	In Compliance	0
	CL.10.2 (PR)	In progress	All farms

Notable Feature

In the Company database risk assessment system, child labor is given a separate place and evaluated as the riskiest issue.

The company has been leading summer schools in the region. Kestane Village Primary School was selected as a project school, where children of seasonal migrant workers are educated in different branches.

Child Labor Assessment Summary

General Compliance	
<p>Benchmarks</p> <p><i>CL.1: Employers shall comply with all national laws, ratified international conventions, fundamental labor rights, regulations and procedures concerning the prohibition of child labor.</i></p>	<p>Risk of Noncompliance in farms 5, 6, 7, 11, 12, 13, and 14</p>
<p>Findings/Noncompliance Explanation:</p> <p>The monitors reported that the Company has provided training to farmers about child labor. Most farmers are aware that workers under the age of 18 should not be employed. However, a farmer declared that anyone under 18 years old (without specifying a minimum age limit) would work if they come to his garden as a part of the worker group. Another farmer said anyone between the age of 16 and 18 can work as the legal limit is for those below 16. Since not all farmers are aware of the legal minimum working age there is a risk that workers below the minimum age could be employed.</p> <p>Source: interview, observation</p>	
<p>Company Action Plan:</p>	
<p>Activity</p>	<p>Training will be given to farmers, workers and agricultural intermediaries to prevent child labor. Harvest inspections that have been carrying out for 2 years will continue to prevent child labor. Our summer school activities during the harvest period will continue. At least 4 summer schools will be held in the 2022 hazelnut harvest.</p> <p>Within the scope of the project, Harvest the Future, participation in all activities and activities related to child labor will be ensured.</p>
<p>Output indicators (targeted results)</p>	<p>Prevention of child labor.</p> <p>Raising awareness about child labor.</p> <p>Ensuring children continue their education.</p>

Timeline and Deadline Date	February 2022 – September 2022
Input (budget/resources)	Human Resources, Sociologist and agricultural engineer
Responsible staff (title/department)	Uğurcan ULU (Sociologist/Sustainability) Aslı BULTAN (Agricultural Engineer/Sustainability)

Minimum Age

<p>Benchmarks</p> <p><i>CL.2: Employers shall comply with ILO Convention 138 and shall not employ anyone under the age of 15 or under the age for completion of compulsory education, whichever is higher. If a country has a specified minimum age of 14 years due to insufficiently developed economy and educational facilities, employers might follow national legislations but must work to progressively raise the minimum age to 15 years.</i></p>	Noncompliance in farms 5, 6, 7, 8, 11, 12, 13, and 14
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<p>Findings/Noncompliance Explanation:</p> <p>The monitors have verified that 1 boy of 14 from the seasonal migrant working group was working on one farm as a water servant and 1 boy of 14 was working with family members, helping them with harvesting from ground and branches.</p> <p>12 young workers between the age of 15 and 18 (10 females and 2 males) were detected working as paid labor for harvesting hazelnuts during assessments. 8 young workers were detected among the seasonal migrant worker groups and 4 among the local worker groups. Besides these 12 paid young workers, there were also 3 young workers (2 females and 1 male) aged between 15 and 18 ages helping their families.</p> <p>The monitors reported that all workers were recently informed about the employment conditions of workers under 18 years of age. That is why all the young workers tried to convince the monitors that they were above 18 at the beginning of the interviews. The monitors could confirm their real ages later in the interviews and by cross checks with their family members.</p> <p>Source: Interview & observations</p>
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Company Action Plan:

Activity	Although no information was given by the inspectors about the child workers identified during the inspection, actions were taken against the producers whose worker groups included children by visiting the producers in the aftermath of the inspection. In the 2022 hazelnut harvest, harvest inspections will continue, and measures will be taken within the scope of our child labor action report.
Output indicators (targeted results)	Prevention of child labor Raising awareness about child labor Ensuring children continue their education
Timeline and Deadline Date	February 2022 – September 2022
Input (budget/resources)	Human Resources, Sociologist and agricultural engineer
Responsible staff (title/department)	Uğurcan ULU (Sociologist / Sustainability) Aslı BULTAN (Agricultural Engineer / Sustainability)

Young Workers

Benchmarks		Risk of Noncompliance in farms 5, 6, 7, 11, 12, 13, and 14
<i>CL.5: Employers shall abide by all relevant rules and procedures where the law requires government permits or permission from parents as a condition of employment of young workers.</i>		
<i>CL.6.1: Employers shall comply with all relevant laws that apply to young workers, (e.g., those between the minimum legal working age and the age of 18) including regulations related to hiring, working conditions, types of work, hours of work, proof of age documentation, and overtime.</i>		Noncompliance in farms 5, 6, 7, 11, 12, 13, and 14
<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>		Noncompliance in all farms
Findings/Noncompliance Explanation:	<p>The local governmental announcements do not give a figure on the prohibited working age and farmers do not know the legal working conditions of workers under the age of 18. These workers work the same working hours and perform the same tasks such as harvesting on steep slopes, bending branches and carrying loaded sacks.</p> <p>The farmers do not keep a record of any employees under the age of 18.</p> <p>Source: Documentation, observation & interviews</p>	
Company Action Plan:		
Activity	<p>Worker records are kept in the producer handbook by the farmers. During the inspection, the manufacturer's handbooks were not shown because he did not have them with him. Since it is stated in the announcements made by the district governorships that workers over the age of 15 can work, the issue of young workers emerges as a point of discussion requiring agreement. In our training to be given to farmers and workers, the parts about young labor will be detailed. This issue will be discussed within the scope of lobbying activities.</p>	
Output indicators (targeted results)	<p>Increasing the importance of record-keeping. Improving the working conditions of young workers.</p>	
Timeline and Deadline Date	February 2022 – September 2022	
Input (budget/resources)	Human Resources, Sociologist and agricultural engineer	
Responsible staff (title/department)	<p>Uğurcan ULU (Sociologist / Sustainability) Aslı BULTAN (Agricultural Engineer / Sustainability)</p>	

Health, Safety and Environment

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	HSE.1.	Risk of Noncompliance	All farms
Document Maintenance, Permits and Certificates	HSE.2 (PR)	In progress	All farms
	HSE.3.1	Not Applicable	0
	HSE.4 (PR)	In progress	All farms
Evacuation Requirements and Procedure	HSE.5.1 (PR)	Not initiated	All farms
	HSE.5.2	Risk of 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	0
Personal Protective Equipment	HSE.7 (PR)	In progress	All farms
	HSE.8	In Compliance	All farms
Chemical Management	HSE.9.1	In Compliance	All farms
	HSE.9.2	Not Applicable	All farms
	HSE.9.2.1	Not Applicable	All farms
	HSE.10	Not Applicable	All farms
	HSE.11.1	Not Applicable	All farms
Protection Reproductive Health	HSE.11.2	Not Applicable	All farms
	HSE.12.1	In Compliance	All farms
Infrastructure	HSE.12.2 (PR)	Not Applicable	0
	HSE.13 (PR)	Not Applicable	All farms
	HSE.17.1	In Compliance	All farms
	HSE.17.2 (PR)	Not initiated	All farms
	HSE.19 (PR)	In compliance	All farms
	HSE.21 (PR)	In compliance	All farms
Machinery Safety	HSE.22 (PR)	Not initiated	All farms
	HSE.14.1	Not Applicable	All farms
	HSE.14.2	Not Applicable	All farms
	HSE.14.3	Not Applicable	All farms
Ergonomics and Medical Facilities	HSE.14.4	Not Applicable	All farms
	HSE.15.2 (PR)	Not initiated	All farms
	HSE.16.2	Risk of Noncompliance	All farms

Health, Safety and Environment Assessment Summary

General Compliance	
<p>Benchmarks: HSE.1: Employers shall comply with all national laws, regulations and procedures concerning health, safety, and the environment.</p>	Risk of Noncompliance in all farms
<p>Findings/Noncompliance Explanation:</p> <p>The Company has communicated general information to the farmers and farmers have basic knowledge about health and safety issues. However, they do not verify if there is a pregnant, ill worker or any person with disabilities among the workers.</p> <p>They do not know the related regulations either. Overall, there are no procedures related to health and safety issues.</p> <p>Source: Interviews & observations</p>	
Company Action Plan:	
<p>Activity</p>	Occupational health and safety procedures will be prepared at the farm level. The prepared procedure will be given to the workers and farmers.
<p>Output indicators (targeted results)</p>	Increasing awareness on occupational health and safety
<p>Timeline and Deadline Date</p>	February 2022 – September 2022
<p>Input (budget/resources)</p>	Human Resources, Sociologist and agricultural engineer

Responsible staff (title/department)	Uğurcan ULU (Sociologist / Sustainability) Aslı BULTAN (Agricultural Engineer / Sustainability)
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Evacuation Requirements and Procedure	
Benchmarks: <i>HSE.5.2: Where appropriate, workers shall be trained in evacuation procedures at least once per year.</i>	Risk of Noncompliance in all farms
Findings/Noncompliance Explanation:	The area does not have an earthquake risk. The lands of the farmers are scattered, and the farmers said that it is not possible to have fire engines on all of the farms. The only risk in the area is flood and landslide. When the rain starts, the workers stop working and turn to their houses. Therefore, there is no emergency risk. However, none of the farms have emergency and evacuation procedures. Source: Interview & observations
Company Action Plan:	
Activity	Information sharing activities will be conducted in the regions where there is a risk of flood and landslides.
Output indicators (targeted results)	Raising awareness on emergency and evacuation. Minimizing damages in case of danger.
Timeline and Deadline Date	February 2022 – September 2022
Input (budget/resources)	Human Resources, Sociologist and agricultural engineer
Responsible staff (title/department)	Uğurcan ULU (Sociologist / Sustainability) Aslı BULTAN (Agricultural Engineer / Sustainability)

Ergonomics and Medical Facilities	
Benchmarks: <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>	Risk of Noncompliance in all farms
Findings/Noncompliance Explanation:	There is no person identified to be in charge of any health issue. The farmer himself takes the ill person to the medical facilities by his vehicle. Besides, there is no emergency plan to access the medical facilities. Source: Interview & observations
Company Action Plan:	
Activity	Emergency phones are available to all our farmers and workers, and what needs to be done in an emergency is hung in front of the farmers' houses or at the garden entrances. Yavuz will continue and increase information dissemination efforts through posters and brochures.
Output indicators	Raising awareness of emergencies.

(targeted results)	
Timeline and Deadline Date	February 2022 – September 2022
Input (budget/resources)	Human Resources, Sociologist and agricultural engineer
Responsible staff (title/department)	Uğurcan ULU (Sociologist / Sustainability) Aslı BULTAN (Agricultural Engineer / Sustainability)

Hours of Work

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	HOW.1.1	Noncompliance	1,2,3,4,5,6,8,9,10,13,14 & 15
	HOW.1.2	Noncompliance	1,2,3,4,5,6,8,9,10,13,14 & 15
	HOW.1.3	Noncompliance	1,2,3,4,5,6,8,9,10,13,14 & 15
	HOW.1.4	In Compliance	1,2,3,4,5,6,8,9,10,13,14 & 15
Rest Day	HOW.2	In Compliance	All farms
Meal and Rest Breaks	HOW.3	In Compliance	All farms
Protected Workers	HOW.4.1	Noncompliance	All farms
	HOW.4.2 (PR)	Not initiated	All of the farms
	HOW.4.3	Noncompliance	All farms
Overtime	HOW.5.1	Noncompliance	1,2,3,4,5,6,8,9,10,13,14 & 15
	HOW.5.2 (PR)	Not initiated	1,2,3,4,5,6,8,9,10,13,14 & 15
	HOW.6.1	Noncompliance	1,2,3,4,5,6,8,9,10,13,14 & 15
	HOW.6.2	Noncompliance	1,2,3,4,5,6,8,9,10,13,14 & 15
	HOW.6.3 (PR)	In progress	1,2,3,4,5,6,8,9,10,13,14 & 15
	HOW.7	Noncompliance	1,2,3,4,5,6,8,9,10,13,14 & 15
Public Holidays and Leave	HOW.8.1	Noncompliance	1,2,3,4,5,6,8,9,10,13,14 & 15
	HOW.8.2	Noncompliance	1,2,3,4,5,6,8,9,10,13,14 & 15
	HOW.9	Not Applicable	All farms
	HOW.10.1	Not Applicable	All farms
	HOW.11 (PR)	Not Applicable	All farms
	HOW.12.1 (PR)	Not Applicable	All farms
	HOW.12.2 (PR)	Not initiated	All farms
	HOW.13	In Compliance	1,2,3,4,5,6,8,9,10,13,14 & 15
	HOW.14	Noncompliance	1,2,3,4,5,6,8,9,10,13,14 & 15
	HOW.15 (PR)	Not initiated	All farms
HOW.16 (PR)	Not Applicable	All farms	

Hours of Work Assessment Summary

General Compliance

<p>Benchmarks:</p> <p>HOW.1.1: Employers shall comply with all national laws, regulations and procedures concerning hours of work, public holidays and leave.</p> <p>HOW.1.2: 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>How.1.3: Other than in exceptional circumstances or during short-term seasonal work as described under HOW.2, the total weekly work hours (regular work hours plus overtime) shall not exceed 60 hours per week or the legal limit, whichever is lower. The upper limit during a working day shall not exceed 12 hours.</p>		<p>Noncompliance in farms 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 13, 14, and 15</p>
<p>Findings/Noncompliance Explanation:</p>	<p>The monitors detected that the farmers and workers are not aware of the national laws or international regulations regarding working hours. The seasonal migrant worker groups work 11 hours a day between 7 am and 6 pm. These workers use a total of 1.5 to 2-hour breaks during the day, which makes their working day 9 to 9.5 hours a day and 63 to 66.5 hours a week. The workers work between 20 to 30 days without rest days unless the weather is rainy. If the weather is rainy the workers are granted an unpaid rest day. Whereas the local workers work 10 hours between 8 am to 6 pm with 1.5 to 2 hours of breaks, which makes their working day 8 to 8.5 hours a day and 56 to 59.5 hours a week.</p> <p>Source: Documentation, interview, observations & district governor's statement</p>	
<p>Company Action Plan:</p>		
<p>Activity</p>	<p>In the announcements made by the governorship regarding the wages and working conditions made before the harvest in the regions Yavuz works, the part related to the working hours is explained as follows:</p> <ul style="list-style-type: none"> - The hazelnut collection will start at 07:00 in the morning and end at 19:00, according to customs. However, a 1.5-hour break will be given for the meals and the rest of the workers. <p>Lobbying will continue for the reason explained above.</p>	
<p>Output indicators (targeted results)</p>	<p>Improving working conditions Ensuring the implementation of legal working hours</p>	
<p>Timeline and Deadline Date</p>	<p>February 2022 – September 2022</p>	
<p>Input (budget/resources)</p>	<p>Human Resources, Sociologist and agricultural engineer</p>	
<p>Responsible staff (title/department)</p>	<p>Uğurcan ULU (Sociologist / Sustainability) Aslı BULTAN (Agricultural Engineer / Sustainability)</p>	

<p>Protected Workers (pregnant or nursing women, young workers)</p>		
<p>Benchmarks:</p> <p>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.</p> <p>How.4.3: If not provided by law, employers must provide protection to workers who allege violations of laws governing work hours limiting the nature, frequency and volume of work performed by pregnant or nursing women or young workers.</p>		<p>Noncompliance in all farms</p>
<p>Findings/Noncompliance Explanation:</p>	<p>The national law determines working hours for pregnant and nursing workers as 7.5 hours a day and 8 hours for young workers. However, the young and pregnant workers were working the same working hours of 9.5 hours a day like any other worker. There is no regulation implemented for disadvantaged workers.</p> <p>Source: Interview & observations</p>	
<p>Company Action Plan:</p>		

Activity	Information sharing activities will be held within the scope of the working conditions of young workers and workers working under special conditions.
Output indicators (targeted results)	Increasing awareness on the subject
Timeline and Deadline Date	(February 2022 – September 2022)
Input (budget/resources)	Human Resources, Sociologist and agricultural engineer
Responsible staff (title/department)	Uğurcan ULU (Sociologist / Sustainability) Aslı BULTAN (Agricultural Engineer / Sustainability)

Overtime	
<p>Benchmarks:</p> <p>How.5.1: Where national laws, regulations and procedures allow it, employers may calculate regular hours of work as an average over a period of longer than one week, provided all formal and procedural requirements attached to such calculation are met (for instance, obtaining official permission from the relevant authorities or observing limits to the period during which such calculations can be made). However, for the purpose of overtime calculation, regular hours of work may not exceed 48 hours per week, irrespective of whether national law provides or not a limitation.</p> <p>How.6.1: Employers shall not require workers to work more than the overtime hours allowed by the law of the country where the workers are employed.</p> <p>How.6.2: All overtime work shall be voluntary.</p> <p>How.7: Employers shall be able to provide explanation for all periods when the exceptional circumstances exception has been used. Clear communication and consultation will be held with workers and any extended hours of work will be levied upon obtaining (verbal / written) consensus from the workers.</p>	<p>Noncompliance in farms 1,2,3,4,5,6,8,9,10,13,14 and 15</p>
Findings/Noncompliance Explanation:	<p>The monitors detected that seasonal migrant workers work 9 to 9.5 hours a day and local worker groups work 8 to 8.5 hours a day. The farmers are paying all workers for these hours as regular working hours, and they do not pay any overtime.</p> <p>There is no awareness of working hours and overtime calculations among farmers and workers.</p> <p>Overtime is not voluntary, but obligatory. The workers stated that working hours are long. The employer agrees verbally with workers about the working hours at the beginning of the harvest and the workers must accept to work in the orchard.</p> <p>Source: Interview & observations</p>
Company Action Plan:	
Activity	<p>In the announcements made by the governorship regarding the wages and working conditions made before the harvest in the regions we work, the part related to the working hours is explained as follows:</p> <ul style="list-style-type: none"> - The hazelnut collection will start at 07:00 in the morning and end at 19:00, according to customs. However, a 1.5-hour break will be given for the meals and the rest of the workers. <p>Lobbying will continue for the reason explained above.</p>
Output indicators (targeted results)	Increasing awareness about wages and working conditions
Timeline and Deadline Date	February 2022 – September 2022

Input (budget/resources)	Human Resources, Sociologist and agricultural engineer
Responsible staff (title/department)	Uğurcan ULU (Sociologist / Sustainability) Aslı BULTAN (Agricultural Engineer / Sustainability)

Public Holidays and Leave

<p>Benchmarks: HOW.8.1: Employers shall provide workers with all official public holidays as required under national laws, regulations and procedures. HOW.8.2: Employer may engage with workers on a specific working scheme which allows workers to work on holidays if voluntarily agreed by the workers without any pressure to accept or retaliation if refuse. HOW.14: Employers shall provide workers with sick leave as required under national laws, local provisions, regulations and procedures.</p>	<p>Noncompliance in farms 1,2,3,4,5,6,8,9,10,13,14 and 15</p>
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Findings/Noncompliance Explanation:	<p>Workers are not granted any public holidays, sick leave or rest days.</p> <p>Since there is no permanent or long-term work applicable in the hazelnut harvest work, annual leave is not applicable.</p> <p>Source: Interview & observations</p>
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Company Action Plan:

Activity	Since hazelnut farming is a small land, long-term employment is very rare. In addition, workers do not want to take a vacation because they receive daily wages. For these reasons, lobbying efforts will continue on this issue.
Output indicators (targeted results)	To raise awareness of institutions and farmers within the scope of working conditions.
Timeline and Deadline Date	February 2022 – September 2022
Input (budget/resources)	Human Resources, Sociologist and agricultural engineer
Responsible staff (title/department)	Uğurcan ULU (Sociologist / Sustainability) Aslı BULTAN (Agricultural Engineer / Sustainability)

Compensation

Compliance Status

Section	Benchmark	Compliance status	Farms
General Compliance	C.1.1	In Compliance	All farms
	C.1.2	Noncompliance	Farm 3-4-5-9-14
	C.1.3	Risk of Noncompliance	All farms
	C.1.4 (PR)	In progress	All farms
Minimum Wage/Fair Compensation	C.2.1	Noncompliance	Farm: 3,4,5,9 and 14
	C.2.2	Noncompliance	Farm: 3,4,5,9 and 14
	C.2.3	Noncompliance	Farm: 3,4,5,9 and 14

	C.2.4 (PR)	Not initiated	All farms
	C.2.5 (PR)	In progress	All farms
	C.2.6 (PR)	Not Applicable	All farms
	C.3	Not Applicable	All farms
Farmer/Producer Income	C.4 (PR)	In Compliance	All farms
Wage Payment and Calculation	C.6	Noncompliance	All farms
	C.7.1	In Compliance	All farms
	C.7.5	Noncompliance	All farms
	C.7.3 (PR)	Not initiated	All farms
	C.7.4 (PR)	Not initiated	All farms
	C.7.2	Not Applicable	All farms
	C.8.1	Noncompliance	All farms
	C.8.2	Noncompliance	All farms
	C.8.3	Noncompliance	All farms
	C.8.4 (PR)	Not initiated	All farms
	C.9 (PR)	Not initiated	All farms
	C.10.1	Not Applicable	All farms
	C.10.1.1	Not Applicable	All farms
	C.10.2	Not Applicable	All farms
C.10.3	Not Applicable	All farms	
Workers Awareness	C.11.1.1	Risk of Noncompliance	All farms
	C.11.1.2	Not Applicable	All farms
	C.11.1.3	In Compliance	All farms
	C.11.1.4	Not Applicable	All farms
	C.11.1.5	Risk of Noncompliance	All farms
	C.13 (PR)	Not initiated	All farms
Fringe Benefits	C.12.1	In Compliance	All farms
	C.12.2 (PR)	Not initiated	All farms
	C.12.3	In Compliance	All farms
	C.12.4	In Compliance	All farms
	C.12.5	In Compliance	All farms

Compensation Assessment Summary

General Compliance	
<p>Benchmarks:</p> <p>C.1.3: In countries where local law does not specify compensation specific to the agriculture sector, the participating company shall consult with local stakeholders representing the employers (farmers), workers, local government and commissions, and civil society to define the appropriate wage level. As a general principle, employers shall follow the minimum wage standards set for other sectors in the same region.</p>	<p>Risk of Noncompliance in all farms</p>
<p>C.1.2: Other than lawfully required deductions, no other deductions may be made from a worker's compensation without the written consent of the worker. Financial disciplinary measures are prohibited.</p>	<p>Noncompliance in farms 3,4,5,9, and 14</p>
<p>Findings/Noncompliance Explanation:</p> <p>The labor contractors deduct 10% of the worker's wages. They had no written contract. However, this deduction is a prerequisite for finding a job and working on the farms since the labor contractor reaches an agreement with the farmer a couple of months before the harvest and this deduction is a part of their verbal agreement. So, the deduction is known by both farmers and workers. Source: Interview & observations</p>	
<p>Company Action Plan:</p>	
<p>Activity</p>	<p>Agricultural intermediaries and farmers will be trained on deductions from wages. Training will be provided to all FLA farmers and at least 30 agricultural intermediaries.</p>

Output indicators (targeted results)	Preventing workers from receiving wages below the daily minimum wage
Timeline and Deadline Date	February 2022 – September 2022
Input (budget/resources)	Human Resources, Sociologist and agricultural engineer
Responsible staff (title/department)	Uğurcan ULU (Sociologist / Sustainability) Aslı BULTAN (Agricultural Engineer / Sustainability)

Minimum Wage/Fair Compensation

Benchmarks:

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.

C.2.2: Employers shall provide all legally required benefits to all workers.

C.2.3: Employers shall not set production targets at such a level that workers need to work beyond regular working hours as set under the FLA Workplace Code, excluding overtime, in order to achieve at least the minimum wage.

C.3: Employers shall ensure that the wages for daily, casual, long term, task specific or contract workers are paid in accordance with the national laws applied to regular workers. For work based on production quotas and piecework performed during normal working hours, workers must get paid the proportionate minimum wage or the relevant industry average wage, whichever is higher.

**Noncompliance
in farms 3,4,5,9
and 14**

Findings/Noncompliance Explanation:

There is a wage deduction implemented in the name of a recruitment fee by the labor contractor. In 5 migrant worker groups, this recruitment fee was implemented. As a result, on 5 farms the worker groups were paid below the legal minimum wage. They are compensated 120 TL daily, and the labor contractor deducts 10% from this daily wage. Accordingly, workers are paid 108 TL which is below the legal minimum wage.

The remaining seasonal migrant worker groups had eliminated the labor contractor through a mutual and direct agreement between the farmer and the worker.

Source: Interview & observations

Company Action Plan:

Activity

Agricultural intermediaries and farmers will be trained on deductions from wages. Training will be provided to all FLA farmers and at least 30 agricultural intermediaries.

Output indicators (targeted results)

Preventing workers from receiving wages below the daily minimum wage

Timeline and Deadline Date

February 2022 – September 2022

Input (budget/resources)

Human Resources, Sociologist and agricultural engineer

Responsible staff (title/department)

Uğurcan ULU (Sociologist / Sustainability)
Aslı BULTAN (Agricultural Engineer / Sustainability)

Wage Payment and Calculation

<p>Benchmarks:</p> <p><i>C.6: All wages, including payment for overtime, shall be paid within legally defined time limits. Where no time limits are defined by law, compensation shall be paid at least once a month or upon completion of a seasonal task which takes less than a month. When workers are hired through contractors, brokers or external agencies, employers shall make sure that workers are paid according to the benchmark requirements.</i></p> <p><i>C.7.5: No one can receive wages on behalf of a worker, unless the worker concerned has, in full freedom, authorized in writing for another person to do so.</i></p> <p><i>C.8.1: Employers shall compensate workers for all hours worked.</i></p> <p><i>C.8.2: Employers shall comply with all applicable laws, regulations and procedures governing the payment of premium rates for work on holidays, rest days, and overtime. There might however be specific working schemes voluntarily agreed by the workers to work on holidays and rest days for short-term seasonal work, which would make this provision not applicable.</i></p> <p><i>C.8.3: Workers shall be informed in writing or orally where necessary, in language(s) spoken by workers, about overtime wage rates prior to undertaking overtime.</i></p>	<p>Noncompliance in all farms</p>
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<p>Findings/Noncompliance Explanation:</p> <p>99 Words</p>	<p>All wages are paid with time limits. These are paid after the harvest of the farmer is completed.</p> <p>There is a 10% reduction in the wages of seasonal migrant workers by the labor contractor. The net earnings of these workers are 108 TL.</p> <p>There are no written contracts between workers, labor contractors and farmers, all are verbal.</p> <p>There is no union or other kind of membership. Therefore, there is no deduction applicable.</p> <p>The migrant workers work 10.5 hours a day and are not paid for overtime hours. Rest, sick and public holidays are not paid.</p> <p>Source: Interview & observations</p>
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Company Action Plan:

<p>Activity</p> <p>31 Words</p>	<p>Seasonal agricultural worker contracts will be explained to farmers, workers and agricultural intermediaries. Information will be disseminated to all FLA farmers, at least 30 agricultural intermediaries and at least 500 workers.</p>
<p>Output indicators (targeted results)</p> <p>11 Words</p>	<p>Dissemination of the contract. Raise awareness of working conditions and wages.</p>
<p>Timeline and Deadline Date</p>	<p>February 2022 – September 2022</p>
<p>Input (budget/resources)</p>	<p>Human Resources, Sociologist and agricultural engineer</p>
<p>Responsible staff (title/department)</p>	<p>Uğurcan ULU (Sociologist / Sustainability) Aslı BULTAN (Agricultural Engineer / Sustainability)</p>

<p>Workers Awareness</p>	
<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.11.1.1: the calculation of wages,</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>Risk of Noncompliance in all farms</p>
<p>Findings/Noncompliance Explanation:</p>	<p>The workers are aware of the legally applicable minimum wage for the type of work they are hired for, which is announced by the local authorities as 120 TL, but they are not aware of how it is calculated. However, they are not instructed on the payment scheme and the</p>

	<p>details of the compensation calculations. They have knowledge only from previous years.</p> <p>There are no incentives systems or bonuses.</p> <p>Farmers provide accommodation for migrant workers and transport to/from orchards for all workers. Workers pay for their transport from their hometown to Ordu. The workers pay for their meals.</p> <p>The wages are determined during the harvest and sometimes after the completion of the harvest of a specific farmer.</p> <p>Source: Interview & observations</p>
Company Action Plan:	
Activity	Lobbying efforts will continue to determine wages.
Output indicators (targeted results)	Increasing awareness on wages and working conditions
Timeline and Deadline Date	February 2022 – September 2022
Input (budget/resources)	Human Resources, Sociologist and agricultural engineer
Responsible staff (title/department)	Uğurcan ULU (Sociologist / Sustainability) Aslı BULTAN (Agricultural Engineer / Sustainability)

Overview - Farms vs. Non-compliances

Total number of Farms: 15

	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%	100%	0%	0%	100%	0%	100%	100%	100%	
Farm No. 1	12	7	0	0	1	0	3	12	8	43
Farm No. 2	12	7	0	0	1	0	3	12	8	43
Farm No. 3	16	7	0	0	1	0	3	12	12	51
Farm No. 4	16	7	0	0	1	0	3	12	12	51
Farm No. 5	16	7	0	0	3	0	3	12	12	53
Farm No. 6	12	7	0	0	3	0	3	12	8	45
Farm No. 7	12	7	0	0	3	0	3	2	8	35
Farm No. 8	17	8	0	0	1	0	3	12	8	49
Farm No. 9	16	7	0	0	1	0	3	12	12	51
Farm No. 10	12	7	0	0	1	0	3	12	8	43
Farm No. 11	17	8	0	0	3	0	3	2	8	41
Farm No. 12	12	7	0	0	3	0	3	2	8	35
Farm No. 13	12	7	0	0	3	0	3	12	8	45
Farm No. 14	16	7	0	0	3	0	3	12	12	53
Farm No. 15	12	7	0	0	1	0	3	12	8	43
TOTAL	210	107	0	0	29	0	45	150	140	681