



2010

## FAIR LABOR ASSOCIATION INDEPENDENT EXTERNAL MONITORING AGRICULTURE REPORT

**COMPANY:** Syngenta AG  
**COUNTRY:** India  
**PROVINCE:** Maharashtra  
**MONITOR:** Glocal Research & Consultancy Services  
**AUDIT DATE:** January 25 – 29, 2011  
**PRODUCTS:** Tomato Seeds  
**NUMBER OF WORKERS:** 158  
**NUMBER OF WORKERS INTERVIEWED:** 73  
**NUMBER OF FARMS VISITED:** 34  
**TOTAL AREA COVERED UNDER AUDIT:** 8.5 Acres  
**PROCESSES:** Hybridization, Fertilizer Application, Staking & Pruning Plants



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## **Wages, Benefits and Overtime Compensation: General Compliance Wages, Benefits and Overtime Compensation**

WBOT.1 Growers shall comply with all local laws, regulations and procedures concerning the payment of wages and benefits, including overtime compensation. In any case where laws and the FLA Workplace Code of Conduct are contradictory, the standard providing the greatest protection for workers shall apply. Where provisions are lacking, growers shall take measures to reasonably accommodate matters concerning the payments of wages and benefits, including overtime compensation.

### **Noncompliance**

**Explanation:** Local legal procedures and regulations concerning wages, benefits and overtime compensation are not followed. Both workers and growers are not aware of local law.

Sources: worker and grower interviews

Legal Reference: The Minimum Wages Act 1948

**Plan Of  
Action:**

Actions:

1. In the long term, an internal system within the monitoring program will be developed to award growers with zero grievances.
2. Supervisors will be equipped with visiting cards on which contact numbers of respective regional project manager (RPM) and project coordinator will be mentioned. Workers will be educated to contact these numbers on noncompliances they observe.
3. Leaflets with information about the emergency numbers will be distributed among workers.

**Deadline  
Date:**

**Action  
Taken:**

**Plan  
Complete:**

**Plan  
Complete  
Date:**

## Wages, Benefits and Overtime Compensation: Minimum Wage

WBOT.2 Growers shall pay workers the legal minimum wage or the prevailing regional wage, whichever is higher.

### Noncompliance

**Explanation:** Wages paid for certain operations are below legal minimum wages. Minimum daily wage prescribed for agricultural labor as per local law is Rs 110. E.g., for operations like transplantation, weeding, cross pollination and harvesting, which are carried out mostly by women, workers are paid between Rs 60-100, which is less than legal minimum wage.

Sources: worker and grower interviews

Legal Reference: The Minimum Wages Act 1948

**Plan Of Action:** Syngenta is consistently trying to convince growers to pay as per local law.

Actions:

1. Bringing more awareness in this area.
2. Close monitoring of the wages.
3. Involve local government and stakeholders to address this issue.

**Deadline Date:**

**Action Taken:**

**Plan Complete:**

**Plan Complete Date:**



**Wages, Benefits and Overtime Compensation: Worker Wage Awareness**

WBOT.6 Grower/Organizer/Company will make an effort to educate workers so that the terms of employment, wages, benefits and deductions are clearly understood and acceptable by workers.

**Noncompliance**

**Explanation:** [Workers are not aware of their legally entitled wages and benefits.](#)

[Sources: worker and grower interviews](#)

**Plan Of Action:** [Action:](#) [Bringing more awareness in this area through training programs for growers and workers.](#)

**Deadline Date:**

**Action Taken:**

**Plan Complete:**

**Plan Complete Date:**



## **Wages, Benefits and Overtime Compensation: Record Maintenance**

WBOT.7 Company shall make efforts to educate and assist growers in maintaining records of wages provided to worker in cash or in-kind or both; such records shall be acknowledged by the worker.

### **Noncompliance**

**Explanation:** Most growers are not maintaining any wage records.

Sources: worker and grower interviews

**Plan Of Action:** Company has designed and provided a simple, uniform documentation system (attendance register) for growers, which can help them maintain records of employment; wages and advances; hours of work, etc. Incentives can be a way to promote record maintenance. Awareness building needs to happen around record maintenance, as this can lead to growers' and workers' own good.

#### Actions:

More awareness will be generated among growers to maintain documents like attendance registers, age verification documents of all workers, contracts between growers and annual workers, etc.

**Deadline  
Date:**

**Action  
Taken:**

**Plan  
Complete:**

**Plan  
Complete  
Date:**

**Wages, Benefits and Overtime Compensation: Payment for Overtime**

WBOT.10 The additional payment for overtime (OT) hours will be prescribed by local law. In cases of countries where there is no law regarding OT, workers shall be paid a premium rate for these hours.

**Noncompliance**

**Explanation:** Most workers reported they are not paid any additional money for overtime work. Workers do not have awareness of their legal entitlements.

Sources: worker and grower interviews

**Plan Of Action:** Awareness about hours of work to be created among the workers and growers; a mechanism to record hours of work is created.

**Deadline Date:**

**Action Taken:**

**Plan Complete:**

**Plan Complete Date:**

## Forced Labor: General Compliance Forced Labor

F.1 Growers shall comply with all local laws, regulations, and procedures concerning the prohibition of forced labor.

### Noncompliance

**Explanation:** 6 farmers in sample (18% of total farmers interviewed) employed 9 “annual farm laborers” for their farm activities. Annual farm laborers are employed under terms and conditions which contravene a number of decent work criteria and violate existing Indian law, namely the Bonded Labor Abolition Act 1976. Annual Farm Workers’ Contracts, which are borderline forced labor, contain several significantly “undecent” labor characteristics, such as very long hours and inadequate worker consent regarding work responsibilities and conditions.

Sources: worker and grower interviews

Legal Reference: The Bonded Labor Abolition Act 1976

**Plan Of  
Action:**

Actions:

1. We will educate growers on various aspects of law related to annual labor contracts.
2. We will encourage growers to have a written contract between themselves and the laborers with clearly specified employment terms and conditions and to keep the document ready in case it is required.
3. Ensure social compliance agreement is made between growers and company covering bonded labor element.

**Deadline  
Date:**

**Action  
Taken:**

**Plan  
Complete:**

**Plan  
Complete  
Date:**



## Forced Labor: Freedom in Employment

F.2 All workers shall have the right to enter into and to terminate their employment freely.

### Noncompliance

**Explanation:** Contracts with annual farm workers: Annual contract workers work every day during a full year for 1 farmer. They are entirely male laborers, paid a year-long salary entirely or partly in advance. In the terms and conditions of this contract, there are some elements of a bonded labor system. E.g., payment of advances/loans to bind workers, long hours of work, difficulty to exit before expiry of contract, non-existence of leave and medical facilities as per law, etc.

Of the 5 annual farm workers interviewed, 3 reported they entered into the contract because they were desperate and needed “a sizeable sum” to meet the expenses of a death ceremony (1 case) and illness in family (2 cases). In regards to wages and working conditions, annual farm workers reported they work 10-12 hours a day and are paid an annual salary of Rs 28,000-30,000, plus 40-50 kgs of wheat every month. They are entitled to only 12-15 holidays a year. The nature of the work they have to do is not clearly defined and they have to do whatever work farmers ask them to do. If they want to leave the employer in the middle of the year, they have to pay balance amount with interest. Both growers and workers are not aware of the law regarding bonded labor.

Sources: worker and grower interviews

Legal Reference: The Bonded Labor Abolition Act 1976

**Plan Of Action:** Action:  
Ensure social compliance agreement is made between growers and company covering bonded labor element.

**Deadline Date:**

**Action Taken:**

**Plan Complete:**

**Plan Complete Date:**

### **Forced Labor: Employment Terms/Voluntary Agreement**

F.3 Employment terms shall be those to which the worker has voluntarily agreed, in as far as those terms do not fall below provisions of local laws, freely negotiated and valid collective bargaining agreements, or the FLA Workplace Code of Conduct.

#### **Noncompliance**

**Explanation:** Contracts with annual farm workers: The annual contract workers work every day during a full year for 1 farmer. They are entirely male laborers, paid a yearlong salary entirely or partly in advance. In the terms and conditions of this contract there are some elements of bonded labor system. For instance, the payment of advances/loans to bind the workers, long hours of work, difficulty to exit before expiry of the contract, non-existence of leave and medical facilities as per the law, etc.

Of the 5 annual farm workers interviewed, 3 reported they entered into this contract because they were desperate and needed “a sizeable sum” to meet expenses of death ceremony (in 1 case) and illness in the family (2 cases). With regard to wages and working conditions, the annual farm workers reported that they work 10-12 hours a day and are paid an annual salary of Rs 28,000 - 30,000 plus 40-50 kgs of wheat every month. They are entitled to only 12-15 holidays in a year. The nature of work they have to do is not clearly defined and they have to do whatever work the farmers ask them to do. If they want to leave the employer in the middle of the year, they have to pay the balance amount with interest. Both growers and workers are not aware of the law regarding bonded labor.

Sources: worker and grower interviews; records review

Legal Reference: The Bonded Labor Abolition Act 1976

**Plan Of** Actions:

- Action:**
1. We will educate growers on various aspects of law related to annual labor contract.
  2. We will encourage growers to have a written contract between themselves and laborers with clearly specified employment terms and conditions.

**Deadline**

**Date:**

**Action**

**Taken:**

**Plan**

**Complete:**

**Plan  
Complete  
Date:**

### **Forced Labor: Debt/Bonded Labor**

F.5 Growers shall not bind workers to employment as a condition of fulfilling terms of a debt to a third party or to the grower.

#### **Noncompliance**

**Explanation:** The terms and conditions under which annual farm workers are employed violate some provisions of The Bonded Labor Abolition Act. Loans/advances paid to workers at the beginning of the season put laborers under the obligation to work with the same employer, and to some extent restricts the workers' freedom to leave the employer.

Sources: worker and grower interviews

Legal Reference: The Bonded Labor Abolition Act 1976

**Plan Of  
Action:** Actions:  
1. We will educate growers on various aspects of law related to annual labor contracts.  
2. We will encourage growers to have a written contract between themselves and the laborers with clearly specified employment terms and conditions and to keep the document ready in case it is required.  
3. Ensure social compliance agreement is made between growers and company covering bonded labor element.

**Deadline  
Date:**

**Action  
Taken:**

**Plan  
Complete:**

**Plan  
Complete  
Date:**

**Freedom of Association and Collective Bargaining: Other**

Other

**Noncompliance**

**Explanation:** There is no formal grievance system in place for workers to raise their concerns.

**Plan Of** Actions:

**Action:**

1. Syngenta has started engaging opinion leaders, teachers and women at the village level to form a committee to serve as a channel for information dissemination and worker grievances. At least 50% of these Grievance Committee members will be women. Company will take appropriate steps to publicize this grievance channel among growers and workers. Contact information of village committee members, as well as that of organizers and company supervisors, will be made available to growers and workers. The village committee will contact company in case of grievances.
2. 1 day per month will be assigned to company representative to deal with field level worker grievances. All grievances from workers will be documented for analysis.
3. In the long term, an internal system within the monitoring program will be developed to award growers with zero grievances.
4. Supervisors will be equipped with visiting cards on which contact numbers of respective RPM and project coordinator will be mentioned. Workers will be educated to contact these numbers regarding noncompliances they observe.
5. Leaflets with the information about emergency numbers will be distributed among workers.

**Deadline**

**Date:**

**Action**

**Taken:**

**Plan**

**Complete:**

**Plan  
Complete  
Date:**

**Harassment or Abuse: Discipline/Fair and Non-Discriminatory Application**

H&A.2 Growers shall apply disciplinary rules, procedures and practices developed by the company in a fair and non-discriminatory manner to all workers.

**Noncompliance**

**Explanation:** [Company has not communicated any written disciplinary policy and procedures to growers.](#)

[Sources: worker and grower interviews](#)

**Plan Of  
Action:** [Action:](#)  
[Syngenta would conduct awareness programs/campaigns to communicate the policy and procedures.](#)

**Deadline  
Date:**

**Action  
Taken:**

**Plan  
Complete:**

**Plan  
Complete  
Date:**

### Harassment or Abuse: Grievance Procedure

H&A.12 Company shall have in place grievance procedures that first allow an attempt to settle grievances directly between the worker and the grower; however, where this is inappropriate or has failed, it should be possible for the worker to have the grievance considered at one or more steps, depending on the grievance's nature and the enterprise's structure and size. Company shall ensure that workers know the grievance procedures and applicable rules.

#### Noncompliance

**Explanation:** No proper grievance policy and procedures are in place.

Sources: worker and grower interviews

**Plan Of**

Actions:

**Action:**

1. Syngenta has started engaging opinion leaders, teachers and women at the village level to form a committee to serve as a channel for information dissemination and worker grievances. At least 50% of these Grievance Committee members will be women. Company will take appropriate steps to publicize this grievance channel among growers and workers. Contact information of village committee members, as well as that of organizers and company supervisors, will be made available to growers and workers. The village committee will contact company in case of grievances.
2. 1 day per month will be assigned to company representative to deal with field level worker grievances. All grievances from workers will be documented for analysis.
3. In the long term, an internal system within the monitoring program will be developed to award growers with zero grievances.
4. Supervisors will be equipped with visiting cards on which contact numbers of respective RPM and project coordinator will be mentioned. Workers will be educated to contact these numbers regarding noncompliances they observe.
5. Leaflets with the information about emergency numbers will be distributed among workers.

**Deadline**

**Date:**

**Action**

**Taken:**

**Plan**

**Complete:**

**Plan**

**Complete**

**Date:**

### **Child Labor: General Compliance Child Labor**

CL.1 Growers shall comply with all local laws, regulations, and procedures concerning the prohibition of child labor.

#### **Noncompliance**

**Explanation:** As per local law, children under 14 are not allowed to do farm activities for more than 6 hours which includes rest interval; time spent waiting for work; and 2 hours spent for education and recreational activities. Wherever children are employed on sample farms visited, this is clearly violated.

Sources: worker and grower interviews; visual inspection

Legal Reference: Child Labor Prohibition (Regulation) Act 1986

**Plan Of**

**Action:**

Actions:

Awareness program and campaigns would be conducted to prohibit children's involvement in farms. Strict monitoring mechanism would be put in place.

**Deadline**

**Date:**

**Action**

**Taken:**

**Plan**

**Complete:**

**Plan**

**Complete**

**Date:**

## Child Labor: Child Labor

CL.2 Growers shall not employ children younger than 15 (or 14 where the law of the country of production allows) or younger than the age for completing compulsory education in the country of production where such age is higher than 15.

### Noncompliance

**Explanation:** Of the 34 farms visited in total, some activity or other was going on and young workers were present in 26 farms, out of which 7 farms were found using children under 15. A total of 8 children (5 definitely below 15; 3 doubtful cases where age determination was found difficult with the information available) found working on tomato farms. All children found working on farms are school dropouts, 6 are paid labor. Scarcity of skilled adult labor; parental poverty and illiteracy; preference for children for cross pollination activity are attributed as important reasons for the employment of children in tomato seed farms. Most growers found employing children are new growers who require further awareness and motivation to avoid this noncompliance.

Sources: record review; visual inspection; worker and grower interviews

Legal References: Child Labor Prohibition (Regulation) Act 1986, Right to Education Act 2009

**Plan Of Action:** Immediate action taken by Syngenta:  
Growers have been requested to replace child laborers with adult laborers and to remove children from the field.

As this is not enough from a long-term perspective, we have planned to:

1. Improve awareness among growers and workers.
2. Improve awareness among field supervisors.
3. Propagate compliance message to growers and laborers through some creative communication.
4. Plan a live street play immediately, where maximum growers and laborers are involved (particularly new growers).
5. Mini-stakeholders' consultations within regions will be conducted with help of local village leaders, growers and organizers.

**Deadline**

**Date:**

**Action**

**Taken:**



Plan  
Complete:

Plan  
Complete  
Date:

### Child Labor: Proof of Age Documentation

CL.3 Company will assist the grower in maintaining proof of age documentation for all young workers on the farm and is recommended to maintain proof of age documentation for all workers on the farm, including long term and casual workers.

#### Noncompliance

**Explanation:** Except for 2 old farms, no farms visited maintained any age proof verification documents for young workers.

Sources: grower interviews, record review

**Plan Of Action:** Action: Syngenta already has wage verification process in place, but it needs to be strengthened for this season.

**Deadline Date:**

**Action Taken:**

Plan  
Complete:

Plan  
Complete  
Date:

## Child Labor: Other Means of Age Verification

CL.4 In cases where proof of age documentation is not readily available or unreliable, grower will take precautions to ensure all workers are at least the minimum working age, including checking medical or religious records, school records or other means considered reliable in the local context.

### Noncompliance

**Explanation:** For age verification, school and medical records are considered as reliable, but most farms have not maintained any of these records.

Sources: visual inspection, worker interviews and grower interviews, records review

**Plan Of Action:** Actions:  
1. Syngenta would strengthen the age verification process.  
2. Syngenta has planned to establish a village level committee for some key villages involving opinion leader, panchayat and school. This committee will help in identifying the age of the labor in the group.

**Deadline Date:**

**Action Taken:**

**Plan Complete:**

**Plan Complete Date:**



**Child Labor: Education of Young Workers**

CL.8 The grower shall ensure that when young workers are employed, their education is not jeopardized.

**Noncompliance**

**Explanation:** A total of 19 young workers were found working on farms. Except for 4, none of the young workers attend school/college. The nature of the work demands a minimum 7-8 hours of work a day, making it difficult to attend both school and work simultaneously.

Source: worker interviews

**Plan Of Action:** Action: Syngenta will educate growers to not disturb the education of young workers.

**Deadline Date:**

**Action Taken:**

**Plan Complete:**

**Plan Complete Date:**

### **Child Labor: Removal and Rehabilitation of Child Laborers**

CL.10 If a child laborer is found working on the farms, the grower and the company shall ensure that the child is immediately removed from the farm, rehabilitated and brought into the mainstream school system. The grower and company will make efforts to make this rehabilitation sustainable.

#### **Noncompliance**

**Explanation:** When children were found on farms they were removed from work; however, there was no evidence to suggest all were rehabilitated and brought into the mainstream school system. Lack of special schools for aged children who have never been to school is 1 reason for the non-rehabilitation of all child laborers. The older children who have never been to school or have missed several years of school cannot be directly admitted into regular schools, as they need a special bridge course to fill the gap between their age and level of learning skills. After attending these special bridging courses, they can be admitted into classes for their age in regular schools.

Sources: grower and management interviews

**Plan Of Action:** Actions: Syngenta would collaborate with local schools. Team is finding difficulty, as there are no special schools to admit aged children into higher classes. Though this not for all cases, we are working on this direction and exploring the involvement of local stakeholders, NGOs and CSOs for such cases.

**Deadline Date:**

**Action Taken:**

**Plan Complete:**

**Plan Complete Date:**

## Non-Discrimination: General Compliance Non-Discrimination

D.1 Growers shall comply with all local laws, regulations, and procedures concerning non-discrimination.

### Noncompliance

**Explanation:** Local law procedures and regulations concerning non-discrimination of workers in wage payments and work allocation are not followed.

Sources: worker and grower interviews

Legal References: The Equal Remuneration Act 1976, The Minimum Wages Act 1948

**Plan Of** Actions:

**Action:** Both males and females will be provided equal wages for equal work. Syngenta will create awareness in production regions on this and shall monitor this under internal monitoring. In some cases, where male laborers are engaged in additional work other than pollination, including hard work like sloughing, spraying, digging, etc., male laborers are paid higher than female laborers.

**Deadline**

**Date:**

**Action**

**Taken:**

**Plan**

**Complete:**

**Plan**

**Complete**

**Date:**



**Non-Discrimination: Employment Decisions**

D.2 All employment decisions shall be made solely on the basis of a person’s qualifications, in terms of education, training, experience, demonstrated skills and/or abilities, as they relate to the inherent requirements of a particular job.

**Noncompliance**

**Explanation:** Gender and age discrimination in wages and work allocation is widely prevalent in all farms visited. Dividing labor along gender lines and paying different wages for male and female workers are common practices in this region and observed in all crops.

Sources: worker and grower interviews

**Plan Of** Actions:  
**Action:** Both males and females will be provided equal wages for equal work. Syngenta will create awareness in production regions on this and shall monitor this under internal monitoring.

**Deadline**  
**Date:**

**Action**  
**Taken:**

**Plan**  
**Complete:**

**Plan**  
**Complete**  
**Date:**

### **Non-Discrimination: Sex-Based Wage Discrimination**

D.3 There shall be no differences in remuneration between male and female workers for work of equal value. Remuneration (wages, compensation) includes the basic minimum or prevailing industry wage and any additional payments to be made directly or indirectly, whether in cash or in kind, by the grower to the worker arising out of the workers' employment. Such additional payments include wage differentials or increments based on seniority or marital status, cost of living allowances, housing or residential allowances, family allowances, benefits in-kind such as the allotment and cleaning of work clothes or provision of fire wood, spices, raw material for food, equipment, and other benefits.

#### **Noncompliance**

**Explanation:** It is to be noted that dividing labor along gender lines and paying different wages for male and female workers are common practices in this region and observed in all crops.

Sources: worker and grower interviews

Legal References: The Equal Remuneration Act 1976, The Minimum Wages Act 1948

**Plan Of Action:** Actions: Both males and females will be provided equal wages for equal work. Syngenta will create awareness in production regions on this and shall monitor this under internal monitoring.

**Deadline Date:**

**Action Taken:**

**Plan Complete:**

**Plan Complete Date:**

**Code Awareness:**

GEN. 2: Ensure that all company growers, as well as seed organizers, inform their workers about the workplace standards orally and through the posting of standards in a prominent place (in the local languages spoken by workers) and undertake other efforts to educate workers about the standards on a regular basis.

**Noncompliance**

**Explanation:** Workers are not aware of workplace standards; they do not have awareness of the different codes. Growers and seed organizers have not taken required measures to inform workers about the workplace standards.

Sources: farm visits; record review; worker, grower and management interviews

**Plan Of Action:** Tomato production undertaken by Syngenta for the first time in this location. Syngenta will insist growers train workers on code of conduct (COC). During COC training Syngenta will also insist growers to invite workers.

Actions:

1. COC will be posted wherever it is possible on the farm, and relevant messages posted or disseminated in village schools, temples, common meeting places, and offices of local administration body (panchayat), organizers and company as prescribed by stakeholders.
2. Trainings will be customized for family labor farms. The grower, generally the head of the family, can be trained as an educator. Female members (mothers/elder women) of family will be involved in awareness programs. A communication strategy for each target audience within the program: organizers, growers, family labor, hired labor, will be developed.
3. A peer-to-peer awareness building model (worker-to-worker, grower-to-grower, supervisor-to-supervisor, women-to-women) and self-help groups will be established. Keeping cultural sensitivities in mind, a separate meeting will be held for women.
4. Female community mobilizers are appointed with this view in mind. There is a need to increase female mobilizers to work closely with growers' families and workers.
5. Mini-stakeholder consultations will be conducted within the regions with the help of local village leaders, growers and organizers.

**Deadline Date:**

**Action Taken:**



**Plan  
Complete:**

**Plan  
Complete  
Date:**

**Code Awareness: Other (Company Internal Grievance Policy and Procedures)**

Other

**Noncompliance**

**Explanation:** There is some mechanism to address growers' grievances, but there are no means by which workers can report their grievances directly to company. Company has a number mentioned on the attendance register; however, this is maintained by the grower, and workers do not have access to it.

Sources: worker and grower interviews; record review

**Plan Of  
Action:** Syngenta to create awareness through training programs for all concerned stakeholders on noncompliance matters, develop a culture of transparent work environment and establish strong communication among team.

Actions:

1. Syngenta has started engaging opinion leaders, teachers and women at the village level to form a committee to serve as a channel for information dissemination and worker grievances. At least 50% of these Grievance Committee members will be women. Company will take appropriate steps to publicize this grievance channel among growers and workers. Contact information of village committee members, as well as that of organizers and company supervisors, will be made available to growers and workers. The village committee will contact company in case of grievances.
2. 1 day per month will be assigned to company representative to deal with field level worker grievances. All grievances from workers will be documented for analysis.
3. In the long term, an internal system within the monitoring program will be developed to award growers with zero grievances.
4. Supervisors will be equipped with visiting cards on which contact numbers of respective RPM and project coordinator will be mentioned. Workers will be educated to contact these numbers regarding noncompliances they observe.
5. Leaflets with information on emergency numbers will be distributed among workers.

**Deadline**

**Date:**

**Action**

**Taken:**

**Plan**

**Complete:**

**Plan**

**Complete**

**Date:**

**Health and Safety: General Compliance Health and Safety**

H&S.1 Growers shall comply with all local laws, regulations, and procedures concerning health and safety. In any case where local laws and Workplace Code of Conduct are contradictory, the higher standards will apply. The grower will possess all legally required permits.

**Noncompliance**

**Explanation:** Local law stipulates employers provide training, personal protective equipment (PPE), and health checkups for workers employed handling chemical pesticides. This is not completely followed. Not all workers involved in pesticide application are provided training on the safe handling of pesticides.

Sources: worker and grower interviews

Legal Reference: The Insecticides Act 1968

**Plan Of  
Action:**

Syngenta has organized safe chemical handling trainings in which we have covered maximum growers and made them aware of chemical handling. In consultation with an agency, we have locally designed some sort of protection which is widely used during chemical spraying. Although not a formal PPE set, it serves the purpose of formal PPE.

Actions:

1. Organize a greater number of these trainings to cover all growers with the help of the Crop Protection (CP) team.
2. Engage 1 agency which will help company address this issue at a greater level.
3. Explore possibility of equipping all growers with PPE.

**Deadline**

**Date:**

**Action**

**Taken:**

**Plan**

**Complete:**

**Plan**

**Complete**

**Date:**

### **Health and Safety: Document Maintenance/Worker Accessibility and Awareness**

H&S.2 All documents required to be available to workers and growers by applicable laws (health and safety policies, MSDS, etc.) shall be made available in the prescribed manner and in the local language or language(s) spoken by the workers if different from the local language. If the workers are illiterate, the company shall make an effort to provide pictorials that the workers can easily understand.

#### **Noncompliance**

**Explanation:** MSDS are not available with growers.

Sources: worker and grower interviews

**Plan Of**

**Action:**

Actions:

Abstracts of Material Data Safety Sheets (MSDS) are always available (in regional languages) with all chemicals purchased by growers. MSDS in detail are not available with all growers, but are available at location offices. However, implementing team is well trained on MSDS and we regularly pass this message to growers and workers. We are trying to explore the possibility of making MSDS available with all growers.

**Deadline**

**Date:**

**Action**

**Taken:**

Plan  
Complete:

Plan  
Complete  
Date:

### Health and Safety: Health and Safety Management System

H&S.4 The health and safety policy shall contain the framework for a comprehensive H&S management system within which growers' responsibilities; workers' rights and duties; various responsibilities of designated personnel; procedures that enable workers to raise health and safety concerns; and procedures for reporting death, injury, illness, and other health and safety issues (for instance, near-miss accidents) are clear, regularly tested and reviewed.

#### Noncompliance

**Explanation:** Policy does not clearly specify comprehensive health and safety management systems.

Sources: management interviews, record review

**Plan Of Action:** Formal, disciplined working systems H&S policy is developed. This document explains the company's stance on H&S. Document is available at all internal monitoring (IMS) centers. However, key points of this are included in the document "Best Seed Production Practices," which is explained and given to growers at time of seed production.

Action:  
Create more awareness on HSE aspects with workers.

Deadline  
Date:

Action  
Taken:

Plan  
Complete:

**Plan  
Complete  
Date:**

### **Health and Safety: Communication to Workers**

H&S.5 The health and safety policy shall be communicated to all workers in the local language or language(s) spoken by workers if different from the local language.

#### **Noncompliance**

**Explanation:** Most workers have not received any communication in regards to company's health and safety policy.

Source: worker interviews

**Plan Of Action:** Formal, disciplined working systems H&S policy is developed. This document explains the company's stance on H&S. Document is available at all IMS centers. However, key points of this are included in the document "Best Seed Production Practices," which is explained and given to growers at time of seed production.

Action:  
Create more awareness on HSE aspects with workers.

**Deadline  
Date:**

**Action  
Taken:**

**Plan  
Complete:**

**Plan  
Complete  
Date:**

## Health and Safety: Access to Safety Equipment and First Aid

H&S.6 Company should ensure that growers and workers have access to safety equipment and first aid.

### Noncompliance

**Explanation:** First aid kits are not maintained at farms.

Sources: record review; grower and management interviews

**Plan Of Action:** First aid kits are kept with schools, farmers and workers. Being new locations some places are missed. Trainings are in progress in this area. Practically, it is difficult to supply first aid kits to all growers.

#### Actions:

1. Syngenta will provide first aid boxes to key villages and they will be kept at important junctions like schools, panchayat or with any responsible growers.
2. Additional requirements will be worked out and purchased.
3. Growers will be encouraged to keep first aid kits on their own.
4. Growers will be sufficiently trained in the effective use of first aid.

**Deadline**

**Date:**

**Action**

**Taken:**

**Plan**

**Complete:**

**Plan**

**Complete**

**Date:**

## Health and Safety: Personal Protective Equipment

H&S.7 All necessary personal protective equipment (PPE), such as gloves, eye protection, respiratory protection, etc., should be made available to relevant workers to prevent unsafe exposure (such as inhalation or contact with solvent vapors, dust, etc.) to health and safety hazards.

### Noncompliance

**Explanation:** Company has not distributed PPE to all growers.

Sources: record review; grower and management interviews

**Plan Of Action:** Syngenta has organized safe chemical handling trainings in which we have covered maximum growers and made them aware of chemical handling. In consultation with an agency, we have locally designed some sort of protection which is widely used during chemical spraying. Although not a formal PPE set, it serves the purpose of formal PPE.

#### Actions:

1. Organize a greater number of these trainings to cover all growers with the help of CP team.
2. Engage 1 agency which will help company address this issue at a greater level.
3. Explore possibility of equipping all growers with PPE.

**Deadline**

**Date:**

**Action**

**Taken:**

**Plan**

**Complete:**

**Plan**

**Complete**

**Date:**

### **Health and Safety: Chemical Management and Training**

H&S.8 All chemicals and hazardous substances, farm produce, and raw materials should be properly labeled and stored. The grower shall not use any banned (either by national or international laws) pesticides, fertilizers, or any other agro chemicals on the farm. The grower shall ensure safe disposal of waste chemicals, empty containers of chemicals or packing materials. Grower/organizer/company will provide necessary training to workers in regard to handling agro chemicals (pesticides, fertilizers, and other hazardous substances), their application and the use of personal protective equipment.

#### **Noncompliance**

**Explanation:** Most growers and workers interviewed reported they have not received any formal training on health and safety from company. Company has conducted training for growers on H&S, safe handling of chemicals, and PPE; however, no training was conducted in [Location name].

Sources: record review; grower and management interviews

**Plan Of  
Action:**

Actions:

1. Organize a greater number of these trainings to cover all growers.
2. Engage 1 agency which will help company address this issue at a greater level.
3. Stringent monitoring.

**Deadline  
Date:**

**Action  
Taken:**

**Plan  
Complete:**

**Plan  
Complete  
Date:**



## Health and Safety: Machinery Maintenance and Worker Training

H&S.11 All production machinery, equipment, and tools shall be regularly maintained and properly guarded. Workers shall receive training in the proper use and safe operation of machinery, equipment, and tools they use.

### Noncompliance

**Explanation:** Workers have not received any training on the proper use and safe operation of machinery and equipment.

Sources: worker and grower interviews

**Plan Of Action:** We partially agree with the auditors' comments, but simultaneously we have given enough training to growers about machinery. However, there are no complicated machines used by growers in seed production. We always cover these issues during safe chemical handling trainings.

Actions:

1. Organize more awareness campaigns on this.
2. In the tool we have added this as a separate element.

**Deadline  
Date:**

**Action  
Taken:**

**Plan  
Complete:**

**Plan  
Complete  
Date:**

### Health and Safety: Medical Facilities

H&A.12 Medical facilities shall be established and maintained as required by applicable laws. In cases where there is no local law, company should ensure growers can approach them in cases of medical emergencies and have the local medical officer's contact address available to the growers and workers. In cases of medical emergency, e.g., injury or sudden illness, employers will not unreasonably delay allowing a worker access to medical treatment.

#### Noncompliance

**Explanation:** [Workers have not received any training on the proper use and safe operation of machinery and equipment.](#)

[Source: grower interviews](#)

**Plan Of Action:** [Action:](#)  
[Growers and workers to be informed about nearby medical facilities in trainings, meetings and other means of communication.](#)

**Deadline Date:**

**Action Taken:**

**Plan Complete:**

**Plan Complete Date:**

## Hours of Work: General Compliance Hours of Work

HOW.1 Growers shall comply with all local laws, regulations, and procedures concerning hours of work, public holidays, and leave.

### Noncompliance

**Explanation:** Local legal procedures and regulations concerning hours of work, public holidays and overtime compensations are not followed. Both workers and growers are not aware of local law.

Sources: worker and grower interviews

Legal Reference: The Minimum Wages Act 1948

**Plan Of Action:** In some cases growers engage annual workers to conduct farm operations smoothly. The focus is not only seed production; rather, they are involved in other various field activities. This type of engagement is always verbal and a verbal contract is made between growers and the laborers. This requires attention, as we have planned a remediation plan.

#### Actions:

1. We will educate growers on various aspects of law related to annual labor contracts.
2. We will encourage growers to have a written contract between growers and laborers with clearly specified employment terms and conditions and to keep the document ready in case it is required.
3. Ensure that social compliance agreement is made between growers and company covering bonded labor element.

**Deadline  
Date:**

**Action  
Taken:**

**Plan  
Complete:**

**Plan  
Complete  
Date:**

**Hours of Work: Rest Day**

HOW.2 Workers shall be entitled to at least 1 day off in every 7-day period. In case workers have to work for several days without a day off due to the requirement of the production cycle, they can do so as far as they voluntarily agree to it.

**Noncompliance**

**Explanation:** [Workers are not entitled paid rest days or weekly days off.](#)

[Sources: worker and grower interviews](#)

**Plan Of Action:** [Actions:](#)  
[The concept of rest days has to be educated among growers with annual workers; attendance register would be maintained to monitor this education.](#)

**Deadline  
Date:**

**Action  
Taken:**

**Plan  
Complete:**

**Plan  
Complete  
Date:**

### Hours of Work: Overtime

HOW.4 No worker shall be expected to work for more than 8 hours per day, excluding breaks. In extraordinary circumstances, the daily working hours can be extended to 10 hours.

#### Noncompliance

**Explanation:** Workers employed on annual contracts work more than 10 hours a day.

Sources: worker and grower interviews

**Plan Of Action:** Actions:  
When laborers work 8 hours, there is no question of overtime payment. However, Syngenta will monitor if some laborers are working more than 8 hours and overtime is not paid. In that case, Syngenta will further train grower on the policies and local laws. Laborers will be educated in this regard.

**Deadline Date:**

**Action Taken:**

**Plan Complete:**

**Plan Complete Date:**

**Hours of Work: Overtime/Positive Incentives**

HOW.5 Non-growers shall use positive incentive schemes to induce overtime and shall ensure workers know such incentive schemes.

**Noncompliance**

**Explanation:** [Workers are not paid any overtime compensation when they work additional time.](#)

[Sources: worker and grower interviews](#)

**Plan Of** [Action:](#)  
**Action:** [Growers and workers would be educated about overtime work and motivated to pay incentives.](#)

**Deadline**  
**Date:**

**Action**  
**Taken:**

**Plan**  
**Complete:**

**Plan**  
**Complete**  
**Date:**

**Hours of Work: Public Holidays**

HOW.6 Growers shall provide workers with all public holidays as required under local laws, regulations, and procedures.

**Noncompliance**

**Explanation:** [Workers reported they even work during public holidays.](#)

[Sources: worker and grower interviews](#)

**Plan Of Action:** [Action:](#)  
[Create awareness about public holidays among growers and workers and clearly mention it in agreements with workers.](#)

**Deadline Date:**

**Action Taken:**

**Plan Complete:**

**Plan Complete Date:**



**Hours of Work: Other**

Other

**Noncompliance**

**Explanation:** No formal grievance system in place for workers to raise their concerns.

**Plan Of** Actions:

**Action:** 1. Syngenta has started engaging opinion leaders, teachers and women at the village level to form a committee to serve as a channel for information dissemination and worker grievances. At least 50% of these Grievance Committee members will be women. Company will take appropriate steps to publicize this grievance channel among growers and workers. Contact information of village committee members, as well as that of organizers and company supervisors, will be made available to growers and workers. The village committee will contact company in case of grievances.  
2. 1 day per month will be assigned to company representative to deal with field level worker grievances. All grievances from workers will be documented for analysis.

**Deadline**

**Date:**

**Action**

**Taken:**

**Plan**

**Complete:**

**Plan**

**Complete**

**Date:**