COMPANY: Syngenta  
COUNTRY: Romania  
PROVINCE: Braila-Galati  
MONITOR: Simona Apostol  
AUDIT DATE: June 19 – 20, 2013  
PRODUCTS: Corn  
NUMBER OF WORKERS: 59  
NUMBER OF WORKERS INTERVIEWED: 35  
NUMBER OF FARMS VISITED: 4  
TOTAL AREA COVERED IN AUDIT: 402 HA  
PROCESSES: Detasseling

To view more about the FLA’s work with Syngenta, please visit the FLA website [here](https://www.flabor.org).
### Noncompliance Overview and Table of Contents

| GEN 1                        | Establish and articulate clear, written workplace standards. Formally convey those standards to Company Growers as well as to supply chain Organizers. |
| GEN 2                        | Ensure that all Company growers as well as supply chain 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. |
| GEN 3                        | Develop a secure communications channel, in a manner appropriate to the culture and situation, to enable Company employees, Supervisors and employees of supply chain organizers to report to the Company on noncompliance with the workplace standards, with security that they shall not be punished or prejudiced for doing so. |
| Other (Company Internal Grievance Policy and Procedures) | |

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Forced Labor: Recruitment Through Referrals

F.8 Workers shall not be engaged to work in a farm by a family member, friend, or associate in order for that family member, friend or associate to receive continuing remuneration, consideration, or any other return from the grower. This shall not refer to normal references, referral bonuses or standard employment recruitment practices.

Uncorroborated Evidence of Noncompliance

Explanation: Workers are registered to workers’ registration book. However, there is no system in place to ensure a better control of working family members and their payments. There is the possibility of only 1 person from the whole family being registered and for a member of the employed families being paid for the work of the entire family.

Sources: record reviews; interviews with company and growers; farm visits/observation; local cultural practices

Plan Of Action: Since the registration book is required by local regulations, Syngenta will revise the questions in the IMS checklist and include a question regarding working family members. If positive, check if the minimum or agreed country or regional salary is being paid and inform farm management on the legal requirements during growers’ training at the beginning of the season.

Deadline Date: June 2014

Action Taken: 

Plan Complete: 

Plan Complete Date: 
Forced Labor: Individual Contracts (Verbal / Written)

F.12 Where more than one person belonging to a worker household is employed, each member of the household employed by the farm will have individual terms of employment and will not be linked to the employment of the other family member. Where a particular activity is assigned to a group of workers and the remuneration is pre-determined for the activity, the workers in the group will have the freedom to be part of the group or leave the group.

Uncorroborated Evidence of Noncompliance

Explanation: There is no system in place to ensure a better control of working family members and casual workers.

Sources: record review; interviews with the company and growers; farm visits/observation during monitoring process; local cultural practices

Legal Reference: Romanian labor law

Plan Of Action:

1. The company will re-implement the FLA campaign with growers. The campaign will include 2 grower trainings (1 in March, 1 in June), where an agronomist will inform growers on the legal requirements regarding: a) registering all workers and b) FLA/Syngenta Code of Conduct (COC) principles.

2. The FLA campaign will also include 2 worker trainings in the peak season by an agronomist, where workers will be informed of: a) the legal requirements regarding registration and b) FLA/Syngenta COC principles.

3. The IMS checklist will be updated and workers’ registration sheet check will also be included in questions.

Deadline Date: April 2014

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: During the farm visit, it was not demonstrated that all the growers are in conformity with the requirements regarding child labor. Some growers employed children under 15 years old who came with their families; young people without ID were also observed during a farm visit.

Sources: record review; interviews with company, seed organizer, and growers; farm visits

Legal References: Romanian labor law, Romanian law regarding hiring young workers: HG 600 / 13.06.2007

Plan Of Action:

1. The company will re-implement the FLA campaign with growers. The campaign will include 2 grower trainings (1 in March, 1 in June), where an agronomist will inform growers on legal requirements regarding: a) registering all workers and b) FLA/Syngenta COC principles including child labor. Different type of age verification systems will also introduced to growers during the training.

2. The FLA campaign will also include 2 worker trainings during the peak season by an agronomist, where workers will be informed of legal requirements on registration and FLA/Syngenta COC principles.

3. The company will prepare visual materials for child labor in order to raise worker and grower awareness and distribute them to farm management and local authorities.

Deadline Date: April 2014

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: It was not demonstrated that all the growers are in conformity with the requirements regarding child labor; a child under 15 years old and young people without ID were observed during a farm visit.

Sources: record review; interviews with the company, seed organizer, and growers; farm visit

Legal Reference: Romanian labor law; Romanian law regarding hiring young workers

Plan Of Action:

1. The company will re-implement the FLA campaign with growers. The campaign will include 2 grower trainings (1 in March, 1 in June) where an agronomist will inform growers of legal requirements regarding registering all workers and FLA/Syngenta COC principles including child labor. Different type of age verification systems will also introduced to growers during that training.

2. The FLA campaign will also include 2 worker trainings during the peak season by an agronomist, where workers will be informed of legal requirements on registration and FLA/Syngenta COC principles.

3. The company will prepare visual materials for child labor in order to raise worker and grower awareness and distribute them to farm management and local authorities.

4. Both growers and workers will be informed of the grievance channel/communication number, where they can inform the Syngenta office on noncompliances, during both worker and grower trainings.

Deadline

Date: April 2014

Action Taken:

Plan Complete:
Child Labor: Proof of Age Documentation
CL.3 Company will assist the grower in maintaining proof of age documentation for all young workers in the farm and is recommended to maintain proof of age documentation for all workers in the farm, including long term and casual workers.

Noncompliance

Explanation: It was not demonstrated that there is an efficient system in place for proving the age of workers.

Sources: record review; interviews with the company, seed organizer, and growers; farm visit

Legal Reference: Romanian labor law

Plan Of Action: The company will re-implement the FLA campaign with growers. The campaign will include 2 grower trainings (1 in March, 1 in June) where an agronomist will inform growers of legal requirements regarding registering all workers and FLA/Syngenta COC principles including child labor. Different type of age verification systems will also be introduced to growers during that training. However, the main checking system for proving workers’ ages is related to their identity number. This is the legal system. Therefore, Syngenta will not provide an additional tool for growers.

Deadline Date: April 2014

Action Taken:

Plan Complete:

Plan Complete Date:
Child Labor: Other Means of Age Verification

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

Noncompliance

Explanation: It was not demonstrated that there is an efficient system in place for proving the age of workers by different means of verification. It was clear that a child was under 15 years old; however, it was not clear if the young people were under 18 years old or not.

Sources: record review; interviews with company, seed organizer, and growers; farm visit

Legal Reference: Romanian labor law

Plan Of Action: The usual checking method with ID number should be the main one, but, through the meetings, the importance of respecting the minimum working age will be underlined. Also, during the peak season, the agronomist will intensify the visit in the field, completing permanently the "field monitoring form" and crosschecking the registration book with workers in the field. So, in case of noncompliance, it will be announced immediately by the grower and the appropriate measures will be taken.

Deadline Date: April 2014

Action Taken:

Plan Complete:

Plan Complete Date:
Child Labor: Government Permits and Parental Consent Documentation

CL.5 Growers shall abide by all the relevant rules and procedures where the law requires government permits or permission from parents as a condition of employment.

Uncorroborated Evidence of Noncompliance

Explanation: It was not demonstrated that there is a functional system under this requirement. (No formal, written parental consent, only verbal.)

Sources: record review; interviews with the company, seed organizer, and growers; farm visit

Legal References: Romanian labor law; Romanian law regarding hiring young workers

Plan Of Action: The company will prepare visual materials for child labor/young workers in order to raise worker and grower awareness and will distribute them to farm management and local authorities. Also, from the first grower meeting, it should be clarified that persons below working age and children between 15 – 18 should not be admitted on the fields without written parental consent.

There will be more internal monitoring visits during the 2014 season, in order to check growers’ compliance.

Deadline Date: April 2014

Action Taken:

Plan Complete:

Plan Complete Date:
Child Labor: Employment of Young Workers

CL.6 Growers shall comply with all relevant laws and regulations that apply to young workers, i.e., those between the minimum working age and the age of 18, including those relating to hiring, working conditions, types of work, hours of work, proof of age documentation, and overtime.

Uncorroborated Evidence of Noncompliance

Explanation: It was not demonstrated that all growers are conforming with the requirements regarding young workers; it was not clear whether the young workers observed on the farm were under 18 years old or not. There were no records on workers’ ages.

Sources: record review; interviews with the company, seed organizer, and growers; farm visit

Legal Reference: Romanian labor law; Romanian law regarding hiring young workers

Plan Of Action: The company will prepare visual materials for child labor/young workers in order to raise worker and grower awareness and will distribute them to farm management and local authorities. Also, from the first grower meeting, it should be clarified that persons below working age and children between 15 – 18 should not be admitted on the fields without written parental consent.

There will be more internal monitoring visits during the 2014 season, in order to check growers’ compliance.

Deadline Date: April 2014

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 and is rehabilitated and brought into the mainstream school system. The grower and company will make efforts to make this rehabilitation sustainable.

Noncompliance

Explanation: A child under 15 years old and young people without ID were observed during a farm visit; no evidence that remediation action was taken.

Sources: record review; interviews with the company, seed organizer, and growers; farm visit

Legal Reference: Romanian labor law

Plan Of Action: The company will prepare visual materials for child labor/young workers in order to raise worker and grower awareness and will distribute them to farm management and local authorities. Also, from the first grower meeting, it should be clarified that persons below working age and children between 15 – 18 should not be admitted on the fields without written parental consent. Workers and growers will be informed of the grievance channel, to which they can apply in case of noncompliance. If a child is found at the farm level during the internal monitoring visit, they will be removed immediately. However, the schools are in vacation during the peak season, so no action can be taken for returning to school.

Deadline Date: April 2014

Action Taken:

Plan Complete:

Plan Complete Date:
Harassment or Abuse: Discipline/Worker Awareness

H&A.3 Grower will follow disciplinary practices that are fair and are clearly understood by the workers. The grower will take necessary steps to ensure that the farm’s disciplinary procedure is clearly understood by the workers.

Noncompliance

Explanation: It could not be demonstrated that workers were aware of the disciplinary procedure; workers knew little or nothing about Syngenta’s harassment and abuse policy.

Sources: record review; interviews with the company, seed organizer, and growers; farm visit

Plan Of Action: During the growers meeting in March, growers/farm management will also be informed of Syngenta’s COC and its harassment and abuse/discrimination principles. Through training, the importance of respecting the disciplinary procedure and of communication to the workers during hiring procedures will be underlined. Also, visual campaign materials should be placed in the most visible place to be more accessible for all workers.

Deadline Date: April 2014

ActionTaken:

Plan Complete:

Plan Complete Date:
Harassment or Abuse: Discipline/Training

H&A.4 Grower/Organizer/Company will provide training on appropriate disciplinary practices to persons who supervise the workers.

Noncompliance

Explanation: It could not be demonstrated that the supervisors were trained on the disciplinary procedure and practices.

Sources: record review; interviews with the company, seed organizer, and growers; farm visit

Plan Of Action: More training and meetings before the season to assure that the program’s aim is clearly understood by the supervisors. The supervisors should have strong knowledge about FLA’s purpose and policies. 2 trainings will be organized by Syngenta agronomists for supervisors before the season, so they will be able to transfer this knowledge to workers and also respect the minimum requirements.

Deadline Date: April 2014

Action Taken:

Plan Complete:

Plan Complete Date:
Harassment or Abuse: Grievance Procedure

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

Noncompliance

Explanation: Syngenta has implemented a grievance number and it was posted on all visual materials; however, not all workers know its purposes or where to call.

Sources: record review; interviews with the company, seed organizer, and growers; farm visit

References: FLA COC, Romanian labor law

Plan Of Action: Both growers and workers will be informed of the grievance number during trainings for FLA campaign. Campaign materials will be distributed to the workers mainly in the peak season; the number and the details are printed on campaign material (flyers, caps, etc.)

Deadline Date: April 2014

Action Taken:

Plan Complete:

Plan Complete Date:
Non-Discrimination: Protection and Accommodation of Pregnant Workers and New Mothers

D.5 Growers shall abide by all protective provisions in local laws and regulations benefiting pregnant workers and new mothers, including provisions concerning maternity leave and benefits, prohibitions regarding night work, temporary reassignments away from work 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. Where such legal protective provisions are lacking, growers shall take reasonable measures to ensure the safety and health of pregnant women and their unborn children. Such measures shall be taken in a manner that shall not unreasonably affect the employment status, including wages and benefits, of pregnant women.

Uncorroborated Evidence of Noncompliance

Explanation: No pregnant workers or new mothers were observed during the farm visits and it is not common for them to work on the farm. However, there was no evidence that growers could provide protection and accommodation for a pregnant worker’s and/or new mother’s.

Sources: record review; interviews with the company, seed organizer, and growers; farm visit

Legal Reference: Romanian labor law

Plan Of Action: Through the FLA campaign, reinforce the messages regarding new mothers and pregnant women. In the meetings with growers and workers, this subject should be clearly mentioned; the agronomist should verify if the pregnant workers and new mothers have the appropriate conditions for their status during internal monitoring visits. Growers should be prepared in advance, with an appropriate rest area.

Deadline Date: April 2014

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 (such as 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: Both growers and permanent workers received training on health and safety requirements and have considerable knowledge of this concept; the efficiency of the measures taken for increasing casual workers awareness was low. Casual workers were not aware of H&S regulations and no informative and easily accessible documents were kept for them on farms.

Sources: record review; interviews with the company, seed organizer, and growers; farm visit

Legal Reference: Romanian Law on HS – Law 316/2006

Plan Of Action: The company will re-implement the FLA campaign with growers. The campaign will include 2 grower trainings (1 in March, 1 in June) where an agronomist will inform growers and workers on the rules and procedures regarding H&S. The campaign materials will be placed in the most visible places and in sufficient number, in order to be accessible to all workers. Also, for the seasonal workers, the most important thing will be the daily short training regarding H&S, where the major risks for the respective working tasks will be highlighted.

Deadline Date: April/June 2014

Action Taken:

Plan Complete:
Health and Safety: Written Health and Safety Policy

H&S.3 Company, in consultation with growers, organizers, and if possible workers, is required to develop a health and safety policy. The policy must, at the very least, be aimed at complying with legal minimum safety and health standards, regulations, and procedures and with the Workplace Code of Conduct.

Noncompliance

Explanation: No written grower policy regarding H&S commitments and compliance could be seen.

Sources: record review; interviews with the company, seed organizer, and growers; farm visit

Legal Reference: Romanian Law on HS – Law 316/2006

Plan Of Action: Through FLA campaign trainings, the rules and procedures regarding H&S will be given to growers and workers. The campaign materials will be placed in the most visible places and in sufficient number, in order to be accessible to all workers. Also, for the seasonal workers, the most important thing will be the daily short training regarding H&S, where the major risks for the respective working tasks will be highlighted.

Deadline Date: April 2014

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 health and safety management system within which growers’ responsibilities and 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 and regularly tested and reviewed.

**Noncompliance**

**Explanation:** The existence of an implemented H&S management system could not be demonstrated in all cases.

**Sources:** record review; interviews with the company, seed organizer, and growers; farm visit

**Legal Reference:** Romanian Law on HS – Law 316/2006

**Plan Of Action:** Through FLA campaign trainings, the rules and procedures regarding H&S will be given to growers and workers. The campaign materials will be placed in the most visible places and in sufficient number, in order to be accessible to all workers. Also, for the seasonal workers, the most important thing will be the daily short training regarding H&S, where the major risks for the respective working tasks will be highlighted.

**Deadline Date:** April 2014

**Action Taken:**

**Plan Complete:**

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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: During the monitoring process, there was not sufficient evidence related to the communication of the H&S policies to workers.

Sources: record review; interviews with the company, seed organizer, and growers; farm visit

Legal Reference: Romanian Law on HS – Law 316/2006

Plan Of Action: Through FLA campaign trainings, the rules and procedures regarding H&S will be given to growers and workers. The campaign materials will be placed in the most visible places and in sufficient number, in order to be accessible to all workers. Also, for the seasonal workers, the most important thing will be the daily short training regarding H&S, where the major risks for the respective working tasks will be highlighted.

Deadline Date: April 2014

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.

**Uncorroborated Evidence of Noncompliance**

**Explanation:** The existence of safety equipment and a first aid kit could not be proved in all farms.

**Sources:** record review; interviews with the company, seed organizer, and growers; farm visit

**Legal Reference:** Romanian Law on HS – Law 316/2006

**Plan Of Action:** Safety equipment must be available for all growers, depending the type of work they do. During the internal monitoring visits, first aid kits will also be checked as part of the checklist. Syngenta also will contribute to providing some safety kits for the farms where the risks are high. Also, Syngenta will provide the minimum personal protective equipment (PPE) specific for the detasseling process. The first aid kit will be placed in the most accessible place during the working hours.

**Deadline Date:** April 2014

**Action Taken:**

**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: The availability of PPE for all workers could not be demonstrated in all cases and not all workers wore PPE, which was provided by Syngenta as part of the FLA campaign.

Sources: record review; interviews with the company, seed organizer, and growers; farm visit

Legal Reference: Romanian Law on HS – Law 316/2006

Plan Of Action: The growers must be in line with local legislation regarding HSE. The HSE working book must be on each farm for permanent workers. There is no legal procedure for seasonal workers. Syngenta will provide minimum PPE for the peak season, mainly for detasseling, and growers and workers will be informed of the importance of PPE usage during trainings.

Deadline Date: April 2014

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 in the farm. The grower shall ensure safe disposal of waste chemicals or empty containers of chemicals or packing materials. The grower/organizer/company will provide the necessary training to the worker with regard to handling of agro chemicals (pesticides, fertilizers, and other hazardous substances), their application and the use of personal protective equipments.

Uncorroborated Evidence of Noncompliance

Explanation: During interviews and farm visits, it came out that there is no system in place for aligning to this requirement, nor formal documents or records regarding it. However, growers received training on usage of chemicals and banned materials by suppliers’ agronomist.

Sources: record review; interviews with the company, seed organizer, and growers; farm visit

Legal Reference: Romanian Law on HS – Law 316/2006

Plan Of Action: The company will re-implement the FLA campaign with growers. The campaign will include 2 grower trainings (1 in March, 1 in June) where an agronomist will inform growers on the rules and procedures regarding chemical management and training, along with the legal requirements. Growers will be encouraged to keep records.

Deadline Date: April 2014

Action Taken:

Plan Complete:
Health and Safety: Chemical Management for Pregnant Women, Young Workers and Family Members Residing On the Farm

H&S.9 To prevent unsafe exposure to hazardous chemicals, specific appropriate accommodations shall be made for pregnant women and workers under the age of 18 as required by applicable laws or the provisions of the FLA Workplace Code of Conduct in a manner that does not unreasonably disadvantage workers. Grower shall ensure that young workers, pregnant or nursing women, persons with chronic respiratory disease are not allowed to work with the application of hazardous chemicals. Grower will take measures to ensure that workers or their families residing in the farm are not at risk of exposure to pesticides and agrochemicals used in the farm.

Uncorroborated Evidence of Noncompliance

Explanation: During interviews and farm visits, it came out that there is not a system in place for aligning to this requirement, although there were no cases of pregnant women in the farm (the fact that workers did not manage chemicals could not be proved. Training in this sense was not given. Also, safe storage did not exist in most farms.).

Sources: record review; interviews with the company, seed organizer, and growers; farm visit

Legal Reference: Romanian Law on HS – Law 316/2006

Plan Of Action: Through FLA campaign training, the rules and procedures regarding chemical management and training, along with the legal requirements will be provided to growers. In the meetings with growers and workers, the subject of new mothers should be clearly mentioned and the agronomist should verify if pregnant workers and new mothers have the appropriate conditions for their status during internal monitoring visits.

Deadline Date: April 2014

Action Taken:

Plan Complete:

Plan Complete Date:
Health and Safety: Medical Facilities

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

Uncorroborated Evidence of Noncompliance

Explanation: During interviews and farm visits, it came out that there is no system in place for aligning to this requirement, since it could not be proven that all workers had access to medical facilities; in some cases, workers did not know what to do in case of injury.

Sources: record review; interviews with the company, seed organizer, and growers; farm visit

Legal Reference: Romanian Law on HS – Law 316/2006

Plan Of Action: The company will re-implement the FLA campaign with growers. The campaign will include 2 grower trainings (1 in March, 1 in June) where an agronomist will also inform growers on access to medical facilities in case of injury; however, it is difficult to ensure full access, due to the fact that medical facilities are far from the locations of the farms.

Deadline Date: April 2014

Action Taken:

Plan Complete:
Freedom of Association and Collective Bargaining  
Other

Uncorroborated Evidence of Noncompliance

Explanation: Lack of associations to strengthen workers' rights.

Sources: record review; interviews with the company, seed organizer, and growers; farm visit

Plan Of Action: The company will re-implement the FLA campaign with growers. The campaign will include 2 grower trainings (1 in March, 1 in June) where an agronomist will inform growers on freedom of association. There will be also 2 trainings for workers. Workers will also be informed through visual materials (posters, brochures).

Deadline Date: April 2014

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.

**Uncorroborated Evidence of Noncompliance**

**Explanation:** The effectiveness and accuracy of the existing system regarding the control of hours of work could not be demonstrated, as the information given by some of the respondents was different than what the growers said and registers were not filled out accurately (or were not filled out at all).

**Sources:** record review; interviews with the company, seed organizer, and growers; farm visit

**Legal Reference:** Romanian labor law

**Plan Of Action:** The company will re-implement the FLA campaign with growers. The campaign will include 2 grower trainings (1 in March, 1 in June) where an agronomist will inform growers on the importance of respecting working hours and will request growers to complete working documents daily, complete with all data for all workers. During IMS visits, the daily working book will be checked regularly by agronomists.

**Deadline Date:** April 2014

**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 the breaks. In extraordinary circumstances, the daily working hours can be extended to 10 hours.

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**Uncorroborated Evidence of Noncompliance**

**Explanation:** The effectiveness of the existing system regarding control of overtime could not be demonstrated, as it is possible that casual workers worked for more than 60 hours a week in peak periods.

**Sources:** record review; interviews with the company, seed organizer, and growers; farm visit

**Legal Reference:** Romanian labor law

**Plan Of Action:** The company will re-implement the FLA campaign with growers. The campaign will include 2 grower trainings (1 in March, 1 in June) where an agronomist will inform growers on the importance of respecting working hours and overtime and will request growers to complete the working documents daily, with all data for all workers. During IMS visits, the daily working book will be checked regularly by agronomists. Definitely in the peak season, where the risk of exceeding legal working hours is high, the agronomists will underline this fact during the meetings.

**Deadline Date:** April 2014

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**Action Taken:**

**Plan Complete Date:**
Wages, Benefits and Overtime Compensation: Record Maintenance

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

Uncorroborated Evidence of Noncompliance

Explanation: The efficiency of keeping records on this aspect could not be demonstrated, as not all workers were signing the registration sheet when receiving the money.

Sources: record review; interviews with the company, seed organizer, and growers; farm visit

Legal Reference: Romanian labor law

Plan Of Action: The company will re-implement the FLA campaign with growers. The campaign will include 2 grower trainings (1 in March, 1 in June) where an agronomist will inform growers on keeping records for workers. Since the registration sheet is the legal frame, Syngenta will not present a new tool, but will check more regularly during internal monitoring visits.

Deadline Date: April 2014

Action Taken:

Plan Complete:

Plan Complete Date: