COMPANY: Syngenta  
COUNTRY: Turkey  
PROVINCE: Konya  
MONITOR: FLA Turkey  
AUDIT DATE: October 2 – 4, 2013  
PRODUCTS: Sunflower Seeds  
NUMBER OF WORKERS: 37  
NUMBER OF WORKERS INTERVIEWED: 37  
NUMBER OF FARMS VISITED: 20  
TOTAL AREA COVERED IN AUDIT: 559 Acres  
PROCESSES: Harvesting

For an explanation on how to read this report, please visit the FLA website [here](#).  
To view more about the FLA’s work with Syngenta, please visit the FLA website [here](#).
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**Code Awareness: GEN.2**

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:** In the first year of the program’s implementation, the company prepared posters and brochures for code of conduct principles; however, both growers and workers have very limited knowledge on code elements.

**Sources:** grower and worker interviews

**Plan Of Action:** From both production areas (Bergama and Konya), 8 candidates will be identified and trained by FLA as both trainers and auditors. Afterwards, these trainers will organize grower trainings before the season and distribute FLA codes to growers. In the meantime, a communication pack, i.e., calendar, booklet, and posters, that introduces FLA codes, along with some other beneficial information for agriculture work, will be prepared for use in those trainings.

**Growers’ training areas:**

Bergama: Dikili, Aşağıkirıklar, Eğrigöl, Poyracık, Altınova

Konya: Ishakuşağı, Çeltik, Çumra, Gökpınar

**Deadline Date:**

Auditor Training: December 2013
Grower Trainings: March – April 2014

**Action Taken:** Auditor/trainer training has been completed.

Grower trainings will be completed by April 2014. Auditors/Trainers were trained by FLA in December 2013. The next step is grower trainings. Grower trainings are to be conducted in the areas mentioned above by inviting them to a presentation regarding the code elements, sharing of best practices, etc.

**Plan Complete:**

**Plan Complete Date:**
Forced Labor: Free Disposal of Wages/Cash and In-Kind Compensation

F.7 Growers shall not limit in any manner the freedom of workers to dispose of their wages. Workers shall be compensated for their work directly through the provision of cash or its equivalent. The partial payment of wages in the form of allowances in-kind is permissible, provided: they are allowed under local law, and as long as legal limits are complied with; they are appropriate for the personal use and benefit of the worker and her or his family; and the value attributed to such allowances is fair and reasonable and receipt of in-kind compensation is voluntary.

Uncorroborated Evidence of Noncompliance

Explanation: Workers receive their salaries from their labor contractors; there is no regular time scheme for payments. As seasonal workers stay in camping areas and have very limited financial resources for returning to their hometown, this might easily lead to forced labor.

Sources: labor contractor and worker interviews; payroll records

Plan Of Action: Labor contracts with labor providers will be reviewed by a hired legal consultant. The responsible HR staff and the Indirect Procurement department will work with the legal consultant to add payment times and other legal clauses to the contracts. Communication regarding labor provider contracts will be done by field managers and the Indirect Procurement department. Labor providers will be required to submit a salary payment form to Syngenta that is signed by laborers. Payment ill be assured by the contracts.

Deadline Date: May 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: Syngenta Turkey has 2 different types of hiring systems. For peak seasons (harvesting, detasseling), Syngenta Turkey hires seasonal workers through a labor provider company. For land preparation, pesticide application, herb cleaning, and hoeing, growers hire casual workers or work with their families. Growers indicate that for the second group of tasks, they also hire children along with their families for activities such as hoeing.

Source: grower interviews

Plan Of Action: A grower training on FLA code, which includes a particular focus on child labor provisions, will be organized in both production areas. Grower contracts will have a clause related to the prohibition of child labor.

To raise awareness in the villages: 1) a communication pack related to child labor, which includes a notebook and puzzles will be distributed in village schools and 2) the FLA program will be explained to school teachers by our field team. Regarding child labor, the discipline procedure will be in effect if a child laborer is identified in the field.

Deadline Date: March – May 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: Syngenta Turkey has 2 different types of hiring systems. For peak seasons (harvesting, detasseling), Syngenta Turkey hires seasonal workers through a labor provider company. For land preparation, pesticide application, herb cleaning, and hoeing, growers hire casual workers or work with their families. Growers have contracts with labor contractors on a hectare basis for the second group of tasks and admit that sometimes children come with their families and work on the farms.

Source: grower interviews

Plan Of Action: A grower training on FLA code, which includes a particular focus on child labor provisions, will be organized in both production areas. Grower contracts will have a clause related to the prohibition of child labor.

To raise awareness in the villages: 1) a communication pack related to child labor that includes a notebook and puzzles will be distributed in village schools and 2) the FLA program will be explained to school teachers by our field team. Regarding child labor, the discipline procedure will be in effect if a child laborer is identified in the field.

Deadline Date: March – April 2014

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 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: For the peak season, Syngenta Turkey hires workers through a third party service provider. The service provider company uses an age verification system. However, growers did not receive any tool or have a system in place for age verification, even though they also hire workers for land preparation, pest application, and hoeing.

Sources: management and grower interviews

Plan Of Action: A grower training on FLA code, which includes a particular focus on child labor provisions, will be organized in both production areas. A Syngenta-prepared payroll will be given to growers. The payroll includes ID information so that workers’ ages can be tracked on a daily basis by the field team.

To raise awareness in the villages: 1) a communication pack related to child labor that includes a notebook and puzzles will be distributed in village schools and 2) the FLA program will be explained to school teachers by our field team.

Deadline Date: March – May 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.

Noncompliance

Explanation: There is no parental consent for young workers; however, the majority of young workers come with their families.

Plan Of Action: When young workers (workers between ages 16 – 18) come with their families, signed documents for the young laborers will be obtained from their families.

Deadline Date: July 2014

Action Taken: 

Plan Complete: 

Plan Complete Date: 
Child Labor: Children on Premises
CL.9 The grower will ensure that children (all children, including those residing in the farm) will not have access to areas such as machine / electric operation, application of pesticide and fertilizers, storage areas, and others where there are activities that can cause harm to the child.

Noncompliance

Explanation: Growers hire workers for activities such as land preparation, hoeing, and pesticide application or work with their own family members. Some growers indicated that they also let their children work in pesticide application in order to teach them the process.

Source: grower interviews

Plan Of Action: A grower training on FLA code, which includes a particular focus on child labor provisions, will be organized in both production areas. A Syngenta-prepared payroll will be given to growers. The payroll includes work hours per day; ID information; the signatures of agronomists, labor contractors, and workers; working dates; description of work; and payment. A communication pack related to child labor, which contains items, such as a notebook and puzzles, will be distributed in village schools. The FLA program will be explained to school teachers by our field team to raise awareness in the villages.

Deadline Date: March – May 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: There is no system in place for the rehabilitation of child workers.

Plan Of Action: A team will be formed to communicate the “Seed Man” Project’ (‘Tohum Adam,’ the name of the FLA program in Turkey) to local authorities in Konya. The problems with children’s living quarters will be mentioned and some support will be sought to improve their conditions, such as a kindergarten; a literacy course; and a health service.

Deadline Date: July 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: There are no disciplinary procedures for workers at the farm level.

Sources: grower, labor contractor, and worker interviews

Plan Of Action: Regarding the farms’ disciplinary rules, a procedure will be created. The basic rules of the procedure will be a part of the labor contract’s annex; they will also be communicated to growers by the trainers from our field team, who were given a training by FLA in Dec 2013.

Actions:

1. Training time will take place 1 week before the season starts.
2. FLA trainers will conduct trainings about disciplinary rules for growers in the village.
3. A communication pack will be distributed during the training.

Deadline Date: May 2014

Plan Complete:
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: There was no training on disciplinary practices for supervisors or labor contractors.

Sources: grower, labor contractor, and worker interviews

Plan Of Action: Regarding the farms’ disciplinary rules, a procedure will be created. The basic rules of the procedure will be a part of the labor contract’s annex; it will also be communicated to growers by FLA trainers as well.

Actions:

1. Trainings time will be informed one week before the season start.
2. FLA trainers will conduct trainings about disciplinary rules to growers in the village.
3. A communication pack will be distributed during training.

Deadline Date: May 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: The company has implemented a grievance channel; however, workers were not completely aware of its purpose and the phone number is not a toll-free one.

Source: worker interviews

Plan Of Action: Although the grievance channel has been communicated through brochures, hats with Syngenta’s logo, and posters, it will also be communicated via worker trainings every 10 days in the fields. The phone number will be converted to one that is free of charge. The grievance channel will be announced by putting stickers on the workers’ seats in the shuttles.

Deadline Date: June 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.

Noncompliance

Explanation: Growers and labor contractors were not aware that there were pregnant women in the fields and did not take the necessary protective measures.

Plan Of Action: A legal consultant will be hired to prepare labor contracts and clarify the legal aspects related to the protection of reproductive health. Legal aspects will be included in the contracts of labor providers and growers. They will be also communicated in the meeting with labor contractors. Worker and grower training sessions are planned before the season to raise their awareness. Public health organizations will be asked to follow up on this topic.

Deadline Date: June 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: At the farm level, there are no documents on health and safety requirements.

Source: grower interviews

Plan Of Action: Although there are health, safety, and environmental (HSE) rules for field workers in the brochures and table stickers, workers will be trained before the season when they get to the field by trained field experts; at minimum, a 1-hour training will be conducted. FLA Code and Benchmarks will be explained and workers’ questions and concerns will be addressed. Training records will be kept and personal protective equipment (PPE) will be distributed. HSE rules will be communicated to growers more intimately in grower training sessions. A booklet will be prepared on the risks in the field and the related precautions. This booklet will be distributed by the field team to both growers and workers in training sessions at different levels of production.

Deadline Date: March, April, June, July, August, and October 2014

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: The company developed a health and safety policy; however, it was not completely communicated to growers and workers.

Sources: grower and worker interviews

Plan Of Action: Although there are HSE rules for field workers in the brochures and table stickers, workers will be trained before the season when they get to the field by trained field experts; at minimum, a 1-hour training will be conducted. FLA Code and Benchmarks will be explained and workers’ questions and concerns will be addressed. Training records will be kept and PPE will be distributed. HSE rules will be communicated to growers more intimately in grower training sessions. A booklet will be prepared on the risks in the field and the related precautions. This booklet will be distributed by the field team to both growers and workers in training sessions at different levels of production.

Deadline Date: March, April, June, July, August, and October 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.

Noncompliance

Explanation: Growers admit that they: 1) did not receive training on chemical management and 2) do not properly dispose of the waste material from pesticides.

Source: grower interviews

Plan Of Action: In the grower meetings, best practices and regulations for pesticide application will be mentioned. Besides, in their contracts, there will be a clause regarding pesticide application and waste management that is based on Turkish legislation. Growers will be required to have certification from authorities. Agronomists will randomly control (a minimum of 5%) the fields to determine noncompliances and if discipline procedures are in effect. In the “Communication Pack,” the safe use of pesticides will be a special topic. A paper called “5 Golden Rules of Pesticide Application” will be distributed with the booklet.

Deadline Date: March – April 2014

Action Taken: 

Plan Complete: 

Plan Complete Date:
Health and Safety: Protection of Reproductive Health
H&S.10 Grower will ensure that women and young workers are not engaged in work that creates substantial risk to their reproductive health.

Noncompliance

Explanation: Growers and labor contractors do not know if there are pregnant women amongst the workers; therefore, they could not take the necessary protective measures. They do not have a control system in place for pregnant women. Workers also do not know that they need to inform a labor contractor when they are pregnant.

Sources: grower, labor contractor, and worker interviews

Plan Of Action: A legal consultant will be hired to prepare labor contracts and clarify the legal aspects related to the protection of reproductive health. The legal aspects will be included in the labor providers and growers’ contracts. They will be also communicated in the meeting with labor contractors. Worker and grower training sessions are planned before the season to raise their awareness. Public health organizations will be asked to follow up on this topic.

Deadline Date: June 2014

Action Taken:

Plan Complete:

Plan Complete Date:
Health and Safety: Drinking Water

H&S.13 Company should make efforts to create awareness among growers and workers about clean drinking water. Growers shall not place any undue restrictions on drinking water in terms of time and frequency.

Noncompliance

Explanation: During the peak season, the company provides drinking water to workers. The company does not restrict drinking water; they bring water bottles according to the number of workers. However, for a few days in the summer, due to miscalculation, workers could not access enough water.

Source: worker interviews

Plan Of Action: Although drinking water has been provided to workers on all farms, a supply and distribution plan will be done in more detail (which farms, how many workers, water requirements, delivery dates) before the season and a monitoring system (to ensure proper implementation) for the water supply will be established on the farms.

Deadline Date: June, August, September, and October 2014 (Based on the flowering and harvesting times)

Action Taken:

Plan Complete:

Plan Complete Date:
Health and Safety: Living Quarters
H&S.15 In case the workers reside on the farms, the growers will ensure that living quarters are adequate, safe and do not pose any risk to the workers or their families.

Noncompliance

Explanation: The migrant worker camping areas have neither electricity nor potable water.

Sources: worker interviews, camping area walkthrough

Plan Of Action: During the production period, the labor force in this area of Konya may consist of migrant labor. According to Turkish law, local authorities are responsible for migrant workers’ accommodations. A team will be formed and will communicate the “Tohum Adam” (“Seed Man Project”) (the name of the FLA program in Turkey), to local authorities such as the governor, the municipality, the Chamber of Agriculture, and the Adult Training Center in Konya. The problems with their living quarters will be mentioned to local authorities and they will be asked for support in improving these camping areas.

Deadline Date: June 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: According to the interviews done by monitors, workers do work on public holidays during peak season. However, since records were not available, this information could not be verified by the monitors.

Source: grower interviews

Plan Of Action: A legal consultant will be hired to prepare labor contracts and clarify the legal aspects related to hours of work. A meeting will be organized with labor providers to communicate FLA Code & Benchmarks and the related legal requirements to workers. Additionally, workers will be trained before the season when they come to field by trained field experts; at minimum, a 1-hour training will be conducted. FLA codes will be explained; workers’ questions and concerns will be addressed. Training records will be kept; grower trainings before the season will be organized: and FLA Code & Benchmarks will be distributed to growers. In the meantime, a communication pack (including a calendar, booklet, and posters) that introduces FLA Code & Benchmarks, along with some other beneficial information for agriculture work, will be prepared for use in those trainings. During the production season, hours of work will be also tracked on a daily basis by a payroll, which includes work hours per day; ID information; signatures of agronomists, labor contractors, and workers; working dates; description of the work; and payment.

Deadline Date: June 2014

Action Taken:

Plan Complete:

Plan Complete Date:
**Hours of Work: Rest Day**

HOW.2 Workers shall be entitled to at least one day off in every seven-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:** The labor provider company creates contracts with the labor contractor on a daily basis. They collect the lists and the registers on a weekly basis. The workforce changes each day; therefore, it is not always possible to follow up if workers have used a rest day or not. Since the work is seasonal, workers prefer to work as many days as possible.

**Sources:** grower, labor contractor, worker interviews

**Plan Of Action:** A legal consultant will be hired to prepare labor contracts and clarify the legal aspects related to hours of work. A meeting will be organized with labor providers to communicate FLA Code & Benchmarks and the contracts’ legal requirements. During the production season, hours of work will also be tracked by a payroll on a daily basis by the field team, which includes work hours per day; ID information; signatures of agronomists, labor contractors, and workers; working dates; description of the work; and payment. Additionally, workers will be trained before the season when they come to the field by trained field experts; at minimum, a 1-hour training will be conducted. FLA Code & Benchmarks will be explained; workers’ questions and concerns will be addressed. Training records will be kept; grower trainings before the season will be organized; and FLA Code & Benchmarks will be distributed to growers. In the meantime, a communication pack (including a calendar, booklet, and posters) that introduces FLA Code & Benchmarks, along with some other beneficial information for agriculture work, will be prepared for use in those trainings.

**Deadline Date:** June, July, and August 2014

**Action Taken:**

**Plan Complete:**

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**Hours of Work: Public Holidays**

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

**Uncorroborated Evidence of Noncompliance**

**Explanation:** According to the interviews done by monitors, workers do work on public holidays during peak season. However, since records were not available, this information could not be verified by the monitors.

**Sources:** grower and worker interviews

**Plan Of Action:** A legal consultant will be hired to prepare labor contracts and clarify the legal aspects related to hours of work. A meeting will be organized with labor providers to communicate FLA Code & Benchmarks and the contracts’ legal requirements. During the production season, hours of work will also be tracked by a payroll on a daily basis by the field team, which includes work hours per day; ID information; signatures of agronomists, labor contractors, and workers; working dates; description of the work; and payment. When workers have to work on public holidays, they will be paid based on legal requirements (double the regular rate). Additionally, workers will be trained before the season when they come to the field by trained field experts; at minimum, a 1-hour training will be conducted. FLA Code & Benchmarks will be explained; workers’ questions and concerns will be addressed. Training records will be kept; grower trainings before the season will be organized; and FLA Code & Benchmarks will be distributed to growers. In the meantime, a communication pack (including a calendar, booklet, and posters) that introduces FLA Code & Benchmarks, along with some other beneficial information for agriculture work, will be prepared for use in those trainings.

**Deadline Date:** November 2014

**Action Taken:**

**Plan Complete:**

**Plan Complete Date:**
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 that provides 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: Growers make payments to workers through labor contractors. There is no overtime payment system in place. For the peak season, during which the labor provider company provides workers to Syngenta, workers receive less than the required rate for overtime.

Sources: grower and worker interviews

Plan Of Action: Although there is currently no overtime work in the field by workers, working hours will be tracked by means of payroll and overtime, if any, will be calculated and paid accordingly.

Deadline Date: November 2014

Action Taken:

Plan Complete:

Plan Complete Date:
Wages, Benefits and Overtime Compensation: Timely Payment of Wages

WBOT.3 All wages, including overtime compensation shall be paid within legally-defined time limits. When law does not define time limits, compensation shall be paid at least once a month or as agreed between the worker and the grower.

Noncompliance

Explanation: Labor contractors receive workers’ payments from the labor provider company; however, payments to workers are not provided on a regular basis. Workers can get advances on their payment if they need it; otherwise they receive a lump sum payment after the harvest.

Sources: labor contractor and worker interviews

Plan Of Action: There will be a payment clause in the payroll. The payroll will also indicate payment to laborers and other benefits; this will be tracked by the labor service provider on a daily basis. Labor providers will be required to submit the salary payment form signed by laborers to Syngenta. It will be assured by contract.

The third party contractor will provide a controller for each production area to check the labor force and their related payment and labor rights more frequently. Also, a random checking system will be established on farms by the Syngenta field team. By random checking, the controller will check on compliance with employment relationship requirements by: 1) controlling documentation and 2) talking to laborers about their payments and working conditions. In other words, labor contractors’ duties will be evaluated in terms of our contract and FLA Code & Benchmarks, like an unannounced informal audit through the controllers.

Deadline Date: November 2014

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 shall be clearly understood and acceptable by the worker.

Noncompliance

Explanation: Workers have very limited knowledge of their rights in terms of wages and benefits. Neither growers nor labor contractors inform workers on these issues.

Source: worker interviews

Plan Of Action: Wage and benefit information will be included in the labor contracts and a payroll will be communicated to workers beforehand by means of the field team. To do this, workers will be trained before the season when they come to the field by trained field experts; at minimum, a 1-hour training will be conducted. FLA Code & Benchmarks will be explained; workers’ questions and concerns will be addressed. Training records will be kept.

Labor providers will be required to submit the salary payment form signed by labors. It will be assured by contract.

The third party contractor will provide a controller for each production area to check the labor force and their related payment and labor rights more frequently. Also, a random checking system will be established on farms by the Syngenta field team. By random checking, the controller will check on compliance with employment relationship requirements by: 1) controlling the documentation and 2) talking to laborers about their payments and working conditions. In other words, labor contractors’ duties will be evaluated in terms of our contract and FLA codes, like an unannounced informal audit through the controllers.

Deadline Date: November 2014

Action Taken: 

Plan Complete:

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 acknowledge by the worker.

Noncompliance

Explanation: There are very few records on payments. The third party service provider keeps records of payments given to labor contractors and attendance lists. Growers do not keep any records on working hours and wages for the period that they hire workers for tasks such as hoeing and land preparation.

Sources: grower, labor contractor, and worker interviews

Plan Of Action: Grower training will be organized in both production areas and on FLA Code & Benchmarks. A Syngenta-prepared payroll will be given to growers. The payroll includes work hours per day; ID information; signatures of agronomists, labor contractors, and workers; working dates; description of the work; and payment. It will be emphasized to growers that they are to use this payroll system when they hire workers for their fields.

Deadline Date: March – April 2014

Action Taken:

Plan Complete:

Plan Complete Date:
Wages, Benefits and Overtime Compensation: Labor Contractor Commission

Other

Noncompliance

Explanation: Labor contractors deduct commissions from workers’ daily salaries, even though it is illegal according to the Circular for Labor Contractors.

Sources: worker and labor contractor interviews; the Circular for Labor Contractors

Plan Of Action: A legal consultant will be hired to prepare labor contracts and clarify the legal aspects of: 1) wages and benefits and 2) labor service provider commissions. Legal aspects will be included in the contracts. Labor contractors will be required to register with the tax system by contract. Additionally, workers will be trained before the season when they come to the field by trained field experts; at minimum, a 1-hour training will be conducted. FLA Code & Benchmarks will be explained; workers’ questions and concerns will be addressed. Training records will be kept; grower trainings before the season will be organized; and FLA Code & Benchmarks will be distributed to growers. In the meantime, a communication pack (including a calendar, booklet, and posters) that introduces FLA Code & Benchmarks, along with some other beneficial information for agriculture work, will be prepared for use in those trainings.

Deadline Date: June 2014

Action Taken:

Plan Complete:

Plan Complete Date: