COMPANY: Syngenta Seeds  
COUNTRY: Thailand  
PROVINCE: Mae Sot  
MONITOR: Global Standards  
AUDIT DATE: February 10 – 12, 2014  
PRODUCTS: Corn (Seeds)  
NUMBER OF GROWERS/WORKERS: 17/15  
NUMBER OF WORKERS INTERVIEWED: 15  
NUMBER OF FARMS VISITED: 10  
TOTAL AREA COVERED IN AUDIT: 85 Acres  
PROCESSES: Watering, Detasseling, Harvesting

To view more about the FLA’s work with Syngenta, please visit the FLA website here.
## 1. Code Awareness

<table>
<thead>
<tr>
<th>GEN 1</th>
<th>Establish and articulate clear, written workplace standards. Formally convey those standards to Company Growers as well as to supply chain Organizers.</th>
<th>Noncompliance</th>
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<tr>
<td>GEN 2</td>
<td>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.</td>
<td>Noncompliance</td>
<td>7</td>
</tr>
<tr>
<td>GEN 3</td>
<td>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.</td>
<td>Uncorroborated Noncompliance</td>
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Other (Company Internal Grievance Policy and Procedures)

## 2. Forced Labor

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Others
### 3. Child Labor

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| H&A.3      | Discipline/Worker Awareness            |                             |   |
| H&A.4      | Discipline/Training                    |                             |   |
| H&A.5      | Discipline/Monetary Fines and Penalties |                       |   |
| H&A.6      | Discipline/Access to Facilities        |                             |   |
| H&A.7      | Discipline/Physical Abuse              |                             |   |
| H&A.8      | Discipline/Verbal Abuse                |                             |   |
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<td>WBOT.6</td>
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*Noncompliance* 22

*Uncorroborated Noncompliance* 22

*Noncompliance* 23

*Noncompliance* 24

*Noncompliance* 25

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Others
Code Awareness

GEN 1: Establish and articulate clear, written workplace standards. Formally convey those standards to Company Growers as well as to Seed Organizers.

Noncompliance

Explanation: In accordance with FLA requirements, the internal monitoring system (IMS) Center (Syngenta local office) has provided: a) information related to the Code in the grower agreements and b) training for growers on the Company Code of Conduct (COC). However, field supervisors, growers, and seed organizers were not able to clearly articulate all code elements. The IMS Center has only concentrated on provisions related to both child labor and health and safety.

Sources: worker and management interviews; document review

Plan Of Action:

Syngenta has planned to provide training to its field supervisors, growers and grower leaders at all locations on the following aspects:

a) Training on safe chemical usage by Syngenta Crop Protection experts;
b) Training on the 9 code elements by FLA experts;
c) Training on first aid for fieldwork by relevant health experts.

Deadline Date: May 30, 2015

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:**
The COC was posted on many of the visited farms. Local company staff, growers and farm workers showed little awareness of COC content. Growers have made little effort to educate their workers. The COC is only available in Thai language, while most workers are Burmese migrant workers who cannot read Thai. A few growers could not speak any Burmese; therefore, much of the communication between workers and growers is conducted through a mixture of Thai, Burmese, and sign language. As such, there are many obstacles to clearly communicating code requirements to migrant workers.

**Sources:** worker interviews, document review

**Plan Of Action:**

1. Syngenta will provide posters on safe chemical usage, triple rinse practice and the 9 code elements in Burmese language;
2. Syngenta will organize workers’ meeting in each village at the beginning of the season in local language to educate the workers on COC;
3. Syngenta will distribute information, education and communication materials on Code awareness to the workers at farm level;
4. Syngenta will organize poster campaigns at key production places in the villages in local language.

**Deadline Date:**
May 30, 2015

**Action Taken:**

**Plan Complete Date:**
Code Awareness:
GEN 3 Develop a secure communications channel, in a manner appropriate to the culture and situation, to enable Company employees, Supervisors, and employees of Seed 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.

Uncorroborated Noncompliance

Explanation: There is a communication channel to report grievances, as Syngenta’s telephone number was posted on COC posters. However, monitors could not find any reporting systems to review grievances at either the IMS Center or onsite. There was no evidence that a provision regarding reporting grievances was communicated to growers or workers.

Sources: worker and management interviews; document review

Plan Of Action:
1. Syngenta will develop a secure communications channel for the growers, supervisors and workers to report on noncompliance to Syngenta;
2. Syngenta will develop a secure communication channel accompanied by a non-retaliation policy. As per the new channel, workers would be encouraged to report the complaints to the FLA manager, production leader or grower leader. FLA manager will investigate the reported issues and discuss with the respective farmers on remedial solutions, and in case of recurrence, FLA manager would seek assistance from senior officials from Syngenta;
3. FLA manager, production manager, grower leader and trainers will inform growers and workers on the grievance procedure during training sessions on COC;
4. Syngenta will develop a notice board to show the telephone number of FLA program manager, Syngenta telephone number, including emergency telephone number;
5. A suggestion box will be kept at the grower leader’s house that could be opened by FLA manager or production manager and further processed for actions.

Deadline Date: May 30, 2015

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.

Uncorroborated Noncompliance

Explanation: Growers reported to monitors that they judge workers’ age based on appearance (without having access to identification documents); subsequently, growers rely on workers’ self-reported ages. An interview with a male Burmese worker found that a Burmese boy of 14 years old assisted him with watering; however, the child was not present during the day we were at the farm. Some young children (1 – 8 years old) accompanied their parents during farm work, particularly during the harvest cycle (which monitors observed). Most Burmese children do not attend school due to a lack of identification documents (making them ineligible to legally attend Thai schools). In some areas, migrant worker learning centers were available, but they are not official schools. However, migrant workers frequently move and many lack transport to send their children to these learning centers.

Sources: grower and farmer interviews; observation

Plan Of Action:

1. Syngenta has developed a child labor policy and procedure. The plan is to: (1) train growers, workers and staff members on the child labor policy, (2) monitor the implementation of the procedure at farm level, (3) develop supporting documentation, (4) review and analyze cases of repeated non compliances. A remediation procedure has also been put in place;

2. Syngenta will conduct an assessment among the migrant workers’ children to identify the factors preventing their access to education. Based on the assessment results, a consultation will be organized with the migrant workers to address their children’s education issues.

3. Syngenta will coordinate with local government to support migrant workers children education in the nearby schools.

Deadline Date: May 30, 2015

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: There was no proof or age documentation available at farms. Based on grower interviews, they do not verify the identification documents of workers contracted to harvest corn on their farms. However, monitors found that workers in this area of Thailand are able to seek employment without any identity documents. Based on grower and worker interviews, Burmese migrants do not usually have any legal identification documents.

Sources: worker and management interviews, document review

Plan Of Action:

1) Syngenta has developed a child labor policy and procedure. The plan is to: (1) train growers, workers and staff members on the child labor policy, (2) monitor the implementation of the procedure at farm level, (3) develop supporting documentation, (4) review and analyze cases of repeated non compliances. An age verification procedure will be put in place at the farms;

2) Syngenta will identify other possible means of verifying age by interacting with growers and finalize a procedure with list of possible documents for verifying the age. This would be included in the age verification procedure;

3) Syngenta will assist the growers in maintaining proof of age documentation for all workers, including migrant workers, long term and casual workers.

Deadline Date: May 30, 2015

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.

Uncorroborated Noncompliance

Explanation: There are few controls placed upon workers’ children by growers or their parents (usually workers as well). Children were found playing amongst chemical containers and in unhygienic locations (sewage systems were not in place on all farms). It is also possible that during spraying periods, children are at risk of exposure to chemicals, as farms and workers’ homes are in the same location. Growers have made no attempt to control the environment around workers’ homes; therefore, migrant workers are responsible for the sanitation around their homes, which are located in the middle of the farms. Chemicals were found stored inside some homes; growers reported this was done to reduce theft.

Plan Of Action:

1. Syngenta has developed a child labor policy and procedure. The plan is to: (1) train growers, workers and staff members on the child labor policy, (2) monitor the implementation of the procedure at farm level, (3) develop supporting documentation, (4) review and analyze cases of repeated non compliances;

2. The procedure will be implemented at the farms, which would make sure that children on premises would not be involved in hazardous processes/tasks.

Deadline Date: May 30, 2015

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.

Uncorroborated Noncompliance

Explanation: Interviews with IMS management found that regarding child labor, there is no system or plan in place or clear policy about their removal or rehabilitation. However, due to the farms remote locations, schools are not easily accessible for many migrant workers. In other cases, Burmese workers may voluntarily choose not to allow their children to attend the migrant learning centers. Additionally, Thai schools do not accept children without proper identification cards.

Sources: worker and management interviews; document review

Plan Of Action:

1. Syngenta has developed a child labor policy and procedure. The plan is to: (1) train growers, workers and staff members on the child labor policy, (2) monitor the implementation of the procedure at farm level, (3) develop supporting documentation, (4) review and analyze cases of repeated non compliances.

2. Syngenta will coordinate with the local government to take care of migrant workers ‘children education with support from the grower leaders.

3. Syngenta has planned to advice growers that Burmese migrant workers should leave their children with other family members in Myanmar, and if not possible, they must carry the necessary documents for their children to facilitate access to education at the Thai learning centers.

Deadline Date: May 30, 2015

Action Taken:

Plan Complete:
Non-Discrimination: Sex-Based Wage Discrimination

D.3 There shall be no differences in remuneration for men and women 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 and 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 firewood, spices, raw material for food, equipment, and other benefits.

Uncorroborated Noncompliance

Explanation: While there were no instances of noncompliance found, workers doing the farms’ heavy work (carrying loads) receive a higher rate of compensation; these positions are carried out by male workers. The main long-term task, for which migrant laborers are employed (watering for 3 – 4 months) is contracted only to male workers. Usually, these male workers are assisted in general tasks by their wives and children. There also is a risk of discrimination, in that males may be handling all of the family wages and also receive preference in terms of working position, as growers are mostly concerned with having the job completed, not who completed it or assisted the workers.

Sources: grower and worker interviews; observation

Plan Of Action:
Syngenta will implement its non-discrimination procedure effectively. For doubtful cases of sex-based wage discrimination, Syngenta will verify through wage records and take action as per the procedure.

Deadline Date: May 30, 2015

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: Safety posters in Thai language were found at some of the farms and in the seed organizer’s office, where chemicals are sold to growers. There were no other documents other than posters used to disseminate information about safety rules, material safety data sheets (MSDS), policies or procedures. While some of the posters had illustrations, none of the migrant workers are literate in Thai.

Sources: management interview, document review

Plan Of Action:

1. Syngenta will provide health and safety manuals including H&S policy, procedures and MSDS to growers this year and create awareness about health and safety in local language (Burmese).

2. The procedures will involve a training component. Refer to GEN.2 for training plan on safe chemicals usage.

Deadline Date: May 30, 2015

Action Taken:

Plan Complete:

Plan Complete Date:
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:**
There was no clear health, safety and environment (HSE) policy that relates to the responsibilities of both Syngenta and growers on contracted farms. Syngenta’s safety policy is general and does not discuss the specifics of their H&S requirements on grower farms.

**Sources:** grower and management interviews; document review

**Plan Of Action:**
Syngenta will provide health and safety policy in the Internal Monitoring System (IMS) manual distributed to growers and the same would be communicated to workers.

**Deadline Date:**
May 30, 2015

**Action Taken:**

**Plan Complete Date:**

**Plan Complete:**

15
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:** Monitors did not observe an HSE management system on any of the grower farms. While the IMS Center has a 1-page HSE policy, it does not clearly identify procedures or grower responsibilities or what procedures should be carried out on grower farms.

**Sources:** management interview, document review

**Plan Of Action:**

1. Syngenta will provide health and safety manuals to growers including policies and procedures to be followed at farms and will educate them on how to use the manual.

2. Syngenta will educate the grower leaders to fill the form for reporting death, illnesses and other incident/accident and safety issue at the farms and conduct data analysis for assessment of the present condition and continuous improvement.

3. Syngenta and grower leaders would take the chemical-handling workers for annual health check-up.

**Deadline Date:** May 30, 2015

**Action Taken:**

**Plan Complete Date:**

**Plan Complete:**
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:** Workers were not aware of the risks involved with spraying chemicals or other potential farm hazards. Workers were not aware or properly trained on personal protective equipment (PPE). Migrant workers also reported that they found the PPE uncomfortable. Posters on chemical safety are only available in Thai and migrant workers are not literate in Thai.

**Sources:** worker and management interviews; document review

**Plan Of Action:**

1. Syngenta will identify workers who do not properly wear PPE and train them;
2. Migrant workers would be invited to the regional area to be trained on the 9 code elements, first aid and safe chemical handling. Training will be given in their own language (Burmese).
3. These trainings will be conducted at the beginning of every season. The issues that need special attention would be identified by the trainers and Syngenta representatives and highlighted during these seasonal trainings.

**Deadline Date:** May 30, 2015

**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: Some PPE was found onsite, but in most cases it was inappropriate, of poor quality, and as reported by growers, not consistently used. No first aid kits were found onsite and growers and workers showed no first aid awareness.

Sources: worker and management interviews; observation

Plan Of Action:

1. Syngenta will train growers and workers in their local language. This training includes aspects like 9-code elements, first aid and safe chemical usage. The safe chemical usage includes aspects like the 5 golden rules, triple rinse practice, chemical storage and chemical application techniques.

2. Syngenta will provide the MSDS, safe chemical usage guide book in Thai language to growers and to workers in their local languages and focus on chemical awareness and use of PPE (correct material and method).

3. Syngenta will provide personal protective equipment (PPE) to growers (5%) on a pilot basis. The company will create awareness among growers and workers on good PPE usage. Later, Syngenta will encourage two grower leaders to support the growers in supplying PPE and first aid material.

Deadline Date: May 30, 2015
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: There were no standards concerning PPE use. The PPE provided to and used by workers and was not acceptable by international standards (no carbon cartridge masks or other types of PPE designed for proper use with chemicals). Additionally, it was found that IMS Center staff did not have appropriate knowledge of the PPE required for the chemicals found onsite. While workers had a basic knowledge of the risks, growers were unaware of potential risks, particularly in relation to the chemicals used (pesticides, herbicides, and fungicides).

Sources: worker and management interviews; observation

Plan Of Action:

1. Syngenta will train growers and workers in their local language. This training includes aspects like 9-code elements, first aid and safe chemical usage. The safe chemical usage includes aspects like the 5 golden rules, triple rinse practice, chemical storage and chemical application techniques.

2. Syngenta will provide the MSDS, safe chemical usage guide book in Thai language to growers and to workers in their local languages and focus on chemical awareness and use of PPE (correct material and method).

3. Normally the workers will have their own basic PPE to work at farm. However Syngenta will educate the grower leaders to focus on usage of standard PPE’s and create awareness on potential risks, particularly in relation to chemicals used.

Deadline Date: May 30, 2015

Action Taken: Plan Complete: Plan Complete Date:
Health and Safety: Chemical Management and Training

H&S.8All 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 equipment.

Noncompliance

Explanation: There were no designated chemical storage areas. Some workers stored chemicals inside their homes, due to fear of theft. Some chemicals were stored with other work supplies. There was no separation of potentially flammable or dangerous chemicals. Growers had little knowledge of the dangers of physical exposure or of how to handle accidents. Used chemical containers were not disposed of around workers’ homes, which may place workers and their families at risk of exposure.

Open tanks were found on many farms. Some farms used these tanks for chemical mixing, and others for drinking water. They were located adjacent to each other, posing possible risks.

Sources: worker and management interviews; observation

Plan Of Action:

1. Syngenta will train selected growers and workers in a phased manner. This training includes aspects like 9-code elements, first aid and safe chemical usage. The safe chemical usage includes aspects like the 5 golden rules, triple rinse practice, chemical storage and chemical application techniques.

2. Syngenta will provide safe chemical usage guidebook to all trainers and growers for maintaining the quality of all trainings.

3. Syngenta will focus the training on safe chemical storage at grower leaders’ farms.

Deadline Date: May 30, 2015

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.

Uncorroborated Noncompliance

Explanation: Rainwater is available depending on the season. Some workers collected drinking water from creeks upstream. Some growers provided bottled drinking water. There was no testing of drinking water.

Sources: observation

Plan Of Action: Syngenta has immediately informed growers to provide good quality drinking water to all workers and planned to discuss about this issue during the next preseason growing meeting.

Deadline Date: May 30, 2015

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.

Uncorroborated Noncompliance

Explanation: Grower and worker interviews found that typical workdays appeared to be under 8 hours. However, there is no documentation of hours of work maintained on farms. Moreover, workers are engaged on other farms for other companies and growers for other seed companies. In addition, there is no policy or procedure preventing or controlling: a) the total number of work hours during the peak season and b) cases where overtime work is required.

Sources: worker and management interviews

Plan Of Action:

Syngenta will discuss with growers during pre-season meeting about overtime work and assist them in maintaining and hours of work records and wage records to assess the situation in the next season.

Deadline Date: May 30, 2015

Action Taken:

Plan Complete:

Plan Complete Date:
Wages, Benefits and Overtime Compensation: General Compliance

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: While there are no applicable Thai laws for agriculture, the rates paid were below the minimum wage in both the manufacturing industry and the farm sector in Thailand’s central provinces. There were no formal procedures or policies in practice that govern the type of work conducted on these farms.

Additionally, there are many risk areas related to the abuse of migrant workers in Thailand in all industries. Due to the proximity to the border, the province situation for migrant workers differs from other areas in Thailand. As such, the application of the law requires the consideration of not only labor laws, but also immigration regulations. Farm laborers, growers, and those who work in this sector are not covered by any formal legal requirements, nor are they eligible for specific benefits. That is to say, agriculture is considered an informal sector in Thailand.

There was no special rate set for overtime.

Sources: worker and management interviews; document review

Plan Of Action: Thailand does not have any legal laws governing minimum wages in agriculture sector. Hence Syngenta plans to conduct a study with the support of external agency to assess the present wage situation of workers in the agriculture sector. The study plans to assess if the current wages earned helps lead decent living and maintain savings. The study results would be discussed with the production team and help Syngenta fix a wage that would be the benchmark wage for the workers hired in Syngenta contracted seed farms.

Deadline Date: May 30, 2015

Action Taken: Plan Complete: Plan Complete Date:
Wages, Benefits and Overtime Compensation: Minimum Wage

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

Noncompliance

Explanation: The lowest paid wages were well under the Thai minimum wage, if calculated on an hourly rate. However, in Thailand, wage laws are calculated on a daily rate and do not pertain to agriculture. Some workers who work quickly earn piece rate wages similar to the Thai minimum wage. No written contracts were found; agreements between growers and workers were only verbal. Wages paid to workers were between 120 – 150 baht per day, lower than the Thai minimum wage of 300 baht per day.

Based on the monitors’ opinion, the application of Thai law and FLA COC requires the consideration of not only labor laws, but also local immigration regulations. Farm laborers, growers, and those who work in this sector are not covered by any formal legal requirements, nor are they eligible for specific benefits. Therefore, agriculture is considered an informal sector, and pay rates are negotiated by workers and growers.

Sources: worker and management interviews; document review

Plan Of Action: Thailand does not have any legal laws governing minimum wages in agriculture sector. Hence Syngenta plans to conduct a study with the support of external agency to assess the present wage situation of workers in the agriculture sector. The study plans to assess if the current wages earned helps lead decent living and maintain savings. The study results would be discussed with the production team and help Syngenta fix a wage that would be the benchmark wage for the workers hired in Syngenta contracted seed farms.

Deadline Date: May 30, 2015

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 were no records available for review related to payroll at either grower farms or the IMS Center. In the absence of any compensation records, it was difficult to establish if any payments were made to workers. Based on grower interviews, they were not trained to maintain records of payment to workers.

Sources: worker and management interviews; document review.

Plan Of Action:

1. Syngenta will make efforts to educate and assist the growers in maintaining wage records and such records shall be acknowledged by the workers.

2. Syngenta will provide suggestion box at the grower leaders’ house to address issues regarding compensation. The suggestion box would be opened by FLA Manager or Production Manager and processed for further actions.

Deadline Date: May 30, 2015

Action Taken: 

Plan Complete: 

Plan Complete Date: 