Company: Syngenta
Country: India
Province: Karnataka
Monitor: St. John’s Medical College, Bangalore
Audit Date: August 19 – 22, 2012
Products: Hot Pepper
Number of Workers: 27
Number of Workers Interviewed: 27
Number of Farms Visited: 19
Total Area Covered in Audit: > 9 acres
Processes: Pollination

To view more about the FLA’s work with Syngenta, please visit the FLA website here.
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Health and Safety: Document Maintenance/Worker Accessibility and Awareness

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

Noncompliance

Explanation: Growers and workers do not have documents of applicable laws in either the local language or in pictorial form.

Plan Of Action: Syngenta created wall paintings in some villages and plans to cover all villages in a phased manner.

The company has been distributing the seed production policy document to growers, along with an attendance register in the local language that explains all code elements in short.

Deadline Date: May 2013

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: There is no health and safety policy with a framework for a comprehensive health and safety management system.

Plan Of Action:

1. A comprehensive health and safety management policy has been developed; it is covered in the seed production procedure.

2. It is planned to educate growers and workers about this policy.

3. Distribute the informational, educational, and communication (IEC) material related to chemical handling Do’s and Don’ts to workers.

Deadline Date: May 2013

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. Growers shall not use any banned (either by national or international laws) pesticides, fertilizers, or any other agro chemicals on the farm. Growers shall ensure safe disposal of waste chemicals or empty containers of chemicals/packing materials. Growers/organizer/company will provide the necessary training to workers regarding the handling of agro chemicals (pesticides, fertilizers, and other hazardous substances), their application, and the use of personal protective equipment.

Noncompliance

Explanation: Growers are not aware of banned chemicals. The safe disposal mechanisms related to waste chemicals and empty containers are not satisfactory.

Plan Of Action: The company is developing a waste disposal mechanism and has identified a vendor to recycle waste. The company plans to collect the waste containers and send them to a disposal/recycling unit.

In the coming season, the company is planning to organize health and safety trainings (which include safe chemical handling, machinery maintenance, waste management, and first aid trainings) to growers and workers.

Deadline Date: May 2013

Action Taken: 

Plan Complete:

Plan Complete Date:
Health and Safety: Other

Other

Noncompliance

Explanation: The use of personal protective equipment (PPE) during pesticide spraying is not consistent.

Plan Of Action: Syngenta will ensure that growers make sure that workers have the necessary PPE, which includes: a covering apron, a mask, hand gloves, and goggles to prevent unsafe exposure. This will be re-enforced during the preseason meetings.

Syngenta developed a new PPE design, which safely covers the whole body and is more comfortable to use. Also, they planned a 25:75 strategy regarding sharing the cost of PPE between Syngenta and growers. This will help to build grower ownership of PPE, so that they will make proper use of it. We have already started distributing the PPE kits.

Deadline Date: May 2013

Action Taken:

Plan Complete:

Plan Complete Date: