



2012

FAIR LABOR ASSOCIATION
INDEPENDENT EXTERNAL MONITORING
AGRICULTURAL REPORT

COMPANY: Syngenta
COUNTRY: Brazil
PROVINCE: Minas Gerais
MONITOR: Corinne Adam
AUDIT DATE: January 6 – 7, 2012
PRODUCTS: Corn
NUMBER OF WORKERS: 117
NUMBER OF WORKERS INTERVIEWED: 16
NUMBER OF FARMS VISITED: 1
TOTAL AREA COVERED IN AUDIT: 190 Acres
PROCESSES: Detasseling

To view more about the FLA's work with Syngenta, please visit the FLA website [here](#).



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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: Syngenta has direct contracts with growers supplying corn seeds in Brazil. During roughing and detasseling times, in which a greater labor force is required, Syngenta contracts with external service providers to supply seasonal manual laborers to help perform those tasks on corn farms. The seasonal workers are trained and informed on the Syngenta’s Code of Conduct (COC). However, farm workers – those hired by growers and working permanently on farms - did not receive any training on this scope.

Plan Of Action: This program is in the implementation phase; therefore, most growers will be covered under internal monitoring system (IMS) during 2012.

Deadline Date: December 2012

Action Taken: Include the FLA Program in the new workers’ induction package. Continue to promote the Trabalho Rural Tem Que Ser Legal at the field level and also at the IMS.

All workers have a 1-day induction, which covers Syngenta’s contract conditions, code elements, grievance channel, HSE training, and the field activities that they will execute in the fields. Code element material is distributed, along with the personal protective equipment (PPE) that is necessary to perform the work. Workers were given the following material: integration manual, comic manual, worker primer with the 9 code elements, and a blue bag to carry all material and PPE.

Every morning, before the workday starts, workers are given a DDS (Dialogo Diário de Segurança), or a daily safety talk.

Deadline Date: December 2012

Plan Complete: Yes

Plan Complete Date: February 2013

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: In the chemical storage and warehouse area, all material safety data sheets (MSDS) were available and workers received detailed training on health and safety (H&S) requirements. However, during the audit, many H&S-related documents were not available, as they are kept in different locations and the person in charge of environment, health and safety (EHS) was not present; subsequently, this prevented monitors from accessing the files. The inavailability of documents is a noncompliance in regards to both FLA COC and local law. Workers do not have access to all of the necessary H&S documents.

Plan Of Action: During internal monitoring, records will be accessed.

Deadline Date: December 2012

Action Taken: Syngenta and local authorities follow H&S field standards very closely; they are included in the internal monitoring system (IMS) and continuous monitoring is in place to maintain local law compliance. The activities performed by hired field workers do not include chemical spraying, which is executed by a third-party company, who has all government licenses and conducts employee trainings. The field that was chemically sprayed is identified with a signal reporting the field re-entrance time, this is a safety measure to protect field workers from chemical contamination.

New field workers got a FLA Program induction, which covered all H&S and COC elements to continue to promote the Trabalho Rural Tem Que Ser Legal at the field level. During the induction, all field workers get a 2 -page service order (Order de Service) document, which contain information on the following: activities that will be performed by workers in the field (Atividades Desenvolvidas); physical, biological, and chemical exposure; accident risk exposure; ergonomic exposure; what behaviors are expected from field workers in case of accidents; field workers' responsibilities; and the local rules that regulate the country's field activities.

Deadline Date: December 2012

Plan Yes
Complete:

Plan July 2013
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: Due to the limited time and unavailability of records, monitors could not investigate further. But, according to worker interviews, regular working hours and overtime are recorded in different systems; regular working hours are recorded with an electronic card system and overtime work is recorded manually by supervisors. Although workers claimed that they receive overtime payment at the correct rate, it was not possible to verify this.

Plan Of Action: Syngenta will plan a stakeholder consultation to better understand the overtime in agriculture; afterwards, we will be able to establish a more comprehensive remediation plan.

Deadline December 2013
Date:

Action Taken: Local legislation regulates working hours and OT (8 hours a day with maximum 2 hours of OT, at a 50% salary raise). Syngenta follows the country's regulations. During internal monitoring, it is possible to verify working hours and OT, as the daily working hours are registered in a journal by each field worker and it is used as a basis with which to calculate the monthly payroll. Field workers also got a SMS text message when their salary was credited at their bank account.

Plan No
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.

Uncorroborated Evidence of Noncompliance

Explanation: Wage records could be checked for seasonal workers hired by Syngenta through the external service provider. However, there were very limited records available on wages for the farm workers who were hired by the growers.

Plan Of Action: The program is in the implementation phase, most growers will be covered under the internal monitoring system (IMS) during 2012.

Deadline Date: December 2012

Action Taken: Syngenta and local authorities follow record maintenance very closely; it is included in the IMS and continuous monitoring is in place to maintain local law compliance. During internal monitoring, it is possible to verify the work hours and OT, due to the daily working hours registered in a journal by each field worker that are used as a basis to calculate the monthly payroll. Field workers also got a SMS when their salary was credited at their bank account.

If there are any problems, workers can call Syngenta’s confidential channel (an 0 800 number) to start the grievance process. Workers were not hired by growers. At the time of the 2012 IEM, workers were hired by a third-party company on behalf of Syngenta. From 2013 on, workers are hired directly by Syngenta Agrícola, a new Syngenta company created to manage field activities and comply with the 9 FLA Employment Functions.

Plan Complete: Yes

Plan Complete Date: February 2013