

FLA Audit Profile	
Country	India
Number of Total Farms Visited	25
Audit State/Province	Karnataka
Independent External Monitoring Organization	St. John's Medical College
Date(s) in Farms	October 1-2, 2009
FLA Affiliated Compan(ies)	Syngenta
Total Number of Workers	Nil
Total area covered under audit (Acres)	>25 acres
Production Processes at time of IEM visit (sowing, harvesting, chemical spray, hybridization or none)	Seed removal from dried okra and seed sorting/separation
Product(s)	Okra

FLA Code/Benchmark	Compliance Status	[Status]	Description	Updates		Third-Party Verification		Company Verification Follow Up	
		Completed, Pending, Ongoing		Company Follow Up	Documentation	External Verification	Documentation	Company Follow Up	Documentation
GEN 1: Establish and articulate clear, written workplace standards. Formally convey those standards to Company Growers as well as to Seed Organizers.	Noncompliance	Completed	Standards are not clearly conveyed to growers and seed organizers.	1) Comprehensive internal monitoring tools (field monitoring format) developed for capturing progress on all code parameters in field. 2) Successfully completed internal monitoring in 3 visits for 100% (1024) of farms. 3) Prepared and utilized format to record training program. Conducted more than 10 training. 4) Distributing COC in local language during grower pre-season meetings for all 1024 growers. 5) Organized exclusive training for field supervisors and organizers (topics: code awareness, internal monitoring system, safe chemical handling). 6) Disseminated COC in local languages in key places like school compounds, walls of panchayats office, and some visible places in form of wall paintings. 7) 3 female mobilizers appointed to educate growers' family and workers. 8) All above operations now core and SOP (standard operating procedures); we are following across all crops and regions.	1) Grower training and meeting records maintained at IMS Center. 2) Internal monitoring data generated, analyzed, and available at IMS Centers (Monitoring Information Collection Database (MICD)). 3) Copies of communication materials issued to growers; images of the same are available at IMS Center. 4) This also can be verified from the female mobilizers' reports.				
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	Completed	Workers are not aware of workplace standards.	1) Distributing COC in local language during grower pre-season meetings for all 1024 growers. 2) Organized exclusive training for field supervisors and organizers (topics: code awareness, internal monitoring system, safe chemical handling). 3) Disseminated COC in local languages in key places like school compounds, walls of panchayats office, and some visible places in the form of wall paintings. 4) 3 female mobilizers appointed to educate growers' family and workers. 5) All above operations now core and SOP (standard operating procedures); we are following across all crops and regions.	1) Grower training and meeting records maintained at IMS Center. 2) Internal monitoring data generated, analyzed, and available at IMS Centers. 3) Copies of communication materials issued to growers; images of same are available at IMS Center. 4) This also can be verified from female mobilizers' reports.				
H&A.12 Grievance Procedure	Noncompliance	Completed	Growers and workers are not aware of grievance policies or procedures.	1) We have associated with local schools and local government bodies like panchayats who are always invited to meetings and stakeholders' consultations. 2) We have developed grievance policy; growers and laborers educated about policy and procedure.	1) Documentation on different events which we have celebrated with local schools and panchayats. 2) Grower meeting attendance list filed in IMS Center. 3) Grievance policy copy. 4) Laborer attendance register.				
D.3 Sex-Based Wage Discrimination	Noncompliance	Completed	Wages are different for males and females for the same kind of job.	1) During our further, we have very critically monitored on this parameter. We have observed that wage difference between men and women workers is clearly due to different/additional work done by the men.	1) All such types of forms of MICD are available at IMS Center.				
H&S.2 Document Maintenance/Worker Accessibility and Awareness	Noncompliance	Completed	Material safety data sheets (MSDS) not available.	1) Prepared and utilized format to record training program. Conducted more than 10 trainings. 2) Distributing COC in local language during grower pre-season meetings for all 1024 growers. 3) Organized exclusive training for field supervisors and organizers (topics: code awareness, internal monitoring system, safe chemical handling). 4) Disseminated COC in local languages in key places like school compounds, walls of panchayats office, and some visible places in form of wall paintings. 5) 1 female mobilizer appointed to educate growers' family and workers. 6) First aid training given to field team, selected as master trainers. 7) All above operations now core and SOP (standard operating procedures); we are following across all crops and regions.	1) Grower training and meeting records maintained at IMS Center. 2) Internal monitoring data generated, analyzed, and available at IMS Centers. 3) Copies of communication materials issued to growers; images of same are available at IMS Center. 4) This also can be verified from female mobilizers' reports. 5) Crop life standards maintained at IMS Center.				
H&S.3 Written Health and Safety Policy	Noncompliance	Completed	None of the farmers had a copy of any available H&S policy.	1) Developed H&S policy and included Best Seeds Production Practices document. 2) Distributed copy of document to all growers in regional language, also attached worker attendance register.	1) Best Seeds Production Practice document available in IMS Center, 2) Worker attendance register.				
H&S.4 Health and Safety Management System	Noncompliance	Completed	A system could be introduced where workers reporting illnesses or injuries are recorded in the attendance register.	1) Developed H&S policy and included Best Seeds Production Practices document. 2) Distributed copy of document to all growers in regional language, also attached worker attendance register.	1) Best Seeds Production Practice document available in IMS Center, 2) Worker attendance register.				
H&S.5 Communication to Workers	Noncompliance	Completed	Workers are not aware of any H&S policy; they had not been given any training about this.	1) H&S policy and included Best Seeds Production Practices document, conveyed to growers and workers by pamphlets. 2) We have also developed different communication tools that explain the disciplinary procedures, like a list of "do's" and "don'ts." 3) Female mobilizers are trained; started propagating message of compliance among growers and workers.	1) All such types of forms of MICD are available at IMS Center.				
H&S.6 Access to Safety Equipment and First Aid	Noncompliance	Completed	Workers depend on grower's ability/interest in providing equipment and first aid.	1) 25 first aid kits maintained in key places; planning to extend this program. 2) First aid training given to field team; selected as master trainers.	1) First aid training documents maintained in IMS Center, 2) First aid kits are stored at key places indicates the action status.				
H&S.8 Chemical Management and Training	Noncompliance	Ongoing	Safe disposal of chemicals has to be focused on.	1) We have trained growers on Safe Chemical Handling Training and strictly instructed them to safely store and dispose chemicals. 2) Field team has monitored strictly during their field visit. 3) An initiative taken regarding proper collection from grower and safe disposal of empty containers.	1) Training record maintained in IMS Center. 2) Internal monitoring records (MICD reports). 3) We can ensure this by visiting grower's field and seeing the storage.				
H&S.11 Machinery Maintenance and Worker Training	Noncompliance	Completed	Though large machines are not used, it is important to train workers on the safe use of equipment like chemical sprayers.	1) Comprehensive training on H&S organized by Syngenta to address this; we have recorded that the situation is changed.	1) All such types of forms of MICD, training records, etc., available at IMS Center.				

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H&S.12 Medical Facilities	Noncompliance	Completed	First aid boxes not available on farms.	1) 25 first aid kits maintained in key places; planning to extend this program. 2) First aid training given to field team, selected as master trainers.	1) First aid training documents maintained in IMS Center. 2) First aid kits stored at key places, indicates action status.				
H&S.14 Rest Areas	Noncompliance	Ongoing	No rest areas are provided.	1) During every pre-season campaign, educated them to provide at least formal rest areas. 2) Situation is changed; now the growers have rest area for workers.	1) Pre-season campaign record maintained in IMS Center. 2) We can have a visual inspection of farm.				
HOW.2 Rest Day	Uncorroborated noncompliance	Completed	Local stakeholders said that workers were likely to work on all days of the week during peak season, but the interviewed workers could not confirm this.	1) Pollination work for okra is for a maximum of 25 days. 2) Workers are engaged and paid on a daily basis, there is no question of a rest day.					
HOW.4 Overtime	Uncorroborated noncompliance	Completed	Local stakeholders said that overtime was present on rare occasions in the peak season, but the interviewed workers could not confirm this.	1) During every pre-season campaign, educated growers to maintain records of working hours. 2) We have supplied attendance registers to 1024 growers to record wages and timings. 3) Generally, working hours in seed production are no more than 8 hours, including a rest break.	1) Pre-season campaign record maintained in IMS Center. 2) This is reflected in our internal monitoring records (MICD).				
HOW.5 Over Time/Positive Incentives	Uncorroborated noncompliance	Completed	Local stakeholders said that overtime was likely to be present during the peak season, but there were no documents to confirm or refute this finding.	1) During every pre-season campaign, educated growers to maintain records of working hours. 2) We have supplied attendance registers to all 382 growers to record wages and timings. 3) We have also started supplying growers a documentation kit, which includes information and samples of what training, documents and records need to be given to/kept for workers.	1) Pre-season campaign record maintained in IMS Center. 2) This is reflected in our internal monitoring records (MICD).				
HOW.6 Public Holidays	Uncorroborated noncompliance	Completed	Local stakeholders said that workers have to work on public holidays during peak season, but the interviewed workers could not confirm or deny this.	1) Pollination work for okra is for a maximum of 25 days. 2) Workers are engaged and paid on a daily basis, there is no question of a rest day.					
WBOT.2 Minimum Wage	Noncompliance	Completed	Wages are less than minimum wages recommended in Karnataka. Workers are paid wages as decided by village leaders.	1) In our internal monitoring findings, we have recorded wages. 2) Syngenta has encouraged growers to pay as per legal payment law. 3) During the last 3 years, the situation is improved.	1) MICD reports are available at IMS Center.				
WBOT.7 Record Maintenance	Noncompliance	Completed	No records are available on farms.	1) During every pre-season campaign, educated growers to maintain records of working hours. 2) We have supplied attendance registers to all 382 growers to record wages and timings. 3) We have also started supplying growers a documentation kit, which includes information and samples of what training, documents and records need to be given to/kept for workers.	1) Pre-season campaign record maintained in IMS Center. 2) This is reflected in our internal monitoring records (MICD).				