



2012

FAIR LABOR ASSOCIATION
INDEPENDENT EXTERNAL MONITORING
AGRICULTURAL REPORT

COMPANY: Syngenta
COUNTRY: Brazil
PROVINCE: Minas Gerais
MONITOR: Corinne Adam
AUDIT DATE: January 9 – 10, 2012
PRODUCTS: Soybeans
NUMBER OF WORKERS: 393
NUMBER OF WORKERS INTERVIEWED: 2
NUMBER OF FARMS VISITED: 1
TOTAL AREA COVERED IN AUDIT: 7413 Acres
PROCESSES: No activity was taking place at the time of the IEM due to heavy rain (operations were halted and workers were resting)



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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’s Code of Conduct (COC) is included in grower contracts and farm management has been trained on the content. However, no posters or visual materials are available on the farms; workers do not have any knowledge of the COC as the information does not reach the worker level.

Plan Of Action: The program will be extended to soybean growers in September 2012, when the planting starts. New program material was developed to reach the growers, as Syngenta does not direct hire the field workers. The field workers are hired by the growers; therefore, Syngenta’s aim is to improve the company influence by promoting the Code Elements downstream. We will use an external provider to proceed with the internal monitoring system (IMS).

Deadline Date: December 2012

Action Taken: The program is in the implementation phase. Growers will get the IMS during 2013; dedicated staff was hired to support soybean implementation.

Deadline Date: December 2013

Plan Complete: No. The plan is ongoing and will be completed by December 2014. It covers 100 growers/fields.

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.

Noncompliance

Explanation: This secure communication channel has not yet been established.

Plan Of Action: The secure channel was established using Syngenta's call center C.A.S.A., a workflow is in place to get and treat the toll-free incoming calls. Several materials were created with the toll-free number printed on the personal protective equipment (PPE), hats, bags, banners, etc.

Deadline Date: May 2012

Action Taken: Syngenta's confidential channel was implemented in May 2012 for corn and soya.
Deadline Date: May 2013

Plan Complete: Yes

Plan Complete Date: September 2013



Non-Discrimination: General Compliance Non-Discrimination

D.1 Growers shall comply with all local laws, regulations, and procedures concerning non-discrimination.

Noncompliance

Explanation: Growers are not aware of a non-discrimination policy as such, but they know that they are not supposed to discriminate as per labor code and "O trabalho tem que ser legal." Farm management recognized that women are discriminated against and not hired to operate heavy equipment, whereas they are employed to drive machinery in other regions of the country. Farm management made plans to foment women's employment in the future.

Plan Of Action: During the program implementation, the non-discrimination COC item will be emphasized.

Deadline Date: December 2013

Action Taken: The program is in its implementation phase; growers will get the IMS during 2013. Dedicated staff was hired to support soybean implementation.

Deadline Date: December 2013

Plan Complete: No, the plan is ongoing.

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 producer leases some fields (around 20) and among them are 2 farms/buildings that accommodate workers. The living conditions of the farm we visited in [Municipality name] were below standard.

Plan Of Action: Syngenta will explore the situation and confirm the same with the grower, that living conditions need to be improved and will be included in the country's IMS.

Deadline Date: December 2012

Action Taken: The grower was contacted and was requested to improve the living conditions. This specific area was also added to the scope of the Internal Monitoring Program and is now closely monitored.

Plan Complete: Yes

Plan Complete Date: December 2012

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: Due to the peak season and weather conditions, sometimes workers need to work more than 6 days a week.

Plan Of Action: We plan the field activities for not working 7 days a week; the plan is to have a back up available workforce to cover such necessities. Unfortunately, we still have a risk of this, as the crop follows the natural path, which sometimes delays or speeds up the crop maturity, requiring emergency field work activities. The IMS is executed to identify any non-conformity and, if identified, a more deep evaluation will be needed.

Deadline Date: August 2012

Action Taken: Included in the Brazilian IMS. During 2013, we will get the internal monitoring reports to better understand, as the major field activities are done by machines.

Deadline Date: December 2013

Plan Complete: No, internal monitoring is ongoing with internal tools to collect data at the field level, training, and remediation.

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.

Noncompliance

Explanation: Depending on weather and production conditions, workers might work more than 10 hours a day in limited cases. Syngenta is using a “banking hours” system, which allows workers to take extra leave days later in case they need to work overtime during peak season.

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

Deadline Date: November 2012

Action Taken: Included in the Brazilian IMS. During 2013, we will get the internal monitoring reports to better understand what is occurring, as the major field activities are done by machines.

Deadline Date: December 2013

Plan Complete: No

Plan Complete Date:
