



The Good Growth Plan Progress Data – Fair Labor Standards 2019



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every worker

1. Summary

Syngenta is committed to ensuring compliance with Fair Labor Standards throughout its entire supply chain. The Syngenta Fair Labor Program assesses labor conditions at seed suppliers using a methodology developed together with the Fair Labor Association (FLA). We have developed a system to assess and improve labor standards through internal monitoring. This is conducted by Syngenta representatives using a checklist addressing the nine principles of our supplier Code of Conduct. In selected high-risk countries, the FLA conducts additional external monitoring.

The Fair Labor Standards dataset 2019 shows the share of seed supply farms included in the Syngenta Fair Labor Program, including those in the external monitoring scheme conducted in collaboration with the Fair Labor Association, during the reporting period October 2018 to September 2019.

2. Structure of the data

Variable name	Definition	Unit	Type of data
Country	Country		
FairCountry	Country included in Syngenta Fair Labor Program		
ReportingYear	Syngenta definition of reporting year for non-financial indicators		

3. Background and methods

3.1. Description of the Syngenta Fair Labor Program

Syngenta has been working with the Fair Labor Association (FLA) since 2004 to address labor standards topics (including child labor, health and safety, awareness of workers’ rights, wages and benefits, hours of work, harassment and abuse, and discrimination) on seed supply farms around the world.

Seed supply farms are farms on which seeds are multiplied for Syngenta under Syngenta procurement terms during the reporting period. The date of the seed supplier contract determines which reporting period the respective farm is attributed.

Together with the FLA, Syngenta has developed the Syngenta Fair Labor Program, which is a system to monitor and improve labor standards on these farms. The internal monitoring is conducted by Syngenta representatives (either internal or external) using a checklist addressing the nine principles of the [FLA Workplace Code of Conduct](#), plus some additional country- specific requirements.

Every year, new countries, in which seeds are multiplied for Syngenta, are added to the Syngenta Fair Labor Program. Once the Program is put in place in a country, all seed supply farms working with Syngenta are part of the Program.

In addition, the FLA carries out external monitoring on a random selection of farms for compliance in selected countries.

3.2. Sources of data

Information is obtained at a country-level from the Seed Operations teams based on:

- Active contracts between Syngenta and seed suppliers filed in the countries
- Documents of sub-contractor supplier lists in the countries
- Internal monitoring system

3.3. Data collection tools and process

A list of Syngenta seed producing countries is obtained from the global Seed Operations team. For countries already in the Syngenta Fair Labor Program, the list of active seed supply farms is derived from records of local production contracts managed by country procurement teams. The respective country data is internally reported and consolidated at a global level, using Microsoft Excel templates. A risk assessment has been conducted to identify reporting risks. Identified risks are mitigated through the implementation of internal controls.

The reporting scope includes countries where Syngenta has seed production. For countries identified as covered by the Syngenta Fair Labor Program, the Syngenta Fair Labor Program implementation must have been completed within the current reporting year to apply.

3.4. Progress measurement

The data is published annually and shows the countries that implemented the Syngenta Fair Labor Program. Globally, progress is measured on the share of seed supply farms covered by the program in the respective reporting period. The aim is to cover 100 percent of the seed supply chain.

4. Changes versus previous release

March 2020

- Data for Reporting Year October 2018 – September 2019 were added.

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- An error in the data for Reporting Year October 2017 – September 2018 was corrected: the “FairCountry” value for Vietnam was changed from YES to NO.

5. Approval of non-financial data

The Good Growth Plan data is published as a global aggregate in the Non-financial performance summary of the Sustainable Business Report 2019. This summary was approved by the Board of Directors on February 20, 2020. Syngenta’s internal controls over non-financial reporting are designed to provide assurance to Syngenta’s Board of Directors and management regarding the reliability of non-financial reporting and the preparation and fair presentation of the information published in the Non-financial performance summary. All internal controls, no matter how well designed, have inherent limitations and therefore may not prevent or detect misstatements. In designing internal controls over non-financial reporting, Syngenta used the criteria established in Internal Control – Integrated Framework (2013) issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO). PricewaterhouseCoopers AG, Switzerland, an independent registered public accounting firm, has issued an opinion on Syngenta’s Non-financial performance summary, which is included in the Sustainable Business Report 2019.

6. Contact information

For questions and inquiries regarding this dataset and documentation, please contact goodgrowthplan.data@syngenta.com.