



# The Good Growth Plan Progress Data – Fair Labor Standards 2017

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Look after  
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 2017 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 2015 to September 2017.

## 2. Metadata

<b>Description of the dataset</b>	The dataset includes country-level data identifying which countries were included in the Syngenta Fair Labor Program in 2015 and 2016.
<b>Date of first publication</b>	23 <sup>rd</sup> of April 2015
<b>Date of last update</b>	24 <sup>th</sup> of March 2018
<b>Date of next update</b>	Spring 2019
<b>Frequency of updates</b>	Annually
<b>Reporting period</b>	October 1, 2015 – September 30, 2017
<b>License for re-using the data</b>	<a href="#">The contents of this dataset and all supporting documentation are licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.</a>
<b>Text to use when citing the data</b>	The Good Growth Plan Progress Data – Fair Labor Standards 2017
<b>URL to use when citing the data</b>	<a href="http://www.goodgrowthplan.com">www.goodgrowthplan.com</a>
<b>Geographic coverage</b>	Argentina, Bangladesh, Belgium, Brazil, Canada, Chile, China, Denmark, France, Germany, Hungary, India, Indonesia, Israel, Italy, Kenya, Mexico, Morocco, Netherlands, Paraguay, Philippines, Poland, Russia, Serbia, South Africa, South Korea, Spain, Thailand, Turkey, Ukraine, United Kingdom, United States, Vietnam, Zambia

<b>Data language</b>	English
<b>Key words</b>	fair labor standards; agriculture; The Good Growth Plan
<b>Subject</b>	Fair Labor Standards
<b>Copyright year</b>	2015 – 18
<b>Copyright holder</b>	Syngenta AG

### 3. Structure of the data

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

## 4. Background and methods

### 4.1. 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 through internal monitoring of 20 percent of the seed supply farms every year (or 20 growers if the total number of seed supply farms in the country is fewer than 100). 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 considered for internal monitoring and part of the Program. By 2020, all Syngenta seed producing countries will be included in the Syngenta Fair Labor Program.

In addition to internal monitoring, the FLA carries out external monitoring on a random selection of farms for compliance in selected countries. The selection of countries is based on agreements with the FLA. The external monitoring takes place in countries in which the FLA has a local presence. These countries have a high possibility of non-compliance with agricultural fair labor practices. For Syngenta's seed supply chain these include: Argentina, Brazil, Hungary, India, Turkey and Thailand.

## 4.2. 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

## 4.3. 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 and our internal Good Growth plan reporting tool. 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.

## 4.4. 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 target is to cover 100 percent of the seed supply chain by 2020.

## 4.5. Outlook

By the end of 2017, the Fair Labor Program covered 23 of the 34 countries where we have seed supply farms, including all those that we consider high-risk. In 2018, the continuing roll-out will add the US, the last remaining large country. The final countries are all mature economies where risks of non-compliance are relatively low, but we recognize that even in these countries factors such as reliance on migrant workers can pose particular risks. By 2020, all countries will be included in the program.

## 5. Changes versus previous release

March 24<sup>th</sup> 2018

- Data for Reporting Year October 2016 – September 2017 were added.

As the maturity of the data collection has increased, a few changes have been made in the data set compared to the previous year that may limit the comparability with previously released data sets. As of 2017,

- the granularity of data has improved as country-level data is published (previously territory level)
- the data published is on countries included in the Syngenta Fair Labor Program (previously percentage share of Syngenta seed supply farms covered by the Syngenta Fair Labor Program).
- the reporting period was adjusted to align with seed operation cycles and Syngenta Fair Labor Program monitoring timelines. Our data reported in 2017 is, therefore, for the period January 1 to December 31, 2016.

## 6. 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 2017. This summary was approved by the Board of Directors on February 6, 2018. 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 2017.

## 7. Contact information

For questions and inquiries regarding this dataset and documentation, please contact [goodgrowthplan.data@syngenta.com](mailto:goodgrowthplan.data@syngenta.com).