



The Good Growth Plan Progress Data – Fair Labor Standards 2015



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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 2015 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 2014 to September 2015. Currently, the program has been implemented in selected countries in Asia, Latin America and Eastern Europe.

2. Metadata

Description of the dataset	The dataset includes 2015 regional- and territory-level data for the share of total farms covered and the share of total farms still to be included in the Syngenta Fair Labor program.
Date of first publication	April 23, 2015
Date of last update	March 16, 2016
Date of next update	Spring 2017
Frequency of updates	Annually
Reporting period	October 1, 2014 – September 30, 2015
License for re-using the data	The contents of this dataset and all supporting documentation are licensed under a Creative Commons Attribution-ShareAlike 4.0 International License.
Text to use when citing the data	The Good Growth Plan Progress Data – Fair Labor Standards 2015
URL to use when citing the data	www.goodgrowthplan.com
Geographic coverage	China; Northeast Asia; South Asia; Southeast Asia; Australasia; Africa ME; Central Europe; CIS; France; Iberia; Italy; North Europe; Southeast Europe; Brazil; Latin America North; Latin America South; North America

Data language	English
Key words	fair labor standards; agriculture; The Good Growth Plan
Subject	Fair Labor Standards
Copyright year	2016
Copyright holder	Syngenta AG

3. Structure of the data

Presented data are project-level aggregates.

Variable name	Definition	Unit	Type of data
Region	Syngenta definition of region		String
Territory	Syngenta definition of territory (sub-region)		String
Fair Farms Today	Share of seed farms supplying to Syngenta which are already covered by the Syngenta Fair Labor program in the specified geography	percentage	Numeric
Fair Farms Future	Share of seed farms supplying to Syngenta which are yet to be covered by the Syngenta Fair Labor program in the specified geography	percentage	Numeric
Farms Distribution	Share of seed farms in the specified region contributing to the global aggregate number of seed farms	percentage	Numeric
Reporting Year	Syngenta definition of reporting year for non-financial indicators		

4. Background and methods

4.1. Description of the Syngenta Fair Labor Program

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.

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 in Asia, Latin America and Eastern Europe.

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Together with the FLA, Syngenta has developed 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.

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, Bangladesh, Brazil, Hungary, India, Romania, Turkey and Thailand. The number of farms in these countries are reported together with the total number of farms in the Syngenta Fair Labor Program in the Syngenta Annual Report 2015 and The Good Growth Plan progress reporting.

At the start of the program in a high-risk country, only farms that grow selected crops are monitored. Priority is given to labor intensive crops, where the risk for non-compliance with labor standard is considered high. As the program matures, more farms are monitored until, at full maturity, all farms in the country are monitored.

The number of farms included in the Fair Labor Program is the total number of farms in the country independent of whether or not they are monitored in the reporting year.

4.2. Sources of data

Information is obtained at a country-level from the Field Production Crop teams based on:

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

4.3. Data collection tools and process

The list of active seed supply farms is derived from records of local production contracts managed by country procurement teams. The respective data is internally reported and consolidated at a territory, regional, and 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 all seed supply farms in countries where Syngenta has seed production. For farms 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 reported annually and measures the number of seed supply farms covered by the Syngenta Fair Labor Program in the respective reporting period. The target is to cover 100 percent of the seed supply chain by 2020.

4.5. Outlook

We will move towards an outcome-oriented reporting system. This new reporting system will measure the percentage of the supply chain covered by the Syngenta Fair Labor Program, the degree of compliance with labor standards codes, mitigation activities, and improvements over time.

We will also gradually move towards IT-based record -keeping systems in the near future to further manage reporting risks.

5. Changes versus previous release

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 of the two data sets. As of 2015:

- All farms included in the Syngenta Fair Labor Program irrespective of internal or external monitoring scope are reported in the Annual Review. In previous years only the farms covered by the FLA external assessment scope were reported. The 2014 Open Data release on Fair Labor included both sets of farms, but split into two categories.
- We have moved to measuring the percentage of the supply chain covered by the Syngenta Fair Labor Program to allow progress reporting towards the Fair Labor Good Growth Plan commitment of 100 percent coverage by 2020. This also means covering those countries that have not yet implemented the Syngenta Fair Labor Program.
- We share the regional distribution of our seed supply chain to give broader context to the other percentages on coverage.

6. Approval of non-financial data

The Good Growth Plan data is published as a global aggregate in the Non-financial performance summary on pages 57 to 62 of the Annual Review 2015. This summary was approved by the Board of Directors on February 2, 2016. Syngenta's Board of Directors and management are responsible for establishing and maintaining adequate internal controls over non-financial reporting. 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 Annual Review 2015 on page 63.

7. Contact information

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