

CONTENTS

PERIOD END PERFORMANCE EVALUATION REPORT

1. SOCIAL WORKERS PURPOSE.....	2
2. 2018 WORKS IN THE HARVEST PERIOD	2
2.1. FARMER TRAININGS	2
2.1.1. Farmer Trainings	3
2.2. WORKER TRAININGS.....	4
2.3. INTERNAL AUDITORS	5
2.4. OCCUPATIONAL HEALTH SAFETY RISK ANALYSIS	7
2.5. VISITS OF THE GARDEN	7
2.6. CHILDREN'S ACTIVITIES	8
2.6.1. Causes of child labor	10
2.6.2. Methods of combating child labor	10
2.7. GOOD SOCIAL APPLICATIONS	11
2.8. PROMOTIONS DISTRIBUTED TO FARMERS	11

PERIOD END PERFORMANCE EVALUATION REPORT

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Report Formers: Gülşen Karabay, Gülşah Makbule Baş

1.Goaf Of Social Workers

Our aim is, to give training the producer in our supply chain, in forming about occupational health and safety, prevent child labor and to increase social awareness. At the some time , inspection of farmers and when nonconformity is detected to take oction to carreet. On the other hand signing a contrack between parties to prevent the inappropriete of price, working hours and then after this contrack is approved to Turkish employment agency.The aim of this study is to investigate the suitability of basic needs such as sheltering conditions, clean water requirement to the workers by the producers. Otherwise, it is necessary to implement the necessary improvement Works. To inform farmers about their responsibilities towards seasonal agricultural workers in their gardens and to ensure their implementation.

2. 2018 WORKS IN THE HARVEST PERIOD

2.1. Farmer Training

In the pre-harvest period, trainings were provided to producers in our supply chain. One day before the trainings, the producers were contacted and information about the location and time of the training was provided. In the first stage, according to the target audience methods were determined and the necessary materials were prepared according to these methods. Rather than being a boring, academic lesson, trainings focused on visuals in order to attract attention of the listener.After the training, a variety of promotional bags such as hats, T-shirts and gloves were prepared to be given to the producers. In addition to the promotions, the brochures " My responsibilities as garden owner "were distributed to the producers.

The topics mentioned in the trainings we give to our farmers are as follows.

These;

- ✓ Occupational Health and Safety
- ✓ Child Labor,
- ✓ Young Labor Conditions,
- ✓ Hygiene,
- ✓ Worker Housing Conditions,
- ✓ Worker Rights,
- ✓ Seasonal Agricultural Labor Contract,
- ✓ Agricultural Business Agent Certificate
- ✓ Gender

The above-mentioned topics are described and answers are given to the questions asked by the farmer. The fact that the trainings were in the form of questions and answers from time to time helped to collect the attention of the participants. The using of PPE was told and showed as practical.

2.1.1. Farmer Trainings;

5 JULY 2018: At Kabataş distric agricultural and social training was given to 66 farmers.

6 JULY 2018: At Gülyalı a farmer training was given to 58 farmers.

6 JULY 2018: 20 trainers were trained in Gökkyö.

13 JULY 2018: A farmer training was given to 65 farmers at Kabataş.

26 JULY 2018: In Piraziz Chamber of Agriculture Meeting Hall, 26 farmers were trained.

26 JULY 2018: A training was given to our factory employees.(26 Employees)

27 JULY 2018: For 37 farmers in Giresun Bulancak, a training was given.

27 JULY 2018: For pestisit operatör certificate , a training was given to 99 farmer.Totally training has been done for 397 farmers.





2.2. Worker Training

The workers working in hazelnut agriculture are divided into 3 according to their types. These; seasonal migrant agricultural workers, local workers, and unpaid family labor. Among them are seasonal migrant agricultural workers, who are the weakest group in their rights and interests. Maintaining and observing these rights and interests is one of our main objectives. In order to reach the workers, firstly information was received about the number and regions of the workers, who were contacted by their certified uncle heads before the harvest. According to the information received, it is determined that no producer working in our supply chain will not work in the garden. The workers were reached by means of our farmers.

Trainings were organized to raise awareness of workers about their rights. The fact that the trainings are in a friendly and friendly environment has made it possible for the workers to express themselves freely and to express their complaints clearly. The number of trained workers and training persons is as follows;

Farmer	Worker	Female	Male	Child worker	Young worker
Kadri Aktaş	17	11	7	4	4
Yaşar Yazgan	15	6	9	4	7
İlhan Yıldız	15	8			



The topics described in the trainings given are as follows;

- ✓ Labor rights (right to health, right to education)
- ✓ Hygiene, Clean
- ✓ Water and Basic Needs,
- ✓ Child labor,
- ✓ Young Labor Conditions,
- ✓ Seasonal agricultural labor contract,
- ✓ Agricultural Business Agent Certificate,
- ✓ Occupational health and Safety
- ✓ Gender

2.3. Internal Audits

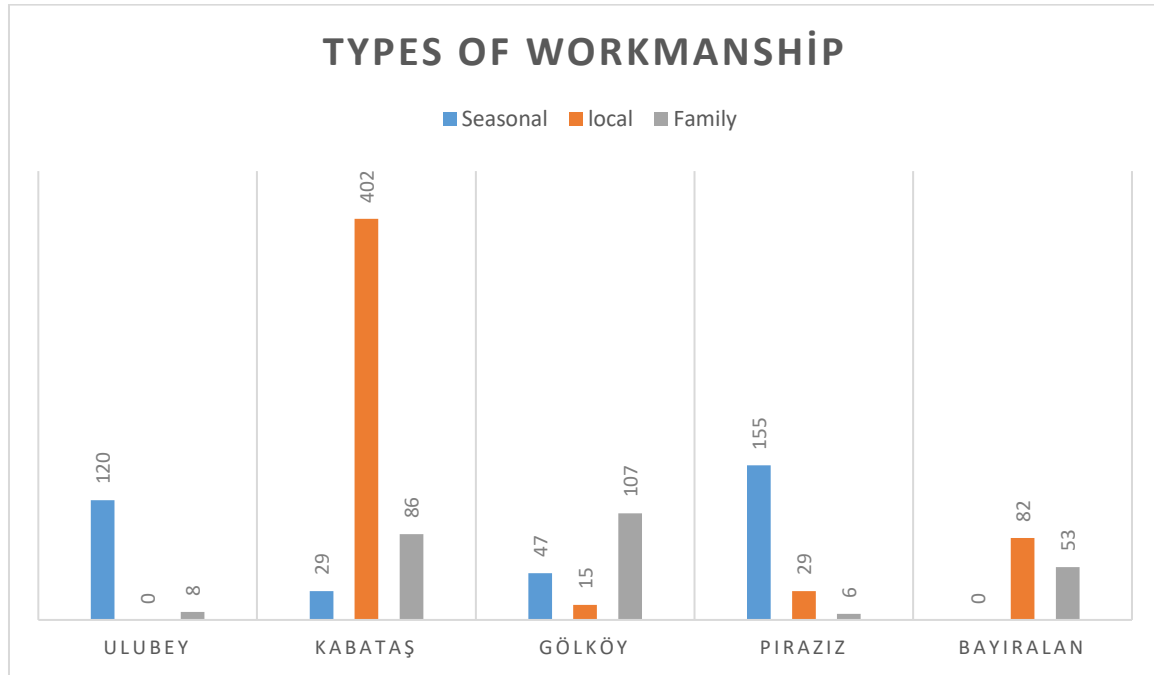
Internal audits of the producers in Glky, Kabataş, Ulubey and Piraziz regions were made. The purpose of this audit is to find out the nonconformities by accessing the information of our producers, to take preventive measures against nonconformities and to ensure the traceability of the producers.

As of July 2, a total of 36 farmers have been audited internally. Nonconformities were determined according to the audits performed. In general, these non-conformities are as follows;

- There is no first aid kit in the garden
- Failure to keep worker records

- farmers do not sign seasonal agricultural labor contracts with their workers
- Transportation to the gardens is not carried out by means suitable for human transportation.
- Hygienic products (liquid soap) are not available in the gardens.

The following graph shows the types and types of workmanship achieved by the regional audits.



According to the data obtained from the Kabataş region, while preferring local workmanship, the Piraziz region prefers seasonal migrant agricultural workers.

The next region, where seasonal migrant agricultural workers are more, is identified as Ulubey. The most preferred area for family labor is the Gölköy region.

Another issue that is noteworthy is that the daily wages set by the commission are not evenly distributed between the local workers of the region and the seasonal migrant workers from the east.

While daily wages of seasonal migrant workers are at most 70 TL, daily wages of local workmanship type is at least 90 TL.

When the reason for this unequal situation is investigated, the responses from the garden owners who work with local workers are almost the same.

The owners of the garden claim that the people of the region perform better in the hazelnut harvest. At the same time, ethnicity is one of the main reasons for this inequality.

2.4. Occupational Health and Safety Risk Analysis

Occupational health and safety risk assessment is very important in terms of taking precaution against the identified risks. It is thought that many work accidents can be prevented by the measures taken against the identified risks.

The results determined in the risk analysis in Gököy region are as follows;

- Since the land structure is very sloping and uneven, the transportation to the gardens is carried out by means of cargo transportation vehicles such as patpat and tractor.
- Since the land structure is very steep, there is a great risk of slipping and falling.
- The worker is not informed about the garden structure and conditions before starting work.
- No collection areas in emergency situations.
- There is no first aid kit in the garden where there are a lot of injuries.

Against the identified risks, we can list the measures that can be taken as follows;

- The garden owner should be made aware that transportation to the gardens should be carried out by means suitable for transporting people.
- Shoes suitable for use in the garden should be preferred against the danger of slipping and falling.
- Appropriate areas should be selected for collection in cases of emergency injury.

2.5.Green Visits

During the harvest, farmers working in seasonal agricultural workers were identified and visits to the garden were carried out. Seeing workers in the work environment is important to control working conditions and to reach realistic data.

In the garden visits, the workers were interviewed. Farmers working child labor have been identified. The complaints of the workers were rested and recommendations were taken.

3 garden visits were made during the harvest period. Visiting the gardens are Yaşar Yazgan, Mahmut Yıldız and Şenel Aydın. In the visits, the attitude of the owners of the garden has always been positive.



2.6.Children's Activities

Child labor is a universal problem in which the whole world is struggling. In agriculture, child labor is widely used. It is risky for them to have jobs that prevent their physical and physical development which are not over 16 years old. Children should not be present in working environments that are dangerous even for adults. Children's activities were organized with the slogan, No Child Labor olm with the aim of removing children from gardens and gathering in playgrounds and schools in places where they should be. On 8-9 August 2018, the Community Volunteers Foundation organized a children's event for 2 days in Ulubey Kardeşler Primary School through Progida. 45 children participated in the event for two days. The safe transportation of children to the activity area was carried out by the services provided by the social team. In this activity, practices were carried out to increase the mental and physical development of children.



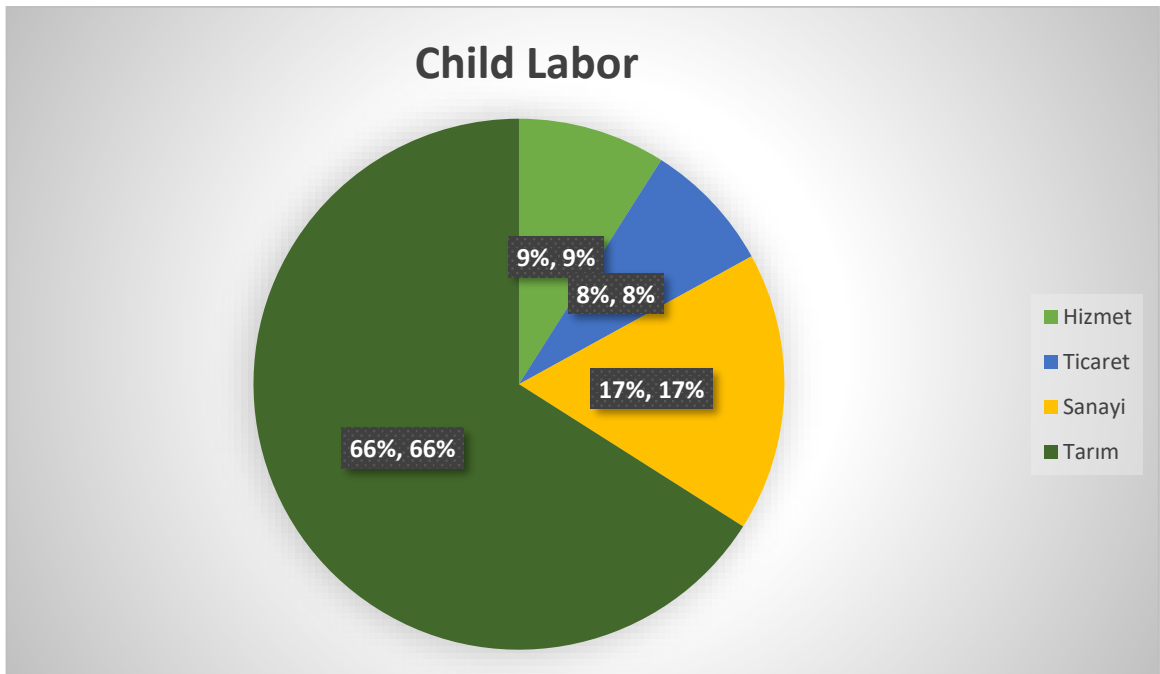
On August 18, 2018, a children's theater was held in Saraycık METİP camp. Nearly 100 children attended the event. Children; Clowns, Bugs Bunny, Ashik and Mashuk also performed with the music show with Karagoz Hacivat.





2.6.a. Causes of Child Labor

When the root causes of child labor are investigated, poverty is the leading one. The fact that families do not have enough power in economic sense causes them to take their children from school and push them into the study area. Children going to school instead of working cause loss of income for families. Families who cannot afford to pay for their children want to contribute to the family economy by employing them in agricultural areas where there is an unregistered workforce. Child labor, which is caused by the increase in domestic population, is also due to the lack of legislation in the agricultural field in our country. The fact that it cannot be controlled easily makes child labor attractive for families.



2.6.b. Fighting against child labor

Child labor methods are considered. The results are as follows;

- Sensitization of garden owners about child labor, enforcement of penal sanctions by increasing audits,
- To persuade the Agricultural Business Intermediaries to be in constant contact until the harvest period and to persuade them not to bring child labor.
- Regular training for families of children.

2.7. Good Social Practices

Within the scope of Good Social Practices, social files have been prepared for our producers. It was aimed to raise awareness of the responsibilities of employers, agricultural intermediaries and workers, to establish the mutual conditions of mutual trust between the parties and to protect their rights and interests within the determined contract period. The procedures included in these files are as follows;

SUSTAINABILITY CORRECTIVE AND PREVENTIVE ACTIVITY FORM
SUSTAINABILITY LAND DISCIPLINE PROCEDURE
SUSTAINABILITY PARTICIPATION PARTICIPANTS
SUSTAINABILITY YOUNG WORKERS REGISTRATION LIST FORM
SUSTAINABILITY PRODUCER INTERNAL CONTROL LIST
SUSTAINABILITY LABOR WRITING, SUGGESTION AND COMPLAINT INSTRUCTIONS
HARVEST LABOR AGREEMENT APPENDIX 1
SUSTAINABILITY HARVEST LABOR AGREEMENT
SUSTAINABILITY PREGNANCY AND BREEDER OPERATING PROCEDURE
FARMER TAPU RECORDS EMERGENCY MEETING PLACES

2.8. Posted Promotions And Needed Promotions

A total of 397 bags were promoted in 8 separate producer trainings. Promotions include hats, T-shirts, gloves, dust mask, pruning shears, spraying gloves, spraying masks, glasses, scythe bucket, scythe mask, file, saw, saw and first aid kit.



47 bags were promoted in 3 separate workers training. Promotions include hat, T-shirt, gloves, waist bag, toothbrush, toothpaste, shampoo, liquid hand soap, sanitary napkin, dust mask, wet wipes and first aid kit.



Promotion suggestions are as follows;

- It is known that it is important to wear indoor shoes in gardens and to protect snake from insects and other pests. However, according to the observations, workers use slippers in the gardens. It is observed that the weather conditions are very difficult with the slippers used in times of negative. For this reason, in addition to the promotions, it is thought that

nylon shoes which are low in cost and comfortable to use in gardens can be added.

- Due to the climate conditions of the Black Sea region, rainy weather is common. It is planned to distribute raincoat for workers in rainy weather.
- It is thought that long socks can be added to the workers within the demand.
- Insect repellent sprays can be distributed to protect against insects such as fly insects.
- Moisturizing hand creams can be distributed to workers whose hands are irritated.

In the studies carried out, 2018 harvest period was carried out with dedication and effort. The desired targets could not be reached due to a number of failures. These are the short duration of the harvest, the ITU and the INTERTEK inspection being in the harvest period, the lack of certified agricultural business intermediaries in our supply chain and the lack of identification of those found.

It is thought that successes will be doubled as a result of determining the targets for the next harvest period, carrying out the necessary studies in line with the determined targets and carrying out regular and disciplined studies.