

Minutes of the Human Rights Working Group (HRWG) Meeting

28th September 2021

Virtual Meeting

Time: 8:30pm to 10:00pm

Attendance:

Name	Organisation	Status
Co-Chair:- Madeleine Brassier (MB) Izlin Adrina (IA)	Oxfam Novib Sime Darby Plantation	Co-Chair Co-Chair
Members: - Lim Sian Choo (SC) Philippe Standaert (PS) Dhevia Kalyana (DK) Amalia F. (AF) Elles van Ark (EA) Marcus Colchester (MC) Flavio Linares (FL) Rachel Munns (RM) Claudine Musitelli (CM) Corey Norton (CN) Faryda Lindeman (FL) Irina van der Sluijs (IS)	Bumitama Fuji Oils Wilmar International CNV International CNV International Forest Peoples Programme Solidaridad Tesco Unilever WWF NN Investment Partners Holdings N.V. NN Investment Partners Holdings N.V.	Substantive Member Substantive Member Alternate Member Substantive Member Substantive Member Substantive Member Substantive Member Substantive Member Substantive Member Substantive Member Substantive Member
Secretariat: Prasad Vijaya Segaran (PVS) Victor Yuh Tamanjong (VT)	Secretariat Secretariat	

No.	Description	Main Discussion Points	Action Points												
1.	Welcome and brief introduction (Co-chair)	Done by Co-chair													
2.	RSPO Antitrust Guidelines, Consensus - Based Decision Making, Declaration of Conflict of Interest (Co-chair)	Read by the Co-chair and agreed upon by members.													
3.	Confirming the Minutes of the Previous Meeting (April 2021) (Secretariat)	Read by Secretariat. Proposed by MB. Seconded by SC.													
4.	General updates on activities since April 2021 and ongoing activities (PVS)	<ul style="list-style-type: none"> New members: <table border="1" data-bbox="667 826 1469 1027"> <thead> <tr> <th>Name</th> <th>Organisation</th> <th>Date Joined</th> </tr> </thead> <tbody> <tr> <td>Philippe Standaert</td> <td>Fuji Oils (P&T)</td> <td>May 5th</td> </tr> <tr> <td>Faryda & Frederike</td> <td>NN Investment (Finance)</td> <td>May 17th</td> </tr> <tr> <td>Rachel Munns</td> <td>Tesco (Retailer)</td> <td>Aug 19th</td> </tr> </tbody> </table> Webinars to socialise the RSPO Gender Guidance <ul style="list-style-type: none"> Two (2) webinars were held 16th June – Panel session (MB, CM, CL) ENG 26th August – Panel session (FL, Catalina, Helene) SPA Topics covered included benefits of gender guidance and applicability to members, long-standing traditions and culture in the palm oil sector, inclusion of men in empowering women 	Name	Organisation	Date Joined	Philippe Standaert	Fuji Oils (P&T)	May 5 th	Faryda & Frederike	NN Investment (Finance)	May 17 th	Rachel Munns	Tesco (Retailer)	Aug 19 th	
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		<ul style="list-style-type: none"> ● 2015 FPIC Guidance & Simplified FPC Guidance for ISH <ul style="list-style-type: none"> ○ 3 FPIC Sub Group Meetings in August ○ 2 Expert Group meetings since April ● FPIC Training Resource Pack <ul style="list-style-type: none"> ○ Result of 3 regional trainings in Colombia, Medan and Liberia conducted by consultants ○ Request for Expression of Interest (EOI) sent out and 2 responses received. Deliverables will include online & offline training resources and training manual ● Decent Living Wage <ul style="list-style-type: none"> ○ DLW Task Force ToR endorsed on 22nd September 2021 ● RSPO Secretariat capacity for HRSS <ul style="list-style-type: none"> ○ Vacancies for HRSS Sr. Exec – CW&G, HRSS Manager – Labour and HRSS Manager – DLW ○ To onboard HRSS Sr. Exec – CW&G and HRSS Manager – DLW in November 2021 ● Malaysian National Action Plan on Forced Labour (2021-2025) <ul style="list-style-type: none"> ○ Comments provided by Sec. and Labour Sub Group – August 2021 and submitted to Ministry of Human Resources 	Consultant to provide timeline for completion
5.	DLW TF update (SC)	<ul style="list-style-type: none"> - ToR has been enhanced to include Shared Responsibility Requirements - TF has held at least 2 meetings but currently behind time due to delay in acceptance of ToR and capacity gap - Point raised on how TF is populated and whether more support is needed and correlation between Labour and DLW Subgroup - DLW TF to prepare data template and mobilise NIWG's in benchmarking - Solidaridad indicated interest to join DLW TF but to discuss internally beforehand. 	<p>Revised timeline to be shared with HRWG</p> <p>Sec. to highlight any missing groups to join DLW TF especially Social NGOs with expertise in Labour</p>
6.	Sub Group operations:	<ul style="list-style-type: none"> ● FPIC 	Wilmar to confirm whether they will lead FPIC Sub Group by

	<p>(Workplan, Leadership and First Meeting)</p> <ul style="list-style-type: none"> - FPIC - Labour (including child rights) - HR Strategy - Gender 	<ul style="list-style-type: none"> ○ FPP has indicated that they will participate but not lead the FPIC Sub Group ● Labour <ul style="list-style-type: none"> ○ CNV expressed interest to lead Labour Sub Group, subject to internal discussion and confirmation ○ A Social NGO suggested that the Labour Sub Group should consider whether P&C and indicators provide sufficient guidance on forced labour matters given issues with the United States ○ An update was provided by CNV that Indonesia RSPO Secretariat is preparing a Concept Note on forced labour issue ● Human Rights Strategy <ul style="list-style-type: none"> ○ Co-chairs working on the HR Strategy and received support from WWF and CNV ○ Draft by end of the year ● Gender <ul style="list-style-type: none"> ○ Current focus on the Women Safety Movement - A Social NGO enquired on which Sub Group will pursue Human Rights Defenders matters. Currently not attributed specifically but suggested to be covered under HR Strategy Sub Group. No agreement from the wider group as of yet. 	<p>end of week (Wilmar has confirmed role as lead)</p>
<p>7.</p>	<p>Updates on the labour workstreams:</p> <ul style="list-style-type: none"> - RSPO & MPOA discussion and outcome 	<ul style="list-style-type: none"> ● Action points from RSPO & MPOA discussion <ul style="list-style-type: none"> ○ RSPO to develop a new public statement ○ Engagement with the American-Malaysian Chamber of Commerce together with MPOA representatives ○ Engagement with ILO in IND and MY to provide a framework on common interests 	

	- Forced Labour allegations and RSPO's response	<ul style="list-style-type: none"> ○ To identify gaps between ILO standards and RSPO standards 	
8.	Updates on ongoing investigations by the Risk Unit	<ul style="list-style-type: none"> ● Forced Labour allegations and RSPO's response <ul style="list-style-type: none"> 1. Investigation 1 <ul style="list-style-type: none"> ○ Risk Unit - Scheduled assessors to conduct audits Perak and Johor by the end of 2021 ○ Risk Unit to be invited to next meeting to provide updates on outcomes 2. Investigation 2 <ul style="list-style-type: none"> ○ Assessors identified (6 CBs) either had a conflict of interest or no bandwidth ○ Secretariat is considering engaging with ASI to do the assessment and expecting the proposal in early October - Point raised that ASI is not suitable to be engaged as an independent investigation on the ground is needed, including compiled list of investigators - Question raised on updates on FGV's WRO investigation if any. Currently no update - Secretariat clarified that there are very few local auditors, hence making it difficult to find CB with no conflict of interest. From the Assurance perspective, list of site-specific issues are communicated to CBs 	Secretariat to communicate discussion to Risk Unit
9.	Women Safety Movement: <ul style="list-style-type: none"> - Overview and Introduction to the project 	<ul style="list-style-type: none"> - Platform to discuss and co-create ideas to address GBV issues and understand perspectives of different industry/value chain actors, aligned with Goal 4 of HRWG Strategy 	

	- Invitation to the workshop on 7 th October	<ul style="list-style-type: none"> - Outcomes of the workshop geared towards the issue of GBV, specifically to address key data gaps related to GBV in palm, requiring a series of diagnostic studies to root the work in reliable, grounded data - Workshop will be facilitated by an independent facilitator - Critical to ensure relevance as a benefit of certification to organisations - SDP and Tesco indicated support for the initiative - Secretariat has indicated financial support, requiring ToR moving forward - Point raised that P&C is not strong enough to protect women from GBV. This initiative will provide learnings to better inform and improve Standards for next review 	
10.	Any other business	<ul style="list-style-type: none"> ● RT 2021 – Climate Resilience <ul style="list-style-type: none"> ○ Topics suggestions include labour issues – migrant issues, labour shortage, challenges during pandemic (health, safety and labour) and measures to address them, expectations towards review of P&C in 2023 ○ FPP proposed to include a session for Prof. Dr. Ward Berenschot and Dr. Ahmad Dhialulhaq of KITLV who have been researching conflict management in Indonesia ○ Oxfam proposed to communicate the Women Safety Movement initiative during RT ● HRWG Meeting schedule <ul style="list-style-type: none"> ○ Consensus to conduct four meetings per year. 	Secretariat to confirm timing allocated with Communications team
		Meeting Closed	