



Human Rights



## Collective advocacy for transformational change

The **People Positive Palm Project (P3 Project)** is hosted by The Consumer Goods Forum’s (CGF) Human Rights Coalition (HRC) and brings together the largest collective of international companies focusing on addressing forced labour in the Malaysian palm oil sector. It aims to foster collective action and advocacy on key issues related to forced labour to drive transformational change in a sustainable manner. It is implemented in partnership with the Fair Labor Association (FLA), the UN International Organization for Migration (IOM), and The Remedy Project.

The project has two complementary, free-of-charge tracks which all palm oil suppliers with operations in Malaysia are invited to participate in based on their individual needs:

- 1. Learning:** the project offers a series of no-cost, open-source collaborative workshops to build and share knowledge about key risks and solutions related to forced labour
- 2. Engagement:** the project offers tailored advisory services to suppliers to help strengthen their management systems for responsible recruitment.

Both tracks contribute towards collective advocacy with governments and other stakeholders to address forced labour in the Malaysian palm oil sector, particularly within the key migration corridors. Ultimately, the project seeks to build learnings that HRC members can scale and adapt for other commodities and geographies.

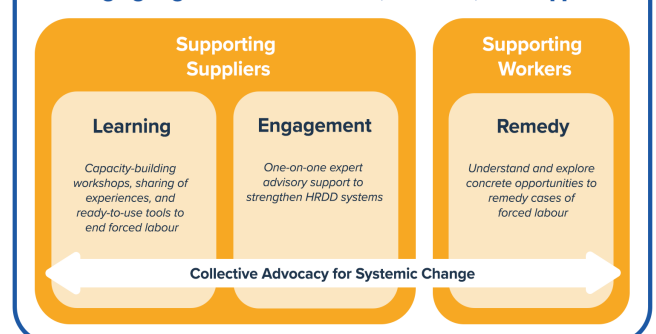
Combatting forced labour requires a collective effort. Therefore, the close collaboration between project participants is key to making a difference. As a result, this project seeks to be a complementary collective effort between suppliers, brands and retailers, and other actors (e.g. governments, civil society, and private recruitment agencies) to transform the Malaysian palm oil sector and national labour market.

### Project Benefits

The primary objective of the project is to address root causes of forced labour in a sustainable and structural manner. To do so, the project seeks to support suppliers **develop the management systems needed to ensure they have undertaken substantial efforts to address forced labour.** This will help align their practices with international good practice, the expectations of global consumers and stakeholders, as well as current and upcoming legal requirements and standards regarding human rights due diligence including Malaysia’s National Action Plan on Forced Labour (NAPFL). For participating suppliers, the project provides:

- **Free, practical trainings** about forced labour, how to address and prevent it through due diligence, and tools for responsible recruitment;
- **Open-source, ready-to-use templates and tools** that suppliers can implement to strengthen their HRDD management systems;
- **Expert advisory services and tailored coaching,** based on individual team’s capabilities to identify, prevent, and address forced labour risks across supply chains;
- **A mapping of suppliers’ existing policies,** processes, and management systems to identify key areas of improvement through a collaborative approach;
- **A global leadership coalition alongside industry peers,** expert organisations, and governments to advocate for and share best practices for addressing forced labour and ensuring responsible recruitment throughout companies’ own operations

### Bringing Together Manufacturers, Retailers, and Suppliers





## Opportunities for participation: learning, engagement, and action

**Suppliers are invited to join the project's Learning and/or Engagement tracks, both of which feed into the project's collective advocacy and remediation efforts.**

**Learning:** The Learning Track is intended to allow suppliers to learn more about sector-specific issues through a series of no-cost, collaborative awareness-building 'Learning Series' workshops hosted by FLA and IOM. This track does not require a formal commitment and is designed to train members' palm oil suppliers and their upstream supply chain in an open-source format. All staff from palm oil suppliers in Malaysia is invited to participate in order to train a range of functional teams to combat forced labour. The Learning Series workshops will focus on the salient issues faced by suppliers regarding forced labour and offer practical steps that can be taken towards mitigation. Suppliers also have the opportunity to nominate other trainings according to their needs.

**Engagement:** The Engagement Track helps suppliers who are interested in engaging more on the topic of responsible recruitment with free, expert one-on-one advisory support. In this track, suppliers will work through a Maturity Journey Framework via a gap analysis of their existing human rights due diligence systems on forced labour and receive tailored feedback and advisory services from FLA and IOM. Participants in this track receive the most support and **have the potential to derive the most benefit**. FLA will provide customised coaching to help participants establish robust responsible recruitment policy and practices; understand and develop action plans to address fees and costs that may have been paid by Workers; and strengthen existing mechanisms or pilot in new initiatives. Additionally, participants will commit to take continued action to recruit responsibly in the future and to share learnings, progress, and challenges to advance industry action.

**Remediation:** Suppliers will be provided introductory and dedicated capacity-building interventions to strengthen their understanding of the topic of remediation, and the link between business success and robust remediation. They will also work with leading thematic experts to conduct an assessment of their existing grievance mechanisms, and whether these are sufficiently robust to respond to new international requirements. Afterwards, suppliers who

are then interested to develop a more robust remediation system will be supported by IOM and TRP to operationalise and implement an alternative dispute resolution mechanism. Finally, they commit to sharing learnings, progress, and challenges to advance industry action.

**Collective Advocacy:** The cumulative learnings from both tracks on Learning and Engagement are to build into the ultimate mission of the project: collective advocacy for systemic change. Suppliers are invited to participate in advocacy sessions with the Government of Malaysia and other stakeholders organised by HRC-FLA-IOM. The project's work on collective advocacy will focus on priority interventions identified by the partners, members, and suppliers. It includes (i) mobilisation for the Employer Pays Principle (EPP), (ii) mandatory Post-Arrival Orientations (PAO), and (iii) migrant worker permits, including those linked to the employee rather than the employer. Participants are invited to join a series of meetings and engagements to consult with key stakeholders, align messages, and package the group's offer as support to the implementation of the Government of Malaysia's National Action Plan on Forced Labour (NAPFL). This work is supported by FLA and IOM.



## Join the Project

The P3 Project was launched in October 2022 and remains open to new participants. All companies in the Malaysian palm oil supply chain are invited to join the People Positive Palm Project and work collaboratively with the members of the HRC to help transform the labour market of the Malaysian palm oil sector by eradicating forced labour.

Interested participants can reach out the HRC Team at [social@theconsumergoodsforum.com](mailto:social@theconsumergoodsforum.com).



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Social and Environmental Sustainability



*Joining forces to eradicate forced labour from the Malaysian palm oil sector*