



## HRC People Positive Palm (P3) Project: Collective Action and Advocacy Project Overview

The People Positive Palm Project (Project P3) is hosted by The Consumer Goods Forum (CGF) Human Rights Coalition – Working to End Forced Labour (HRC); it 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 faced by the palm oil industry – including a focus on understanding, addressing and preventing recruitment fees, with the support of the Fair Labor Association (FLA), the International Organisation for Migration (IOM) and The Remedy Project.

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

- 1. Learning:** A series of no-cost collaborative workshops to build and share knowledge on how to address key risks,
- 2. Engagement:** Tailored advisory services for suppliers to strengthen their management systems for responsible recruitment.

Both tracks will contribute towards collective advocacy to address forced labour in the Malaysian palm oil sector, particularly within the **Bangladesh, Indonesia and India migration corridors**, and support further learning to scale into other geographies and categories for CGF members.

This project is not another initiative but a complementary collective effort between suppliers and brands/retailers to transform the Malaysian palm oil sector and national labour market. We acknowledge that **combating forced labour requires a collective effort**. Therefore, the close collaboration between retailers and manufacturers members of CGF is key to make a difference.



### Benefits

The primary objective of the project is to address root causes of forced labour in a sustainable and structural manner. The project seeks to support suppliers **develop the management systems they need to ensure they have undertaken substantial efforts to address forced labour**. This will help align their practices with current and upcoming legal requirements of human rights due diligence, international good practice, emerging international standards including Malaysia's National Action Plan to combat Forced Labour (NAPFL), and the expectations of global customers, consumers, and regulators, while getting practical support on their own human rights due diligence systems. The project will provide:

- Access to **free, practical trainings** on forced labour prevention and responsible recruitment.
- Access to **ready-to-use templates and tools** that you can implement to strengthen your 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 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 government to advocate and share on good practices for addressing forced labour and ensuring responsible recruitment throughout companies' own operations and palm oil supply chains.



## Track 1: Learning

Track 1 is intended to allow suppliers to learn more about sector-specific issues through a series of no-cost, collaborative awareness-building sessions hosted by FLA and IOM. This track does not require a formal commitment. It 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: beyond sustainability teams, the project aims to empower employees from a range of functional teams to combat forced labour. They will target the salient issues faced by suppliers regarding forced labour and learn practical steps that can be taken towards mitigation. Suppliers will have the opportunity to nominate other trainings according to their needs.

## Track 2: Engagement

Track 2 seeks to help suppliers who are interested in engaging more on responsible recruitment with expert one-on-one advisory. In this track, suppliers will work through a maturity framework journey via a gap analysis of their existing Human Rights Due Diligence (HRDD) systems on forced labour and receive tailored feedback and advisory services from FLA and IOM. Participants in this track will receive the most support and **have the potential to derive the most benefit**. They will commit to understand, address, and prevent worker-paid fees as part of broader effort to support responsible recruitment, and will have the full support of the Coalition and technical expert partners.

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.

## Join the Project

All companies in the palm oil supply chain in Malaysia 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.

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

## On Remediation

Participants commit to understand and engage on the topic of access to justice and remediation as part of broader effort to support responsible recruitment. 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 **a health check/assessment of their existing grievance mechanisms**, and whether these are sufficiently robust to respond to new international requirements. Participants will join an evaluation on how a **system-wide alternative dispute resolution mechanism** run by an independent administrator could look like and be beneficial to the company. 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** that aims to prevent and address human rights and labour issues in a company's supply chain, while helping workers and companies come to a resolution. 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. Project P3'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. For this stream of work, which will be led by IOM, a series of meetings and engagements are held to consult with key stakeholders and align messages and package the group's offer as **support to the implementation of the Government of Malaysia's National Action Plan to combat Forced Labour (NAPFL)**.



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