



Social
Sustainability

CGF Palm Social Task Force: High-Level Action Plan November 2018

The following action plan will drive collaboration and focus the CGF members on a shared agenda. Together, we will implement actions around **Advocacy & Engagement, Research, Insights & Tools** to address forced labour risks in the palm oil extended supply chain and will assess the impact of these actions to determine industry progress on the implementation of the Priority Industry Principles in the palm oil sector.

1. Advocacy & Engagement

- **Ongoing CGF member commitments:**

CGF members will publicly voice their support for the CGF Social Resolution on Forced Labour, and its Priority Industry Principles, to deliver on their ongoing commitment not to tolerate forced labour in own operations, and take innovative steps to address forced labour in the palm oil extended supply chain with their existing short-term commitments:

1. All CGF Board and Social Sustainability Steering Committee (SSC) Members to issue a public statement acknowledging their support for the Resolution and its Priority Industry Principles;
2. All CGF Board and SSC Members to adopt the Results Framework as an internal self-assessment tool which they will complete on an annual basis, enabling CGF to report aggregated and anonymised results publicly to demonstrate industry progress;
3. By 2020, all CGF Board and SSC Members to have adopted appropriate policies to embed the Priority Industry Principles throughout their own operations through concrete actions.

- **How CGF members will support and engage others:**

- **CGF members' suppliers and contractors (e.g, Plantations, Mills, Manufacturers, Recruitment Agencies)**

CGF members to take innovative steps to address forced labour in the palm oil extended supply chain by engaging key actors and calling on them to:

1. Issue a public statement acknowledging their support for the CGF Resolution on Forced Labour and its Priority Industry Principles.
2. Adopt appropriate policies to embed the Priority Industry Principles throughout their own operations through concrete actions.

- **Governments**

CGF members will engage the Malaysian and Indonesian governments on the Priority Industry Principles and its commitment not to tolerate forced labour in collaboration with key stakeholders including the International Labour Organization and IOM - UN Migration and others.

- **Strengthen Certification**

CGF members will continue their engagement to strengthen the labour and human rights components (Assurance Processes, Grievance Mechanisms etc.) of the RSPO standard, and other relevant certifications and their implementation through joint CGF member action via the CGF's Palm Oil Working Group.

2. Research

- **Recruitment Mapping:**

CGF will commission targeted research in 2019, building on the findings of the recent CGF - Fair Labor Association Report. This next phase of research will expand existing data to map the recruitment processes of migrant workers to the Malaysian palm sector from key origin countries, and identify concrete steps needed to address findings of the research.

3. Insights & Tools

- **Industry Insight – Practitioner Brief:**

CGF will publish a Practitioner Brief in 2019, sharing insights on how individual members are working with supply chain partners, government and civil society to improve practices and identifying key lessons learned at this phase in the journey.

- **Practical Guidance:**

In 2020, CGF will work with external human rights experts to develop the Priority Industry Principles Implementation Guidance for the palm sector, including an industry approach to robust management systems.

- **Building Capacity:**

CGF will facilitate multi-stakeholder, sectoral and regional dialogue, trainings and collaborations to build awareness and capability to address forced labour in the palm oil extended supply chain.