

SUSTAINABILITY CONSULTATION FORUM

Outcomes and Action Plans on Responsible Recruitment Practices and Legalization

<i>Key Outcomes</i>	<i>Action Plan</i>	<i>Current Status</i>
Responsible Recruitment Practices		
Develop and execute an industry code of conduct, which should be overseen at the industry body level, example, by the Malaysian Palm Oil Council (MPOC) or Malaysian Palm Oil Association (MPOA).	a) IOI to develop the Terms of Reference (TOR) for the working group. And, ILO has agreed to become our technical advisor. b) To engage with MSPO & RSPO and suggest them to join this working group.	a) 13 August 2021: <ul style="list-style-type: none"> - Meeting with MPOA and other growers (T5) for development of Terms of Reference (TOR) for a standard ethical recruitment practice for the growers. - TOR will be submitted in January 2022 for review. b) IOI has engaged RSPO and ILO to identify any gaps between RSPO P&C and ILO FL 11 indicators. [Gap Analysis - RSPO Standards for Palm Oil producers & ILO Guidelines - Recruitment Fees, Forced Labour and Related Costs.]
Develop and execute sectoral strategy and roadmap which illustrates how this plays out, all in compliance with Malaysian law.	a) Continue engagement with Jabatan Tenaga Kerja, JTK (Federal).	a) National Action Plan on Forced Labour (NAPFL) 2021-2025: <ul style="list-style-type: none"> - IOI involved in consultation to develop a comprehensive paperwork on combatting the issues of force labour on 14 October 2021. (The Technical Working Committee is consists of representatives from the Government agencies and the International Labor Organization (ILO).

<p>Develop communication strategy to:</p> <ul style="list-style-type: none"> a) Build influence with source and host country governments. b) Reach out to potential employees to proliferate knowledge about worker rights and working conditions at the right time. c) Continue industry rebranding process which is necessary to achieve long-term change and success. 	<ul style="list-style-type: none"> a) To further work with ILO's Technical Specialist on recruitment process and to work with recruiters from the source country. b) i. To translate IOI's Code of Conduct (CoC) by the end of 2021 ii. Third-party Audit c) Engagement with MPOC who is the promotion arm of Malaysian Palm Oil and PO products. 	<ul style="list-style-type: none"> a) IOI is working with the ILO to contact ILO representatives in the respective source countries. b) i) CoC was published in SR 2021 and website: <ul style="list-style-type: none"> - The CoC is translated into the respective languages of our workers. - It will be shared with the recruitment agents. ii) Third-party Audit: <ul style="list-style-type: none"> - Developed Toolkit for Conducting Due Diligence (DD) Audit on Recruitment Agent - Our recruitment agents will undergo our audit as well as third party audit conducted by external party. c) In contact with Deputy Chief Executive Officer, Promotion and Corporate Communication, MPOC.
Legalization		
<p>Develop a working group where industry players and stakeholders can contribute to ensure better understanding of these issues and development of solutions.</p>	<ul style="list-style-type: none"> a) To contact MPOA Sabah to develop a Working Group. b) To contact Pn.Nurul from JTK Sabah. c) Engage with recruitment agents in source countries to share understanding of these issues and develop solutions. 	<ul style="list-style-type: none"> a) IOI SPO team is working with MPOA Sabah to setup a Working Group in January 2022. b) Constant contact with Pn.Nurul from JTK Sabah to address the issue. c) IOI is working closely with Consulate from source countries to get assistance in legalization process.



IOI GROUP

<p>Several workshops to be held with the aim to establish a standard process whereby the stateless in Sabah can contribute to the country's economy, however this has yet to materialize. Industry players should continue the study to develop a proposed approach/best practice which will provide opportunities to stateless persons in Sabah to contribute to the economy of Malaysia through employment in the palm sector.</p>	<p>a) To assist MPOA in obtaining the procedure for the legalization of undocumented workers in Sabah.</p>	<p>a) IOI has contacted both RSPO and MSPO to also assist on this matter.</p>
<p>Continue to transparently communicate on ongoing and planned efforts as well as remaining challenges through a shared industry voice, in association with MSPO and RSPO, with the goal to create easier legal employment access points for Indonesians, Filipinos, and ultimately stateless people.</p>	<p>a) To contact both the Filipinos and Indonesia Embassy on path forward. b) To highlight this issue as part of the National Action Plan on Forced Labour (NAPFL) 2021-2025.</p>	<p>a) On going activities b) This matter has been highlighted in a meeting on 14 October 2021.</p>