

## Particulars

### About Your Organisation

#### 1.1 Member Name

Federasi Serikat Buruh Kehutanan, Perkebunan dan Pertanian Serikat Buruh Sejahtera Indonesia (Hukatan)

#### 1.2 Membership Number

7-0021-19-000-00

#### 1.3 Membership Sector

Social or Development Organisations (Non Governmental Organisations)

#### 1.4 Membership Category

Ordinary

#### 1.5 Country

Indonesia

#### 2.0 Does your company or organisation produce, process, consume or sell any palm oil or any products containing derivatives of palm oil?

No

#### 2.2 Please select all the sectors that best describe the business activities of your company or organisation, including your primary RSPO membership sector. You may select multiple sectors and will be required to complete the ACOP form for the relevant sectors

- I am a bank or financial institution that finances or supports companies or organisations that produce or manufacture palm oil, palm kernel oil or related products
- I am a conservation and environmental NGO supporting the sustainable development of the palm oil industry
- I am a social and human development NGO supporting the sustainable development of the palm oil industry
- I am an Affiliate member of the RSPO, indirectly involved in the palm oil industry

## NGOs

### 1. Operational Profile

#### 1.1 What are the main activities of your organisation?

1) providing to workers awareness of their rights at work and protection through training, organizing, lobby and advocacy, and research; 2) helping legal and non-legal assistance to members who get problems in their labour rights through bilateral negotiation, mediation and litigation; 3) to build constructive social dialogue with stakeholders including companies, government and business association; 4) active involvement in the NGOs and labour unions network e.g JAPBUSI, JAGASAWITAN and PAACLA; 5) collaborate with international agencies to amplify decent work e.g ILO and UNICEF

#### 1.2 What activities has your organisation undertaken to publicise programmes to support the RSPO, RSPO certification, the uptake of RSPO-certified sustainable palm oil and oil palm products, or to support good standing RSPO members during the reporting period?

1) actively to socialize RSPO P&C to Hukatan members through disseminate the P&C document, and visit members in plantations; 2) training Hukatan members about RSPO P&C including complaints mechanism in several provinces: Jambi, Lampung, East Kalimantan, West Kalimantan, Central Kalimantan and Central Sulawesi; 3) Share knowledge about P&C RSPO to Indonesia Palm Oil Trade Union Network (JAPBUSI); 4) to contribute in the revision of RSPO P&C by doing public consultation with JAPBUSI and provide inputs through several working groups in RSPO; 5) Hukatan is part of Board of Governor (BoG) and human rights working group; 6) to be a speaker in RSPO RT

#### 1.3 What percentage of your organisation's overall activities focus on palm oil?

70.0%

#### 1.4 Did members of your organisation participate in RSPO working groups and/or taskforces during the reporting period?

Yes

#### 1.5 Does your organisation have any collaborations with public or private sector palm oil industry players to support them in their efforts to increase the production or consumption of certified sustainable palm oil (CSPO)?

Yes

#### 1.6 How is your organisation's work on palm oil funded?

through :1) membership dues; 2) external donour e.g CNV Internationaal; 3) collaboration with government and private sector

## 2. TimeBound Plan

**2.1 Which year did your organisation start or expects to start participating in RSPO working groups and/or taskforces?**

2019

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**2.2 Which year did your organisation start or expects to start undertaking and publicising programmes to support the RSPO, RSPO certification, uptake of RSPO-certified sustainable palm oil and oil palm products and/or good standing RSPO member?**

2020

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### 3. Actions for Next Reporting Period

#### 3.1 Please outline activities that your organisation will take in the coming year to promote the production or consumption of certified sustainable palm oil (CSPO)

- Training on sustainability topics, monitoring of implementation of sustainability topics
- Participation in RSPO Working Group or Task Forces;
- Support Independent Smallholders (ISH)
- Become a partner of the RSPO Smallholder Trainer Academy
- Provide technical support for Independent Smallholder Certification projects
- Involvement/direct investments in Jurisdictional/Landscape approach
- Promote and support Direct/collective investments in conservation and restoration initiatives
- Provide technical support support members with Remediation and Compensation (RaCP) process, direct/collective investments in conservation and restoration initiatives
- Allocating FTE to promote the production or consumption of certified sustainable oil palm products or
- Specific policies and action plans by the member to promote CSPO production or consumption in the upstream or downstream supply chain, including target dates or broader policies that include such efforts
- No activities planned
- Others

#### Other

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## Shared Responsibility

*The Board of Governors of the Roundtable on Sustainable Palm Oil approved new Shared Responsibility rules on 31 October 2019, requiring all members to share sustainability requirements and obligations. Reporting of Shared Responsibility (SR) requirements will be done through ACOP and MyRSPO. As the process of verification of the reports is in development, the Shared Responsibility section in ACOP may change in future ACOP cycles. Evidence to show compliance to the SR requirements shall be uploaded via your membership profile in MyRSPO. Please login to your MyRSPO account and upload the relevant policies, plans and relevant reports there. If you do not have a policy or your policy does not cover all items, you will be required to provide a Declaration of Support for the relevant policy items in your MyRSPO profile. Additional information on the required policies and plans applicable to all sectors as well as the annual uptake targets for supply chain actors can be found on <https://rspo.org/members/shared-responsibility> or email the Shared Responsibility team at [sharedresponsibility@rspo.org](mailto:sharedresponsibility@rspo.org).*

### SR 1. Transparency

**1.1 Does your organisation have organisational management documents publicly-available?**

No

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### SR 2. Ethical Conduct

**1.2 Does your organisation have a publicly-available policy covering Ethical Conduct, including for recruitment and contractors?**

No

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### SR 3 and SR 4. Legal Compliance

**1.3 Does your organisation comply with all applicable legal requirements?**

No

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**1.4 Does your organisation require its third party contractors to comply with legal requirements?**

No

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### SR 8. Information and outreach activities

**1.8 Does your organisation implement transparent communication and outreach activities to promote sustainable palm oil?**

Yes

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### SR 9. Human Rights

**1.9 Does your organisation have a publicly-available Policy on respect for human rights, including for suppliers and sub-contractors?**

No

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**SR 10. Complaints & Grievances**

**1.10 Does your organisation have a Grievance Mechanism that is accessible to all affected parties?**

Yes

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**1.10.1 Is your Grievance mechanism in line with the principles of the RSPO's Complaints System?**

Yes

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**SR 13 and SR 14. Smallholders inclusion**

**1.13 Does your organisation support oil palm smallholders (groups)?**

No

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**SR 15 - SR 20. Labour & Labour Rights**

**1.15 Does your organisation have a publicly-available policy covering Labour & Labour Rights?**

Yes

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**1.15.1 Does the policy cover:**

- No discrimination and equal opportunities
- Pay and conditions of the workers.
- Freedom of association and Collective bargaining
- Protection of children and remediation for suppliers and third party contractors.
- Prevention of all forms of harassment, including sexual harassment
- No forced or trafficked labour

**SR 21. Occupational Health & Safety**

**1.21 Does your organisation have a publicly-available Policy covering Occupational Health & Safety?**

No

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**SR 22. Waste Management**

**1.22b Does your organisation have a statement of intent to reduce, recycle, reuse and disposal based on the hazardous characteristics?**

No

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**SR 25. Climate Change and Greenhouse Gases (GHG)**

**1.25 Does your organisation have a publicly-available policy covering Climate Change & Greenhouse Gas (GHG) including identification and assessment of GHG emissions and implementation of a plan to reduce or minimise them?**

No

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**SR 27. Sustainable Palm Oil Policy**

**1.27b Does your organisation have available a statement of support to RSPO's vision?**

No

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## Challenges and Support

### 1.1 What significant obstacles or challenges has your company encountered in the promotion of certified sustainable palm oil (CSPO)? What efforts has your company taken to address these obstacles or challenges?

- Awareness of RSPO in the market
- Difficulties in the certification process
- Certification of smallholders
- Competition with non-RSPO members
- High costs in achieving or adhering to certification
- Human rights issues
- Insufficient demand for RSPO-certified palm oil
- Low usage of palm oil
- Reputation of palm oil in the market
- Reputation of RSPO in the market
- Supply issues
- Traceability issues
- No challenges faced
- Others

Others

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### 1.2 In addition to the actions already reported in this ACOP report, what other ways has your company supported the vision of the RSPO to transform markets to make sustainable palm oil the norm?

- Communication and/or engagement to transform the negative perception of palm oil
- Engagement with business partners or consumers on the use of CSPO
- Engagement with government agencies
- Engagement with peers and clients
- Promotion of CSPO through off product claims
- Promotion of CSPO outside of RSPO venues such as trade workshops or industry associations
- Promotion of physical CSPO
- Providing funding or support for CSPO development efforts
- Research & Development support
- Stakeholder engagement
- No actions taken
- Others

Others

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### 1.3 If your company has any other publicly-available reports or information regarding its palm oil-related policies and activities, please provide the links here

<https://gapki.id/news/2021/03/23/panduan-praktis-perlindungan-pekerja-perempuan-di-sektor-sawit/>