

## Particulars

### About Your Organisation

#### 1.1 Name of your organisation

Humana Child Aid Society, Sabah

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#### 1.2 What is/are the primary activity(ies) or product(s) of your organisation?

- Palm Oil Grower
- Processor and/or Trader
- Consumer Goods Manufacturer
- Retailer
- Bank and/or Investor
- Social and/or Development NGO
- Environmental and/or Conservation NGO
- Affiliate

#### 1.3 Membership number

7-0006-08-000-00

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#### 1.4 Membership category

Social or Development Organisations (Non Governmental Organisations)

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#### 1.5 Membership sector

Ordinary

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## NGOs

### 1. Operational Profile

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

Humana is a Malaysia-based NGO that provides education at the kindergarten and primary levels. The society aims to promote, provide and operate learning centres in Sabah, especially for children living at plantations and undocumented children in urban settings. HUMANA works in cooperation with these plantations and operates under a permit provided by the Ministry of Education in Malaysia.

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#### 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?

HUMANA learning centres indirectly promote sustainable palm oil by providing education centre in most of the RSPO members' plantation in Sabah. This helps to reduce the turnover of workers in plantations, as workers are assured of their children's education up to a certain age or level. The stable workforce will result in higher productivity for the plantations. Besides, HUMANA ensures that the RSPO criteria with regards to education is followed.

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

95%

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

Yes

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#### 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)?

No

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

HUMANA is mainly funded by the monthly contribution received from the plantations. In 2007, Humana did not receive any sponsorship or grants from outsiders, but did receive small contributions from individuals and companies

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**2. TimeBound Plan**

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

2017

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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?**

2018

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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)

Our action plan remain the same as before: 1. To get support from the RSPO in promoting to plantation members to open a HUMANA learning centre as one of the compulsory requirements for RSPO Certification. 2. When there are more than 5 children at a plantation, it will become compulsory for the plantation to provide an education centre as part of their RSPO requirements. 3. To work with plantations to go beyond the requirements of the RSPO criterion and work to develop CSR programs with regards to children and holistic education. 4. To advocate for allowing continued education for these children beyond primary education.

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#### 4. Shared Responsibility

*The Board of Governors of the Roundtable on Sustainable Palm Oil (RSPO) approved new Shared Responsibility rules on 31 October 2019, requiring all members to share sustainability requirements and obligations. Reporting of Shared Responsibility indicators will be done through several channels, including ACOP. As the implementation of Shared Responsibility reporting is still on-going and in development, the Shared Responsibility section in ACOP is not yet final and may change in future ACOP cycles. For more information on Shared Responsibility, please go to <https://rspo.org/news-and-events/news/what-are-the-new-shared-responsibility-rules> or email the ACOP team at [acop@rspo.org](mailto:acop@rspo.org)*

##### Labour & Labour Rights

#### 4.1 Does your company have a publicly-available policy covering Labour & Labour Rights?

Yes

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##### 4.1.1 Does the policy cover:

- No discrimination
- Wage and working conditions
- Freedom of association
- No child labour
- No harassment
- No forced or trafficked labour

#### 4.1.2 Has your company previously uploaded or linked its Labour & Labour Rights policy in previous ACOP reporting cycles?

No

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##### Ethical Conduct & Human Rights

#### 4.2 Does your company have a publicly-available Policy covering Ethical Conduct & Human Rights?

Yes

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##### 4.2.1 Does the policy cover:

- Recruitment
- Contractors
- Sub-Contractors & Third-Party Contractors

#### 4.2.2 Has your company previously uploaded or linked its Ethical Conduct & Human Rights policy in previous ACOP reporting cycles?

Yes

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**Occupational Health & Safety**

**4.3 Does your company have a publicly-available Policy covering Occupational Health & Safety?**

No

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**Climate Change & Greenhouse Gas (GHG)**

**4.4 Does your company have a publicly-available policy covering Climate Change & Greenhouse Gas (GHG)?**

No

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**Complaints & Grievances**

**4.5 Does your company have a Complaints & Grievances Mechanism?**

Yes

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**4.5.1 Is your Complaints & Grievances mechanism in line with the RSPO's grievance mechanism? For details of the RSPO's grievance mechanism, please go to <https://askrspo.force.com/Complaint/s/>**

Yes

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**Smallholders**

**4.6 Does your company support oil palm independent smallholder groups?**

Yes

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**4.7.1 Does this support cover:**

- Fair and transparent dealings with Smallholders
- Improved Smallholder livelihoods

**4.6.2 How is your company supporting them?**

HUMANA act as an education provider and helps subsidise their children's education when possible.

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## 5. Challenges

### 5.1 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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### 5.2 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?

- Engagement with business partners or consumers on the use of CSPO
- Engagement with government agencies
- 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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### 5.3 If your organisation has any other publicly-available reports or information regarding its palm oil-related policies and activities, please provide the links here

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