



GREPALMA

GREMIAL DE PALMICULTORES DE GUATEMALA

SUSTAINABLE PALM

OIL AGRO INDUSTRY

IN GUATEMALA



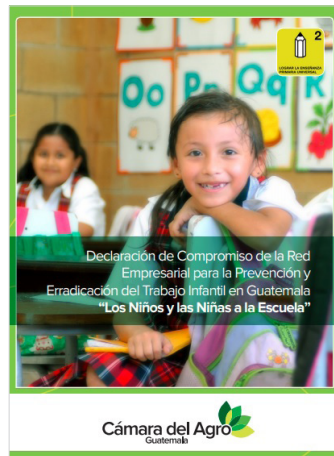


A RESPONSIBLE SECTOR THAT OPERATES UNDER FAIR AND EQUITABLE WORKING CONDITIONS

To ensure optimal working conditions, **GREPALMA** member companies have voluntarily adopted corporate policies and commitments on labor matters:



The Labor Policy of the Chamber of Agriculture.



The Commitment of the Business Network for the Prevention and Eradication of Child Labor in Guatemala “Boys and girls to school”.



The **GREPALMA** and members’ Policy on Respect for Human Rights.

BUSINESS POLICIES ON LABOR ISSUES

to mainstream business policies on labor matters focused on equitable, fair working conditions and zero tolerance for child labor.

As a result of the commitment to generate formal employment, the palm oil industry produces palm oil based on labor practices consistent with the laws in force in Guatemala that lean towards adopting international sustainability standards. These practices refer to working conditions in **GREPALMA** member operations, including:

- Direct hiring of workers in palm operations, without resorting to intermediaries;
- Implementing a written contract or card for permanent and temporary workers, which is a standard higher than Article 27 of the Guatemalan Labor Code that requires only verbal individual employment contracts for agricultural work, among others;
- Compliance with payment of labor benefits to workers, with documents and internal payment records;
- Payment of social security to the Guatemalan Social Security Institute (IGSS) for permanent and temporary workers with the appropriate payroll report sent to the governing body of the Social Security;
- Internal Labor Regulations duly registered with the competent authority and for general application;
- Implementation of internal policies and established processes to hire personnel from surrounding communities;
- Implementation of internal policies and procedures on zero tolerance of child labor that provides that minors under 18 years of age are not to be hired. This is a higher standard than the requirements in Article 31 of the Guatemalan Labor Code that allows hiring minors 14 years of age onwards;
- Companies operate under international quality, safety, sustainability, occupational health and safety standards and include controls to address risks, prioritizing the health and safety of workers;
- In terms of access to health, companies in the palm oil industry contribute with 1) Medical services in oil palm plantations made available to workers and community residents; 2) Medical activities together with government agencies, such as: Social Security Activities conducted together with the Guatemalan Social Security Institute (IGSS) and **GREPALMA** in the north and northeast of

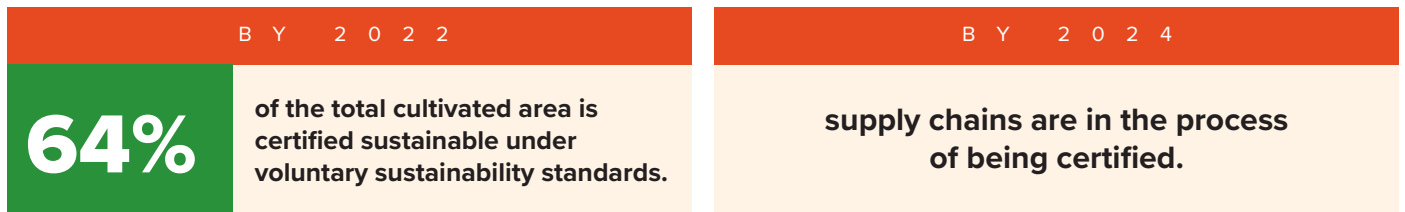


Guatemala in 2023 and 2024. **More than 13,500 persons** have received comprehensive services for the benefit of children and adults. This has had a positive impact on the population with dental, pediatric, nutrition and reproductive health services, vaccination schedules and education on different diseases specific to women, among other topics; 3) Community ambulance service for emergency care; 4) Improvement of health posts including donation of resources, fuel, cleaning and disinfection supplies; 5) Primary health care program in partnership with the Ministry of Health and Social Welfare for house-to-house and school care, serving pregnant women, childbirth, general consultations, Pap smears, children vaccination, women of childbearing age, human papilloma, COVID-19, monitoring of children with malnutrition, tuberculosis, deworming and micronutrient delivery; 5) **GREPALMA** associates have projects such as: agricultural production, family gardens, basic crops and vegetables, raising fish

and pigs, all to support food security and contribute to the diversification of economic activities for women in the area and their families;

- Linked to the policies and practices of the palm growers' association, annual investment goes to access and promotion of education for Guatemalan girls and boys, totaling in 2021, nearly Q823 thousand invested in initiatives for children which favored more than **12 thousand children and young people**. These initiatives include payment of public-school teacher salaries and the operation of private primary schools within **GREPALMA** member farms;
- Continuing education is a fundamental area in **GREPALMA**, therefore, training is provided annually on matters of health and safety at work, as well as on current labor laws in Guatemala for the promotion and encouragement of their enforcement.

Since 2012, the Guatemalan palm oil sector began talks with Solidaridad Network to learn about the international Roundtable on Palm Oil (RSPO) seal, which is made up of **7** principles, **42** criteria and **180** indicators that evaluate palm oil operations in four pillars: 1) economic, 2) legal, 3) social and 4) environmental.



Mainstreaming sustainable agro-industrial practices, revitalizing the country's economy and creating stable employment are direct contributions of Guatemala's palm oil to the country's efforts to advance in the search for comprehensive development in rural areas and to meet the Sustainable Development Goals (SDG).



GREPALMA and its members' Labor Policy was written in 2024 with the support of the International Labor Organization (ILO), thereby reaffirming the commitment to follow and comply with the binding fundamental principles and rights at work of the United Nations Guiding Principles on Business and Human Rights.

IGSS Social Security Activities in coordination with **GREPALMA** and companies in the palm oil sector

[More information available here](#)



Advancing respect for Human Rights: actions by **GREPALMA** and its members in 2020-2024

In 2014, **GREPALMA** joined the Business and Human Rights efforts of the organized business sector in Guatemala in abidance by the Institutional Business Policy on Human Rights of the Coordinating Committee of Agricultural, Commercial, Industrial and Financial Associations (CACIF) and the Policy of Respect for Human Rights of the Chamber of Agriculture published in 2018.

In 2020, three **GREPALMA** member companies participated in the **Program to mainstream respect for human rights in business practices in the palm oil sector** with the support of the International Labor Organization (ILO), the Guatemalan Chamber of Agriculture and **GREPALMA**. In this project, capacity was built to implement due diligence processes and thus manage human rights real and potential risks to prevent or mitigate impacts on workers and communities in the area of influence of their plantations.

At the same time, within the framework of the REFRAME Project of the International Labor Organization (ILO) financed by the European Union, **GREPALMA** worked with the organization CEGESTI and with the support of the Chamber of Agriculture on two phases of the Business and Human Rights principles.

The result of the first phase was the **GREPALMA and its members' Human Rights Respect Policy** published in August 2020. The palm oil sector was the first agricultural sector in Guatemala to adopt and launch a human rights policy in the country, thereby reaffirming our commitment to ensure respect for human rights as it has been doing across the board for some time, linked to progress in the sustainable production of palm oil in Guatemala, which in turn is aligned with the Sustainable Development Goals (SDG).

In the second phase of the REFRAME project, three tools were developed to implement the **GREPALMA** Policy:

01

The **Guide on Human Rights Risk Management in the Palm Oil Agroindustry** was created by identifying potential human rights risks and to manage social and environmental risks in the palm oil agroindustry to ensure respect for human rights.

The objective of this guide is for palm oil growers in Guatemala to identify, prevent, mitigate and respond to current or potential human rights risks, including the fair contracting principles of the ILO. It is, therefore, an instrument that will contribute to systematize the due diligence process, which consists of an annual evaluation of operations at company level to identify strengths and areas of opportunity to prevent and mitigate risks to human rights.

02

The **GREPALMA Virtual Resource Center for Corporate Due Diligence and Fair Contracting** was developed. It is a virtual tool that contributes to achieving the objective of the **GREPALMA** and its members' Policy on Respect for Human Rights. It consists of ensuring respect for human rights in all operations of the palm oil industry, managing human rights risks by building capacity at all levels, including due diligence processes, and by promoting dialogue among stakeholders.

03

With the support and backing of the ILO in the first quarter of 2024, a high added value tool for the palm oil agroindustry called **“Assessment Tool to Determine the Capacity to Include Human Rights into Business Practices”** was implemented, which will gauge performance and installed capacity in Guatemalan palm oil companies to effectively perform due diligence processes. This allows us to provide alternatives to members and allies to move from intention to action on an issue as relevant as respect for human rights.

The Policy's implementation process includes a fundamental pillar of ongoing training in human rights and due diligence. This effort began in 2021 with two training programs that are continuation of priority area number 1 of the Policy on Respect for Human Rights of **GREPALMA** and its members. It includes building the skills of **GREPALMA** members and their staff as an essential element to address respect for human rights and compliance with applicable laws.

The first one, called **Human Rights Training Program**, was taught by the CEGESTI organization with extensive experience on human rights issues in Guatemala and other countries in the region.

Next, the **Training Program of the Project to Promote Social Excellence in the Guatemalan Palm Sector** was developed with **GREPALMA** member companies, civil

society organizations, and with coordination by Earth Worm Foundation and **GREPALMA** to build technical capacity and address human rights priority issues.

The training program continued in 2022 to specifically address Due Diligence in Human Rights to strengthen knowledge on Business and Human Rights, and at the same time give participants tools, instruments and experiences to put actions into practice to respond to the pillar on respect for human rights within the framework of the United Nations Guiding Principles on Business and Human Rights (UNBHR).

These actions have been implemented over a period of three (3) years to respond to the priority areas of this policy: a) awareness and capacity building; b) due diligence processes and c) promotion of dialogue on the matter among multiple country-wide actors.

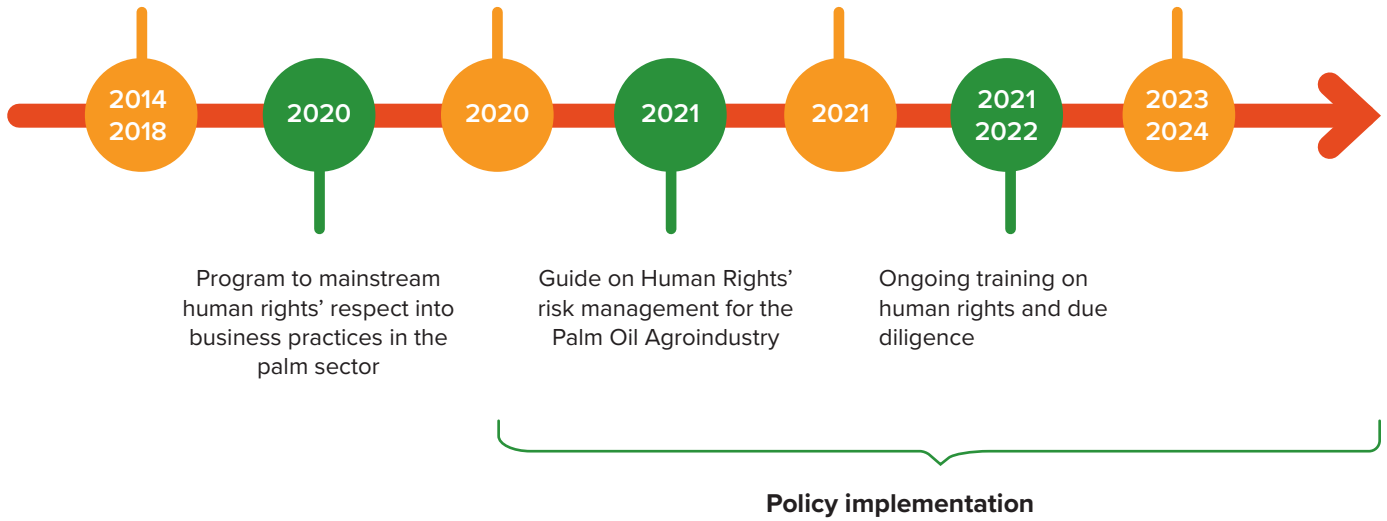
ADVANCING IN RESPECT FOR HUMAN RIGHTS 2014 - 2024

GREPALMA and its members sign human rights' respect agreement thereby joining effort by business organizations (CACIF and Agricultural Chamber Policy)

GREPALMA and members' Human Rights' Respect Policy Built within ILO's REFRAME Project framework

Center for Virtual Resources, Business Due Diligence and Equitable Hiring

Tool to gauge installed capacity for the implementation of due diligence developed and implemented



GUATEMALAN OIL PALM CONTRIBUTING TO THE

SUSTAINABLE DEVELOPMENT GOALS



OUR MEMBERS



GREPALMA MEMBER OF



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