



Advances in terms of respect for Human Rights: actions by GREPALMA and its members during the period 2020-2022

In 2014, **GREPALMA** joined the efforts of the organized business sector in Guatemala in the area of human rights and business, by adopting 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 for the Integration of Respect for Human Rights in Business Practices in the Palm Oil Sector, developed with the International Labor Organization (ILO) and with the support of the Chamber of Agriculture and **GREPALMA**. In this project, capacity was built to implement due diligence processes and thus manage real and potential risks in terms of human rights to prevent or mitigate impacts on workers and communities in areas of influence.

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 the support of the Chamber of Agriculture, in two phases in the area of human rights and business.

The result of the first phase was the **Policy of Respect for Human Rights of GREPALMA and its members**, 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. With this, it reaffirmed its commitment to respect human rights. **Grepalma** has been working for a long time in this cross-cutting matter, as the sector progresses 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, two implementation tools for the **GREPALMA** Policy were developed:

1 The **Guide on Risk Management in the Palm Oil Agroindustry** was created to identify potential human rights risks and to manage social and environmental risks in the palm oil agribusiness to ensure respect for human rights.

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

2 The **GREPALMA Virtual Resource Center for Business Due Diligence and Fair Hiring** was created. This is a virtual tool that helps achieve the objective of **GREPALMA** members' Policy of Respect for Human Rights, which consists of ensuring the promotion of respect for human rights in all palm grower operations, by managing human rights risks through capacity creation and building at all levels, the inclusion of due diligence processes and the promotion of dialogue among stakeholders.

GREPALMA members of



The Policy's implementation process includes a fundamental pillar of ongoing education in human rights and due diligence, which began in 2021 with the development of two training programs that give continuity to priority area number 1 of the Policy on Respect for Human Rights of GREPALMA and its Members. It requires building the skills of GREPALMA members and their staff as an essential element to address respect for human rights and compliance with applicable legislation.

The first course, called **Human Rights Training Program** was taught by the CEGESTI organization, which has extensive experience in topics related to human rights in Guatemala and in other countries in the region.

Then, the Training Program of the Project **Promoting Social Excellence in the Guatemalan Palm Sector** was offered to GREPALMA member companies and civil society organizations, coordinated by the Earth Worm Foundation and GREPALMA to build technical capacity and address priority human rights issues.

The education program will continue in 2022 to specifically address Human Rights Due Diligence, to build knowledge on Human Rights and Business, and at the same time give participants tools, instruments and experiences to put action into practice to respond to the "respect" human rights pillar within the framework of the United Nations' Guiding Principles on Business and Human Rights (UNGP).

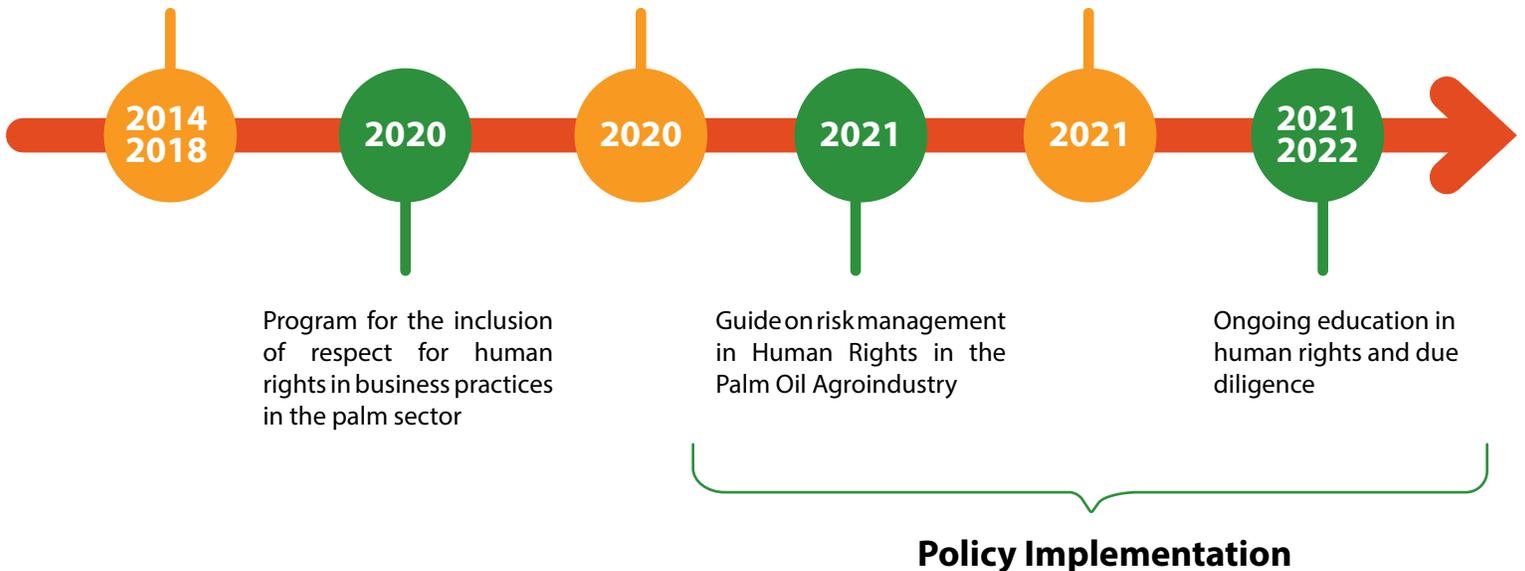
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GREPALMA and its members sign a commitment to respect human rights, thus joining the effort started by business organizations. (CACIF and Agricultural Chamber Policy)

GREPALMA y and members' policy on Respect for Human Rights.

Built within the framework of ILO's Program

Virtual Resource Center Business Due Diligence and Fair Hiring



ACT/EMP

