



MALAYSIAN PALM OIL ASSOCIATION (MPOA)

RESPONSIBLE EMPLOYMENT CHARTER

Preamble

Members of MPOA respect and support the Universal Declaration of Human Rights, and the rights of all workers including contract, temporary and migrant workers.

This Charter apply to the members of this Association as **Growers** within the international palm oil supply chain.

The commitments of this charter are based on :

- United Nations (UN) Guiding Principles on Business and Human Rights framework;
- ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up;
- The International Recruitment Integrity System (IRIS) developed and implemented by the UN International Organization for Migration.

The Members commit to the following:

- 1) Our commitment to all workers is enshrined in the ILO Declaration on Fundamental Principles and Rights at Work, specifically:

- The elimination of all forms of forced or compulsory labour;
- The effective abolition of child labour;
- The elimination of discrimination in respect of employment and occupation;
- Freedom of association and the effective recognition of the right to collective bargaining

We shall ensure the thorough application of these principles through our existing internal policies and commitments.

2) Our commitment to all workers goes beyond the commitment to just respecting the right of workers to access trade unions. We will facilitate communication between workers and national worker organisations to promote this right.

3) We commit to comply with all Malaysian labour laws, specifically :

- Workers Minimum Standards of Housing and Amenities Act 1990, and other applicable laws relating to workers' housing and living conditions
- Children and Young Persons of Employment Act 1960
- No gender discrimination and sexual harassment in the context of Malaysian law

We further commit to comply with the Malaysian Sustainable Palm Oil (MSPO) Principles & Criteria relating to labour rights and practices.

4) Our commitment to all workers, with specific consideration for migrant workers, is to respect the principles of the International Recruitment Integrity System (IRIS) as follow:

General Principle A: Respect for Laws, Fundamental Principles and Rights at Work

General Principle B: Respect for Ethical and Professional Conduct

Principle 1: Prohibition of Recruitment Fees to Jobseekers

Principle 2: Respect for Freedom of Movement including no retention of personal documents.

Principle 3: Respect for Transparency of Terms and Conditions of Employment

Principle 4: Respect for Confidentiality and Data Protection

Principle 5: Respect for Access to Remedy

5) We shall ensure clear visibility of labour rights risk throughout our operations. We commit to remedy any infringement of these rights and implement transparent Correction Action Plan to prevent the recurrence of such infringement.

Members of MPOA recognise the important role of the government in ensuring these commitments are met. In this respect, we firmly support the Malaysian Government's National Action Plan on Forced Labour 2021-2025, and its proposal to ratify ILO Protocol to the Forced Labour Convention.