

## NBPOL Community engagement highlights with focus on FPIC, food security and gender – 2020

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### Examples of local stakeholder engagement to prevent conflicts

NBPOL's stakeholder engagement activities are coordinated under the NBPOL One Hour Principle Partnership. The partnership aims to support communities within the operational footprint of NBPOL with access to healthcare, education and clean water. All NBPOL sites will organize an annual stakeholder meeting, gathering feedback from the local communities, landowners, government agencies and NGOs. This information is used to inform the future community engagement priorities.

Much of the focus in 2020 has been on Covid-19 prevention measures. However NBPOL has continued to implement other community engagement activities. In this context over 400 people from WNB, MFCL and MBE received training on FPIC. FPIC is used for in all engagements with local communities and stakeholders. Additionally all NBPOL sites have conducted awareness and training on HCVs, HCS and conservation areas in 2020. We estimate that close to 600 people attended these sessions. Maintaining HCV, HCS and conservation areas is a key requirement for our RSPO and RA SAS compliance. Furthermore, all NBPOL sites have engaged with communities in fire prone areas to highlight the risks associated with uncontrolled burning and find ways to reduce the risk of fires spreading from community owned areas to areas managed by NBPOL.

### Support for the inclusion of women across palm oil operations, including addressing barriers faced

In line with the new RSPO PC 2018 requirement, all NBPOL sites have implemented a system to systematically assess the needs of new mothers. Training was conducted to all clinic staff on the

objectives of the new assessment. The outcome of the assessments are used by the local Gender or Social Issue Committees to design actions to respond to the needs of new mothers.

POL organized a series of awareness activities focusing on reproductive rights and health but also environmentally friendly hygiene products. Free dignity bags including various hygiene products and information material were also distributed.

GPP facilitated the formation of The Women's club consisting of women dependents who are not working. The objective is to upskill women and develop livelihoods. After the formalization of group, a formal proposal for training was submitted to International Labor Organization (ILO). The training was based on a module known as the C-BED which is Community Based Enterprise Development. This should enable participants to identify and be able to identify with their skills and the market in which they are targeting. 30 participants attended the first training session in March 2020.

RAI and MFC have women involved in the Gender Committee Programs. Training and empowerment activities have been the focus for including financial literacy, capacity building and also awareness sessions. Over 100 employees, both male and female registered and attended the activities.

POL conducted financial literacy training for smallholder farmers both male and females and also interested women groups within POL's catchment area. Training was conducted to women in Dalom village and Lakurumau village in 2019 and smallholder farmers in July 2020. Financial literacy training was conducted to Madak Estates dependants in June 2020.

### **Progress on commitment to mitigate impacts on food security**

The Billum Index Methodology is used to evaluate the affordability of a basic food basket for NBPOL employees it is updated on an annual basis. In 2020 we are aligning this assessment with the implementation of the Decent Living Wage driven by the RSPO PC 2018.

Additionally NBPOL aims to provide gardening areas for employees on lower grades. For newly established estates NBPOL aims to set aside 300 square meters per family. In case of previously established estates this requirement is considered during replanting. For example a number of WNB estates undergoing replanting had established gardening areas for the workers in 2020.

In WNB the Lolokoru Chicken Farm established as part of the Social Management plan aims to provide meat to the general workforce at an affordable price. The project so far had 12 rounds with approximately 380 workers and their families benefiting. The profits from the sale of chicken is used for community projects.

MBE Women's Association is currently working together with Small holders Women's Group Gurney Women's Group and Ata'ata Women's Group to address poverty and zero hunger. The Smallholder's Women Group has provided food to Children's Ward and Children with Disability.