



***“Working to generate economic, social, and environmental value  
for Guatemala”***

## **Sustainability Action Plan (July 2017 - December 2018)**

Reforestadora de Palmas de El Petén (REPSA) reaffirms its commitment to sustainability, which we understand as the continuous generation of economic, social, environmental, and ethical value, beyond the physical boundaries of the company. This entails the implementation by the company of short, medium, and long-term actions.

We are pleased to share our new 18-month plan, which includes activities designed to strengthen our contribution to social and environmental wellbeing in the region. The main objective of this plan is to strengthen systems and capacities for the effective implementation of our *Responsible Palm Oil Production Policy*, which we adopted in October 2016.

The activities of the plan aim to achieve the following thematic results:

- 1) Institutional policies and corporate values are socialized and clearly understood by stakeholders.**
- 2) Human rights are respected and protected.**
- 3) The company is transparent with stakeholders about its policies, plans, grievances, and operations.**
- 4) Key Conservation Values are protected and restored.**
- 5) Environmental impacts are managed effectively.**
- 6) Social impacts are managed effectively and contributions are made to local development.**

## **1) INSTITUTIONAL POLICIES AND CORPORATE VALUES ARE SOCIALIZED AND CLEARLY UNDERSTOOD BY STAKEHOLDERS.**

### **1.1 Strengthen the training and activities of internal and external socialization related to institutional policies and corporate values.**

- 1.1.1 Standardize training: document processes and evaluate internal understanding of institutional policies.
- 1.1.2 Develop and strengthen training materials related to key corporate values and policies.
- 1.1.3 Strengthen the internal and external socialization of the Policy to Prohibit Violence and Intimidation; ensure that internal training places special emphasis on promoting tolerance towards local organizations or individuals critical of the company.

## **2) HUMAN RIGHTS ARE RESPECTED AND PROTECTED**

### **2.1 Within the framework of human rights, develop safety standards and procedures aligned with internationally accepted standards and principles.**

- 2.1.1 Create and implement a Security and Human Rights Policy aligned with World Bank's Performance Standard (PS4) and the Voluntary Principles on Security and Human Rights (VPSHR).

### **2.2 Continue training staff on Human Rights issues.**

- 2.2.1 Strengthen the training for workers on their fundamental rights.
- 2.2.2 Carry out training workshops for REPSA managers and heads to strengthen competencies and protocols on risk assessment processes.
- 2.2.3 Develop a training and education program for REPSA staff that addresses the expectations listed in the VPSHR and the risks identified in the workshop. (Crime Prevention).
- 2.2.4 Develop and implement the Security Management Plan
- 2.2.5 Initiate an engagement program with Public Security to address expectations relevant to the VPSHR.

### **2.3 Verify progress on the respect and protection of human rights through regular monitoring.**

- 2.3.1 Conduct an external assessment aimed at identifying gaps on the respect and protection of human rights as well as the risks and impacts of the company's current approach.

2.3.2 Based on the recommendations of the external assessment, provide training and capacity building on human rights issues to REPSA employees, including field workers.

2.3.3 Improve the training program for security guards.

#### **2.4 Promote dignified and respectful conditions for workers and communities.**

2.4.1 Complete the renovation of worker's dormitories to guarantee safe, humane and hygienic lodging, privacy for workers, and access to well-maintained sanitation facilities, in accordance with industry best practices.

2.4.2 Continue providing access to drinking water for all workers, including the facilitation of access to clean water while workers are in the field (through the distribution of containers, etc.).

2.4.3 Implement a transparent system for registering the arrival and departure of workers at the operational levels of the company.

2.4.4 Verify coverage and quality of internal and external transportation services for workers.

#### **2.5 Increase the number of permanent jobs.**

2.5.1 Continue the analysis of labor availability in the region.

2.5.2 Increase the hiring of local workers on a permanent basis.

### **3) THE COMPANY IS TRANSPARENT WITH STAKEHOLDERS ABOUT ITS POLICIES, PLANS, GRIEVANCES, AND OPERATIONS.**

#### **3.1 Strengthen the accountability processes regarding the implementation of the sustainability action plan.**

3.1.1 Publish a new sustainability action plan and invite stakeholders to provide comments and contributions.

3.1.2 Publish regular updates on the progress of the action plan.

3.1.3 Continue socializing policies with local civil society organizations and national NGOs that work on issues relevant to Sayaxché.

3.1.4 Report on the execution of the Responsible Palm Oil Production Policy on an annual basis.

#### **3.2 Improve attention to and resolution of complaints.**

3.2.1 Fully operationalize the grievance mechanism, and develop awareness and trust in workers and local communities.

3.2.2 Create an integrated sustainability section (dashboard) on the company's website, and include public reports on complaints and their resolution.

3.2.3 Investigate and address past grievances that remain unresolved

### **3.3 Establish and maintain regular engagement with stakeholder groups.**

- 3.3.1 Review and regularly update the stakeholder mapping strategy.
- 3.3.2 Enhance engagement with local stakeholders; guarantee the continuity of this engagement in order to ensure two-way communication.
- 3.3.3 In consultation with local and national stakeholders, develop a roadmap for a multi-sector dialogue/workshop to address common regional issues.

## **4) KEY CONSERVATION VALUES ARE PROTECTED AND RESTORED.**

### **4.1 Recover biological diversity.**

- 4.1.1 Promote solid conservation and restoration of the landscape.
- 4.1.2 Continue implementing the riparian habitat restoration and protection plan according to best practices and legal requirements.

### **4.2 Regularly, and in a participatory manner, monitor water bodies to assess their quality.**

- 4.2.1 Develop a participatory program with local communities and other stakeholders for monitoring water quality of surface water bodies adjacent to REPSA's operation.

### **4.3 Responsible use of natural resources.**

- 4.3.1 Fulfill CONAP's and MARN's expectations of a transparent stakeholder information process about the development and implementation of impact mitigation measures according to the category of land use where there is overlap with REPSA plantations.

## **5) ENVIRONMENTAL IMPACTS ARE MANAGED EFFECTIVELY.**

### **5.1 Responsible effluent management and treatment.**

- 5.1.1 Continue executing the wastewater management plan and monitor the efficiency of the new wastewater treatment systems.
- 5.1.2 Communicate periodically the results of the operational efficiency of the Palm Oil Mill Effluents Systems - POME, including pertinent designs, studies, and permits.

### **5.2 Comprehensive solid waste management and implementation of the plan for responsible management of agrochemicals.**

- 5.2.1 Continue the execution of the comprehensive waste management plan and regularly review and update the plan.

5.2.2 Periodically review and update the management plan of chemicals required for the operation.

5.2.3 Continue training all workers on use and safe handling of agrochemicals.

5.2.4 Implement a verification system to ensure that external or independent plantations do not use prohibited agrochemical products.

**5.3 Continue monitoring the reduction of emissions from palm oil operation, including greenhouse gases, odors, and particulate matter.**

5.3.1 Periodically review and update the emissions management plan, aiming at continuously reducing greenhouse gases and other pollutants.

**5.4 Continue the program for strengthening community knowledge of environmental issues.**

5.4.1 Strengthen the education program involving local communities through visits to plantations and mills.

**5.5 Promotion of best agricultural, environmental, and social practices in third-party plantations.**

5.5.1 Socialize the Responsible Palm Oil Production Policy with independent producers and promote compliance.

**6) SOCIAL IMPACTS ARE EFFECTIVELY MANAGED AND CONTRIBUTIONS ARE MADE TO LOCAL DEVELOPMENT.**

**6.1 Strengthen community engagement plans integrating the results of the Social Impact Assessments.**

6.1.1 Articulate the findings and recommendations of the Social Impact Assessments carried out in 2016, and integrate these into a coherent engagement strategy with local stakeholders.

**6.2 Continue with the execution of cooperation agreements and strategic alliances.**

6.2.1 Follow up on the actions set forth in the Governance Pact of Sayaxché, the cooperation agreements with the municipality of Sayaxché, the Association of Friends of Development and Peace, and the Social Progress Institute.

**6.3 Strengthen community leadership capacities in the area of influence.**

6.3.1 Strengthening of community leadership capacities in 32 communities in the area of influence to adequately manage development and to strengthen democracy and human rights.

**6.4 Continue comprehensive and inclusive human development training programs.**

6.4.1 Provide education on access to drinking water, sanitation, and hygiene.

**6.5 Contribute to the implementation of the Integral Schools Program.**

6.5.1 Contribute to the nutritional improvement of schoolchildren (pilot schools).

**6.6 Continue investing in educational infrastructure, water, and sanitation projects.**

6.6.1 Invest in water and sanitation infrastructure projects.

6.6.2 Invest in educational infrastructure improvement projects (Safe and Healthy School).