

Cargill's Safety Practices in Plantations

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RSPO Criteria 4.6, 4.7 and 4.8 articulate the occupational health and safety requirements for palm plantation operators to comply with. While compliance indicators are clearly outlined, there is no detailed guideline on how these programs should be designed and implemented. Cargill Tropical Palm originally developed and implemented its health and safety program basis US OSHA and local regulations to suit palm plantation operations. This was later mapped to fulfill RSPO requirements as part of its commitment to sustainable palm oil production. This program, on top of fulfilling these regulatory requirements, is also meant to satisfy the company's societal obligations to become a responsible global citizen, in alignment with the company's vision and mission.

Safety is one of Cargill's core values, and is driven from the leadership level. There are three main components that overarch Cargill's health and safety program: commitment and value, knowledge and tools, and mindset and culture.

This presentation will explain what elements and practices fall under these components and how some of them are put into practice. Commitment and value forms the foundation of the program, which is mainly the management system. Key sub-elements or practices under management system are safety leadership behavior and requirements, measurement system and employee involvement and participation. Occupational health, operational safety, case management and fleet safety are part of the knowledge and tools component, while behavior based safety is part of culture change component. There are numerous sub-elements under each element, for instance, harvesting safety, potentially hazardous activities, medical fitness and surveillance, exposure assessment, incident investigation and reporting, and training, with clear SOP's, and they are integrated with the daily operations. Various audits are carried out periodically to verify that the program is implemented effectively.