

# **Guideline for Engagement with Indigenous Peoples**

*Community Engagement  
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## Introduction

At Banpu, community engagement is defined as a relational process that facilitates communication, interaction, involvement, and exchange between the company and our community for a range of social and organizational outcomes.

Community engagement is, primarily, part of a dialogue where Banpu and communities can make decisions to create social capital. Community engagement can lead to improved outcomes for communities when the communities, who, in turn, share their aspirations, concerns and values for their outcomes. Community engagement can take many forms, and partners can include organized groups, agencies, institutions, or individuals.

Successful engagements result in a stronger sense of community ownership and improve common understanding as they are tailored to the particular community needs.

## Scope of the Guideline

The guideline applies to all business units under its operation of Banpu-owned or -operated facilities under the company's operational control. This supports business units including but not limited to apply the concept and framework into your organization structure as well as community context.

## Who are Indigenous Peoples?

There are an estimated 476 million indigenous peoples in over 90 countries around the world.<sup>1</sup> Anthropologists estimate that indigenous peoples represent as many as 5,000 different cultures.<sup>2</sup> Indigenous peoples are commonly the minority population in their respective countries but may also be the majority population in some countries.

Given the diversity of the world's indigenous peoples, there is no internationally accepted or agreed definition of the term 'indigenous' and the UN Declaration on the Rights of Indigenous Peoples instead affirmed that indigenous peoples themselves have the right to self-identify.

The international community identifies indigenous peoples by a series of characteristics that indigenous peoples have in common to varying degrees around the world. According to former UN Special Rapporteur Martinez Cobo, the most commonly cited characteristics has been developed as following:

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<sup>1</sup> <https://www.worldbank.org/en/topic/indigenouspeoples#1>

<sup>2</sup> Gray, Andrew, 1991, Between the spice of life and the melting pot: biodiversity conservation and its impact on indigenous peoples, IWGIA Document No. 70, Copenhagen, IWGIA.

*Indigenous communities, peoples and nations are those which, having a historical continuity with pre-invasion and pre-colonial societies that developed on their territories, consider themselves distinct from other sectors of the societies now prevailing on those territories, or parts of them. They form at present non-dominant sectors of society and are determined to preserve, develop and transmit to future generations their ancestral territories, and their ethnic identity, as the basis of their continued existence as peoples, in accordance with their own cultural patterns, social institutions and legal system.<sup>3</sup>*

## Indigenous Peoples and Banpu

It might have an opportunity for Banpu to involve indigenous peoples during our project development as well as operation. Therefore, Banpu commits to build a meaningful relationship with Indigenous Peoples and communities based on our **honesty, integrity, and respect** that is aligned and integrated with “Banpu Heart”.

Banpu aims to positively contribute to reconciliation with Indigenous Peoples and communities in all country where we operate by recognizing and respecting their rights and culture, understanding the diversity of Indigenous cultures across such country, and by jointly seeking opportunities to work together for mutual benefit.

Banpu will demonstrate the commitment through our business activities and implementation of indigenous peoples engagement by acknowledged that:

- Indigenous Peoples in the country where we operate have constitutionally-recognized and protected rights;
- Indigenous Peoples and communities in the country where we operate have a unique connection to the land and water and a strong desire to retain their culture and traditions;
- Investing in human capacity is needed to ensure the participation of Indigenous Peoples as qualified, contributing members to Banpu’s success;
- Banpu must be responsive to feedback from Indigenous communities where our activities impact the ability to exercise constitutionally-protected rights, their way of life, their traditions, and cultures including their cultural heritage;
- Indigenous communities must have the opportunity to benefit from Banpu’s development, including employment and investing in human capacity-building opportunities.

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<sup>3</sup> Cobo, M n.d., Study of the problem of discrimination against indigenous populations, United Nations document E/CN.4/Sub.2/1986/87, UN, New York.



Banpu will ensure our business activities to be conducted based on the following principles:

- Establish and maintain respectful and meaningful relationships with Indigenous Peoples and communities;
- Respect and value the unique cultures and traditions of the Indigenous Peoples in every country where we operate;
- Strive to increase understanding of Indigenous cultures and traditions by delivering awareness programs to Banpu personnel and participating in Indigenous celebrations;
- Work in collaboration with Indigenous Peoples and communities, in every country where we operate, to provide sustainable employment, business and educational opportunities from construction, through operations and into closure;
- Seek to understand Indigenous perspectives through engagement and dialogue with impacted Indigenous communities, and take measures to mitigate the impact of Banpu's activities on those communities.

However, during interaction between the indigenous peoples and Banpu, there may be an opportunity to create impact that could result in the complaint from indigenous peoples. As such, Banpu will deal with the complaint on the basis of our standard practice on community complaint management. In addition, if it includes relocation of the indigenous peoples, Banpu would do so on the basis of our standard practice on resettlement management.

## **How to Engage with Indigenous Peoples**

### **Step 1: Indigenous Engagement Environmental Scan**

- The objective of an environmental scan is to collect information that will help Banpu to better understand the range of factors and issues that will inform the company's strategic decisions.
- The scan should help Banpu better understand the Indigenous landscape, build our confidence and help our personnel and company become engagement-ready. It will help us better understand the engagement process.
- Understanding the scan and its components can help Banpu builds a business case for Indigenous engagement and help assess the opportunities available to the company. A lack of knowledge and understanding of these components could invite risk and uncertainty. The scan is a tool to help ensure that your engagement strategy is not compromised.



## Step 2: Indigenous Engagement Relationship Building

- In this step, it recommends looking at the specific strategies and practices that Banpu needs to achieve success in relationship building.
- The table below is shown the six main steps for engagement and relationship building.
- Then, the company implements indigenous engagement and relationship building according to the strategy and plan.

Engagement	Relationship Building
<p><b>1a – Starting out</b></p> <ul style="list-style-type: none"> <li>• <b>Educate yourself.</b> You need to understand the people and communities you want the company to engage by answering below questions: <ul style="list-style-type: none"> <li>- <i>What do you want to achieve with the Indigenous people, businesses or communities you want to engage?</i></li> <li>- <i>What does our business need to do to get ready for these engagements and relationships?</i></li> </ul> </li> <li>• <b>Examine business fit and build your business case.</b> The business case looks at why we want to engage and build relationships with Indigenous communities.</li> <li>• <b>Assess community readiness,</b> you have to look at the infrastructure in place. The company needs to do a thorough analysis of the Indigenous communities with whom it wants to work. Think through all of the capacities that communities need in order to fully participate in a project. This analysis will also help you deepen your relationship with the community.</li> <li>• <b>Build your understanding of government's role in Indigenous development matters.</b> You need to research and build your understanding of has to do with the roles of government in Indigenous development.</li> </ul>	<p><b>1b – Establishing early relationships</b></p> <ul style="list-style-type: none"> <li>• <b>Values and commitment articulated.</b> What can we do to show Indigenous people that we want to establish trust as the basis for our relationship? Here are some suggestions. <ul style="list-style-type: none"> <li>- <i>The company may consider dedicating an area of the website to the values that they hold important to their organizations and to the Indigenous people, businesses and communities with whom they want to establish successful relationships.</i></li> <li>- <i>Be diligent and follow up on matters that arise during meetings. Build trust by following through and doing the things you said you would do.</i></li> </ul> </li> <li>• <b>Have a strategy.</b> You need to have a strategy in place to ensure the engagement is effective.</li> <li>• <b>Get your workplace ready.</b> There needs to be strong support and endorsement of the company's efforts to build employment and business opportunities for Indigenous people. Everyone needs to share some level of engagement with the company's engagement strategy.</li> <li>• <b>Be the good neighbour.</b> Company should bring the effort of being the "good neighbour" to their work in Indigenous relations.</li> </ul>



Engagement	Relationship Building
<p><b>2a – Developing the company’s capacity to engage</b></p> <ul style="list-style-type: none"> <li>• <b>Seek experts and information.</b> When you want to deepen your engagement with Indigenous people, it may be worth bringing on board a local Indigenous contractor who can introduce you to the people, and their customs and culture. This will help you in the longer term.</li> <li>• <b>Create letters of intent</b> as to form a longer-term relationship with an Indigenous community. The letter explains what you hope to achieve in the relationship as it briefs and highlights some key principles about the discussions you want to have with the community in order to explore ways to work together.</li> </ul>	<p><b>2b – Building your commitment</b></p> <ul style="list-style-type: none"> <li>• <b>Upping the relationship and building trust.</b> The Company needs to be able to demonstrate how it contributes to support Indigenous people to achieve their social, economic and community goals.</li> <li>• <b>Policy formation.</b> As you engage Indigenous communities and build relationships, it is important that the company should establish a policy that affirms our commitment to Indigenous engagement.</li> </ul>
<p><b>3a – Ready to do business</b></p> <ul style="list-style-type: none"> <li>• <b>You are ready to work together.</b> At this step, the company has developed cooperation protocols and letters of intent that are directional in nature. That is, their main intent is to demonstrate goodwill between the company and the community.</li> <li>• <b>Disseminate your cultural knowledge throughout the company.</b> The knowledge strategy involves needs assessments and appropriate pedagogy. The company should be able to identify what kind of cross-cultural training they need to provide to the employees.</li> <li>• <b>Growing your strategies and practices blueprint.</b> A company-wide approach to Indigenous engagement and relationship.</li> </ul>	<p><b>3b – Achieving a reciprocal relationship</b></p> <ul style="list-style-type: none"> <li>• <b>Sustaining the relationship.</b> Company needs to show their support while managing community expectations about forthcoming opportunities. Company does a disservice when they unduly raise expectations. Doing so can undermine the relationship. Make sure you preach—and practice—patience. Timing is important. Working with and within community capabilities is a key to success.</li> <li>• <b>Having the same relationship with each other.</b> It is all about balance in the relationship to other stakeholders.</li> </ul>



## **Moving Forward**

As community engagement personnel, we have an important role to play in equipping the organization with the information they need to be successful in Indigenous partnerships. Indigenous people, businesses and communities are seeking to develop communities and economies through strong partnerships and engagements.

By developing and renewing our relationships we can build the partnerships that will generate economic and social prosperity. Better education, employment and economic outcomes are shared goals that benefit all community members.

## **Relevant Documents**

BP-HSEC-SPM-001    Community Complaint Management

BP-HSEC-SPM-002    Resettlement Management