



Human Rights

A guidance note

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Checklist for project leaders

- Commission **risk and impact assessments** that include relevant human rights issues, and implement plans to manage and monitor findings.
- Establish **response plans** to investigate and report allegations of human rights violations in area of operations.
- Maintain **relationships** with third parties and experts who can advise on local cultural and political issues and partner to protect and promote human rights.
- Seek guidance from Human Resources Management, BP Legal, or Group Compliance & Ethics on **employees** issues.
- Seek guidance from Communications and External Affairs and regional staff when operations may affect local **communities** or broader social and environmental issues.
- Seek guidance from Group Security on interactions with public and private **security** personnel.
- Convene **peer reviews** to leverage internal expertise.

1.0 Introduction

What is the 1.1 purpose of this note?

This note explains what ‘human rights’ means to BP, articulates BP’s position on difficult issues involving human rights and our business, and provides guidance for our leaders and employees.

This document does not propose any new group-wide processes, but does urge that BP leadership – especially those with responsibility for operations in challenging environments – refresh and strengthen their understanding of human rights.

In response to a number of internal and external requests and the increasing intensity of the debate over business and human rights, this note serves as a human rights ‘lens’ through which group activity worldwide may be viewed.

Expectations of local communities, regional and national governments, international observers, consumers and shareholders with respect to the role of business in realizing human rights have changed in recent years. Particularly as our business grows in the developing world, we must be aware of those changing expectations, and make use of the many new standards, tools, forums, and other resources to continuously improve how we conduct our business.

This note builds on our experience around the world in order to strengthen our ability to address these issues in a rigorous, consistent manner. It is written for BP employees, but can also be used for external communications.

In keeping with our group values and code of conduct, every leader in BP is responsible for understanding how his or her activities potentially impact human rights, and for ensuring that employees have the necessary awareness, tools, and license to act in such a way that minimises potential negative impacts on human rights and furthers our commitment to mutual advantage, respect and human dignity.

1.2 What are human rights?

The foundation of international human rights law is the Universal Declaration of Human Rights (UDHR), proclaimed in a resolution of the United Nations (UN) General Assembly on 10 December 1948.

The UDHR consists of 30 different rights and freedoms, covering civil, political, economic and cultural issues (*pages 20-23*).

The UDHR is not legally binding. It is an aspirational statement of standards and principles, which have subsequently been elaborated in various instruments including the International Covenant on Economic, Social and Cultural Rights and a series of additional multilateral treaties.

In addition to those documents developed under the auspices of the United Nations, human rights are enshrined in many countries' domestic laws and in regional international agreements such as the European Convention on Human Rights, the African Charter on Human and Peoples' Rights and the Cairo Declaration of Human Rights in Islam.

The Draft UN Norms

During 2003-05, the focal point of the debate about business and human rights was the *Norms on the Responsibilities of Transnational Corporations and Other Business Enterprises with Respect to Human Rights*, commonly referred to as the **Draft UN Norms**.

The Draft UN Norms were written by a UN sub-commission and sparked a lively debate, including protests that undue responsibilities were being shifted from governments to business. The Norms were not accepted by the UN and therefore have no legal standing. Nonetheless, a few companies are experimenting with the Norms as an assessment tool, most visibly through the Business Leaders Initiative on Human Rights.

In 2005, UN Secretary General Kofi Annan appointed John Ruggie to a two-year term to further explore the issues raised in the debate.

Aren't human rights the 1.3 responsibility of governments?

Governments have the ultimate responsibility for protecting and promoting human rights. However, the UDHR states that “every individual and every organ of society” – generally interpreted to include business – shall strive to promote respect for the rights and freedoms outlined therein.

The UDHR was established in the aftermath of World War II to articulate a set of common international values and protect the world's most vulnerable people from the abuse of power. Since the creation of the UDHR, business has become more global, which government by definition is not, and the enforcement of international regulation is not straightforward.

Because growth in size and geographic spread is often equated with growth in power, various initiatives have emerged in recent years to attempt to clarify the responsibilities of global corporations in promoting human rights and avoiding abuses. (*The Draft UN Norms, page 2.*)

According to current legal convention, only governments or individuals acting on behalf of government can commit human rights abuses. (Companies can, however, directly breach national civil and criminal laws.)

A company can be **complicit** in human rights abuses by aiding or benefiting from a government or government agent that commits an abuse (*page 4*). A number of lawsuits have been brought against extractive companies in recent years, most of them under the Alien Tort Statute in the US, alleging complicity in abuses committed by governments in other countries.

A company can also demonstrate leadership in supporting and promoting international human rights norms.

1.3 Aren't human rights the responsibility of governments? (continued)

Complicity

At the time of this publication, there is not yet legal consensus over what defines complicity. The following categories are currently emerging in public discourse, for example in the UN Global Compact, a multi-sector initiative promoting universal environmental and social principles, of which BP is a signatory.

Direct complicity

A company assists a state in violating human rights. For example, a company gives equipment or funding to state forces when it knew – or ought to have known – that such resources could be used to violate human rights.

Beneficial complicity

A company benefits directly from human rights abuses committed by a state or its agents, whether or not the company requested that the actions leading to the abuses be taken. For example, security forces apply disproportionate force in guarding company facilities or suppressing a protest against business activities.

Silent complicity

A company fails to challenge known systematic or continuous human rights violations, whether or not such violations are directly related to its business activities. For example, companies fail to question systematic discrimination in employment law on the grounds of ethnicity or gender.

2.0 Guidance

What does 2.1 'human rights' mean to BP?

BP is committed to helping meet the world's energy needs. In doing so, we make a significant contribution to human welfare and development: by fuelling heat, light, and mobility; by paying taxes that support public services; and by creating economic opportunities through direct employment and our value chain.

We also recognize that our operations can bring about major changes to societies and communities. Particularly (but not exclusively) in developing countries, these changes can have significant impacts – both positive and negative – on peoples' lives.

Many of these potential impacts are related to human rights. Indeed, many of the rights and freedoms identified in the UDHR are relevant to and supported by BP, in our role as a major employer, investor, and energy provider.

To support our analysis and management of human rights issues, we categorize them into three broad headings: employees, communities, and security.

The following section describes which functions in BP have expertise and group-wide accountability for each of these areas. Within major projects, these functions are often embedded in the team reporting to the project director or performance unit leader, who is responsible for all aspects of the project.

2.2 Employees

Labour rights issues, as defined by the International Labour Organisation in its various Conventions and Recommendations, arise in the context of our relations with our employees and are managed by our Human Resources Management function.

Our **code of conduct** outlines our commitment to integrity worldwide. We are committed to creating a work environment of mutual trust and respect, where everyone who works for BP is fairly treated without discrimination; to seeking to work in good faith with trade unions and other bodies that our employees collectively choose to represent them within the appropriate legal framework; and to not engaging in bribery or corruption in any form. Queries on the code of conduct should be directed to our Group Compliance & Ethics function.

Examples of potential human rights issues related to employees:

- Facilities for employees that are segregated by nationality, gender, or religion.
- Allegations of unfair terms of employment, such as working hours or notice of termination.
- Inadequate grievance mechanisms for employees to voice concerns.

Does your contractor segregate workers' facilities by nationality or ethnicity?



Project leaders should be aware of such issues with third parties who work on behalf of BP as well as BP staff, and seek guidance from Human Resources Management, BP Legal, or Group Compliance & Ethics should any matters related to employees and labour rights arise.

2.3 Communities

Our presence can have a significant impact on local communities. Our Communications and External Affairs function has accountability for understanding and managing these impacts and engaging with governments, nongovernmental organizations (NGOs), and the media accordingly. Our Safety and Operations and Security, Health, and Environmental Policy functions may also be involved where communities express concerns about the physical or environmental impacts of our operations.

<p>Examples of potential human rights issues related to communities:</p> <hr/> <ul style="list-style-type: none">• Impact of operations on local residents' livelihoods, for example, restricted access to fishing areas.• Resettlement.• Presence of indigenous people who may have a particular relationship with their land that merits special attention.	<p>Could the project in any way impact the lives of nearby communities?</p>	<p>!</p>
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Project leaders can consult with Communications and External Affairs to access external resources and the range of internal materials that have been developed in response to particular project needs, such as guidelines for resettlement and impact assessments.

2.4 Security

The security of our people, assets, and host communities is critical to the long-term sustainability of our business, and can be particularly challenging in environments where the rule of law is not consistently upheld.

With regards to security provision, an international set of principles called the Voluntary Principles on Security and Human Rights (the VPs) guides our behaviour. BP participated in the creation of the VPs, and has committed to their implementation in our operations.

The VPs are made up of three sections, outlining standards for undertaking risk assessments, interacting with public security forces and engaging private security providers.

<p>Examples of issues on which managers should seek guidance from Group Security:</p> <hr/> <ul style="list-style-type: none">• Relationships with public or private security forces.• Training of security personnel.• Operations in areas of conflict (current, recent or potential) or prone to protests.• Requests by security forces for equipment that may have multiple uses.• Allegations that any public or private security personnel have allegedly been involved in human rights abuses in the past.	<p>Has the project been approached by the military or police with requests for funding or equipment?</p> <p>!</p>
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Our Group Security function has primary accountability for providing a secure working environment. However, Communications and External Affairs is responsible for interactions with governments and other stakeholders, so the two functions often work in close co-operation.

The Voluntary Principles on Security and Human Rights

BP contributed to the establishment of industry standards for the provision of security with respect for human rights, called the Voluntary Principles on Security and Human Rights (the VPs). The VPs were created in 2000 by the UK and US Governments, Amnesty International and Human Rights Watch among other NGOs, and several extractive industry companies. More companies, governments, and NGOs continue to sign on.

BP has incorporated the VPs into contractual agreements with host government agencies for the BTC and South Caucasus pipelines and the Tangguh project.



Baku-Tblisi-Ceyhan (BTC) security agreements

The Security Protocol agreed in October 2004 between BP (as operator of BTC Co., the company responsible for the BTC pipeline) and the Government of Georgia formalizes and puts into practice international security and human rights undertakings for BTC pipeline security.

The Agreement on the Provision of Security Equipment, Facilities and Operations Funding contains provisions on how equipment, facilities and funding supplied by BTC Co. are to be used in accordance with Georgian law and key international documents and norms. It also sets out provisions for related training, reporting and auditing. The full text of these two documents is available on the project website (*page 24*).

2.5 Business partners

In the three areas of employees, communities, and security, where we have direct control, our responsibility and positions are straightforward. Our greatest challenges occur in situations outside of our direct control – for example, in joint ventures where we do not hold a controlling interest, or in interactions with other third parties.

In **joint operations**, where BP is the operator and thus has contractually-mandated control over standards of operation, we will apply our code principles directly. In circumstances where BP is not the operator, we will seek to influence our joint venturers to persuade the operator to adopt similar principles.

Employees who engage **third parties** such as contractors, agents, or consultants to work on behalf of BP must seek to make these parties aware of our code of conduct, and should seek their co-operation in adhering to the code – including, where possible, a contractual requirement to act consistently with the code when working on our behalf.



Shanghai Ethylene Cracker Company (SECCO)

Shanghai SECCO Petrochemical Company Limited is a joint venture of China Petroleum and Chemical Corporation (Sinopec), Shanghai Petrochemical Company Limited and BP. BP worked with its joint venture partners to establish high health and safety standards for the project. In addition to site safety, priorities included ensuring quality standards for housing facilities for the construction workforce, for food and water supply and for the transportation of workers to the site. Mechanical completion of the project, which required nearly 50 million hours of labour from a workforce that peaked at 13,000, was achieved on 31 December 2004, with no fatalities and world class safety performance. As a result, the learnings from this project are being promulgated by China's State Administration for Work Safety.

How can we

2.6 manage human rights issues?

The 'good practice' actions and elements discussed in the section below are applicable at any stage of a project. They are most critical in early planning, but are also important when entering a new phase such as expansion or transitioning from construction to operations.

It is critical to perform a **risk assessment** as early as possible in the life cycle of a project, ideally prior to the completion of design and the start of significant construction, since a risk assessment may uncover issues that have implications for project design, economics, timing, or resource allocation.

For example, the Tangguh LNG project in Indonesia re-designed the proposed path of a jetty when consultation revealed that the proposed design would have obstructed a set of sacred stones, access to which was important to local residents.

A risk assessment could stand alone – the Tangguh project undertook a specific human rights impact assessment – or be part of a Social Impact Assessment, which is expected of major projects, particularly those in developing countries or otherwise challenging environments. For the BTC pipeline, such issues were included in a regional review, which spanned all three relevant countries. Such assessments should be refreshed periodically, particularly as a project is about to enter a new phase.

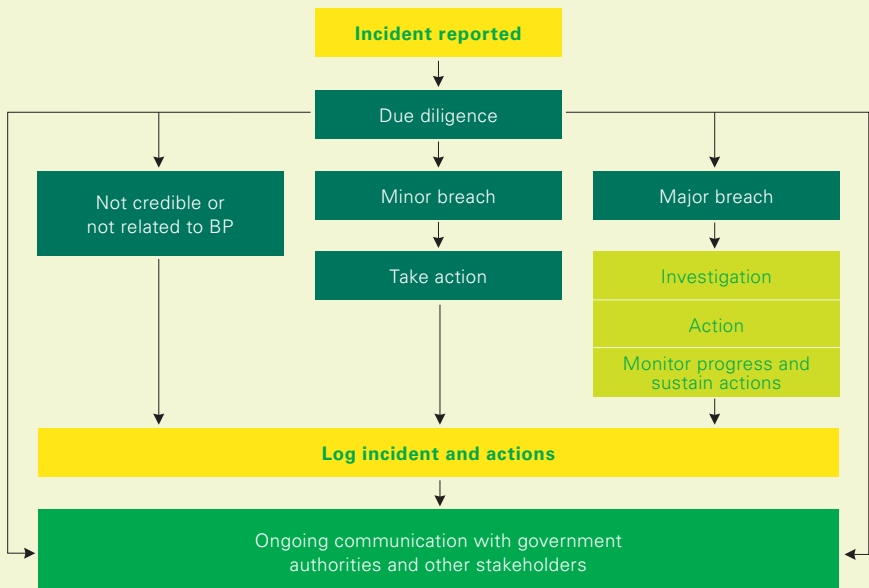
The findings of an assessment, external consultation, or internal experience should indicate what **international standards or good practice** should be applied. Industry groups such as the International Petroleum Industry Environmental Conservation Association (IPIECA) can be helpful repositories of information. (*See page 24 for additional resources.*)

Peer assists can also ensure the application and strengthening of good practice, as well as consistency across the company.

Just as **response plans** for safety and environmental incidents are now considered essential, plans to respond to allegations of human rights violations, social grievances, labour disputes, or protests should be standard practice. Response plans should include procedures for investigating such incidents and informing internal and external parties. Such measures can address root causes of incidents and prevent future escalation of human rights issues.

Azerbaijan Onshore Operations Unit Human Rights Response Plan

The Azerbaijan Onshore Operations Unit Human Rights Response Plan outlines the flow of information and chain of command in the event that an alleged or actual human rights abuse is brought to the company's attention.



2.6 How can we manage human rights issues? (continued)

Any efforts to promote human rights should be **documented**, in part to facilitate sharing of good practice. Proper documentation is also important for managing legal and reputational challenges associated with an alleged human rights violation.

It is critical that we develop and maintain **relationships** with third parties including governments, multilateral agencies, human rights and community development NGOs, and local universities. Organizations that share our interest in human progress can be invaluable partners for understanding local contexts, delivering training and social investment programs that support our mutual goals, and working with host governments. Our Communications and External Affairs function has primary accountability for these relationships, at the global and operational levels.

Ongoing **training and awareness building** is necessary for leaders and employees, so that everyone within BP understands the implications for their business of this guidance note and other applicable internal and external standards, as well as the particular human rights issues in their operating environment. The issues discussed in this note are not static, and must be regularly revisited.

BP Colombia

BP Colombia commissioned a baseline study of community concerns, and monitors its findings via periodic polls. In 1997, human rights and violence were the biggest concerns of local communities; a poll in November 2005 showed that employment and economic issues are now of greatest importance.



These polls in conjunction with other studies and ongoing engagement have enabled BP Colombia to design programmes in partnership with governmental and international entities that promote human rights.

For example:

- The House of Justice and Peace was established in 2003 in the Casanare region, in part with support from BP, to resolve cases through conciliation, reducing strain on the judicial system.
- The Time for Peace radio programme was designed in 2001 to promote human rights, tolerance, peaceful co-existence and solidarity, and the need to avoid violence as a method of conflict resolution. The programme is broadcast daily over radio stations throughout the Casanare region.
- BP supports a Human Rights and International Humanitarian Law Training Course, an initiative of the Ministry of Defence at the Colombian XVI Army Brigade, near BP's Cupiagua facility. The programme trains military personnel on the application of relevant regulations and agreements. To date, 8,000 soldiers have participated in the course.

What do we do when abuses are 2.7 alleged to have occurred?

We cannot predict every situation that might arise in the course of doing business. This section outlines the principles that we apply when abuses are alleged to have occurred near our operations.

In keeping with our commitment to the Voluntary Principles on Security and Human Rights, we will record and report any allegations of human rights abuses in our area of operations. We will also conduct an internal investigation whenever there is credible evidence that our actions or omissions may have played a role in the alleged abuse.

When abuses are alleged to have occurred outside our area of operations, our response will take into account the nature of the issue and incident and its relationship to BP's operations, the local political and cultural context, and BP's relationships and influence with relevant stakeholders.

We are committed to regular, constructive engagement with governments, NGOs, civil society, individuals and communities wherever we operate, and will turn to those parties for guidance and collaboration as appropriate if it is alleged that a human rights abuse has occurred.

Tangguh Project Security Procedure

Tangguh's 'Area of Operations' includes all Tangguh Project property, facilities, vehicles, boats, aircraft, offices, and associated offices and activity. Any specific location where the Tangguh project is physically conducting business activity on a permanent or temporary basis is within the area of operations. This also includes the physical locations where Tangguh security has the primary responsibility for maintaining security and providing protection for Tangguh project employees, contractors, invited visitors and their equipment or operations, as well as situations where Tangguh management determines that there may be a direct project impact.

We would in the first instance engage in private conversations. Such dialogue may acknowledge a government's positive existing efforts to promote human rights, highlight the country's status as a signatory to international human rights statutes, or appeal to the government's self-interest in strengthening foreign investor confidence.

If private representation does not prove effective, we may consider enlisting others who share our interest in just resolutions, such as home diplomatic posts or government peer networks (such as New Partnership for Africa's Development or the Council of Europe), to engage with government authorities to promote respect for human rights.

We are sometimes called upon to publicly condemn those alleged to have committed human rights abuses. Public condemnation will seldom be appropriate for a commercial organization. Such action can endanger our people and assets and irreparably damage our relationships, thus constraining our ability to be an innovative, progressive operator. Most importantly, such action rarely addresses the root causes of the issue at hand.

There may be rare circumstances, however, where making a public statement is an appropriate recourse, for example if other options have been attempted (or carefully considered) and failed. This should only occur as a last resort, after consultation with group Communications and External Affairs and other relevant parties.

2.8 Do we avoid or leave difficult countries?

We are often asked if we would avoid or leave countries where human rights abuses are alleged to be commonplace.

We will not enter locations where we cannot ensure the security of our people and assets, or where we cannot operate to our standards.

Our decisions become more complicated when we have invested significant capital, and situations worsen. Our investments are large and long-term; withdrawal is not a simple matter, and could be seen as irresponsible to employees, partners, shareholders, and our host communities and governments.

Decisions about withdrawing from major operations would likely take place at board or senior management level, and would include consideration of a range of issues, including human rights.

We have stayed in countries in difficult times, and believe we were able to make a positive contribution – because of the international standards that we hold ourselves to around the world, as well as the scrutiny that foreign direct investment can bring.

In South Africa under apartheid, we employed people from all communities and offered housing assistance to all staff, serving as a guarantor for mortgage loans in areas where black citizens might not otherwise have been able to access financing.

But again, such responses are highly specific to the particular context and moment in time. We cannot determine such responses in advance – only that we will act in accordance with our principles and in consultation with our partners and communities.

3.0 Appendices

3.1 Background

In the late 1990s, a UK journalist accused BP of complicity in human rights abuses through its relationship with the Colombian Army, which was allegedly sponsoring a rogue paramilitary.

These accusations received major media attention, and resulted in BP leadership appearing on television and in front of a Select Committee of the UK Houses of Parliament.

Neither BP's audit team nor the Human Rights Division of the Public Prosecutor's office (the highest criminal investigating body in Colombia) found any supporting evidence for the allegations.

What was uncovered was a distrust of BP by many, including international NGOs and parts of the communities near the oilfields in Colombia. In particular, BP recognized that it could strengthen the transparency of its security arrangements and understanding of Colombia's broader human rights context.

Out of this experience came a number of actions. First, BP's board approved public support for the UDHR.

Second, BP increased its understanding of the issues, and in doing so built relationships and open lines of communication with human rights and development organizations. This has resulted in positive external assessments of BP's socioeconomic impact and performance in Colombia in recent years.

Finally, BP contributed to the establishment of the Voluntary Principles on Security and Human Rights (*page 9*).

Universal Declaration 3.2 of Human Rights

Adopted and proclaimed by the General Assembly of the United Nations 10 December 1948

Preamble

Whereas recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world,
Whereas disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people,
Whereas it is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of law,
Whereas it is essential to promote the development of friendly relations between nations,
Whereas the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom,
Whereas Member States have pledged themselves to achieve, in co-operation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms,
Whereas a common understanding of these rights and freedoms is of the greatest importance for the full realization of this pledge,

Now, therefore, the General Assembly proclaims this Universal Declaration of Human Rights as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction.

- Article 1.** All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.
- Article 2.** Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.
- Article 3.** Everyone has the right to life, liberty and security of person.
- Article 4.** No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

- Article 5.** No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.
- Article 6.** Everyone has the right to recognition everywhere as a person before the law.
- Article 7.** All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.
- Article 8.** Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.
- Article 9.** No one shall be subjected to arbitrary arrest, detention or exile.
- Article 10.** Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.
- Article 11.** (1) Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to law in a public trial at which he has had all the guarantees necessary for his defence.
(2) No one shall be held guilty of any penal offence on account of any act or omission which did not constitute a penal offence, under national or international law, at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the penal offence was committed.
- Article 12.** No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.
- Article 13.** (1) Everyone has the right to freedom of movement and residence within the borders of each state.
(2) Everyone has the right to leave any country, including his own, and to return to his country.
- Article 14.** (1) Everyone has the right to seek and to enjoy in other countries asylum from persecution.
(2) This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.
- Article 15.** (1) Everyone has the right to a nationality.
(2) No one shall be arbitrarily deprived of his nationality nor denied the right to change his nationality.
- Article 16.** (1) Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution.
(2) Marriage shall be entered into only with the free and full consent of the intending spouses.
(3) The family is the natural and fundamental group unit of society and is entitled to protection by society and the State.

3.2 Universal Declaration of Human Rights (continued)

- Article 17.** (1) Everyone has the right to own property alone as well as in association with others.
(2) No one shall be arbitrarily deprived of his property.
- Article 18.** Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.
- Article 19.** Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.
- Article 20.** (1) Everyone has the right to freedom of peaceful assembly and association.
(2) No one may be compelled to belong to an association.
- Article 21.** (1) Everyone has the right to take part in the government of his country, directly or through freely chosen representatives.
(2) Everyone has the right of equal access to public service in his country.
(3) The will of the people shall be the basis of the authority of government; this will shall be expressed in periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.
- Article 22.** Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.
- Article 23.** (1) Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.
(2) Everyone, without any discrimination, has the right to equal pay for equal work.
(3) Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.
(4) Everyone has the right to form and to join trade unions for the protection of his interests.
- Article 24.** Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.
- Article 25.** (1) Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.
(2) Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.

- Article 26.** (1) Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.
- (2) Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace.
- (3) Parents have a prior right to choose the kind of education that shall be given to their children.
- Article 27.** (1) Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.
- (2) Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.
- Article 28.** Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.
- Article 29.** (1) Everyone has duties to the community in which alone the free and full development of his personality is possible.
- (2) In the exercise of his rights and freedoms, everyone shall be subject only to such limitations as are determined by law solely for the purpose of securing due recognition and respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society.
- (3) These rights and freedoms may in no case be exercised contrary to the purposes and principles of the United Nations.
- Article 30.** Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein.

3.3 Further Information

International agreements

- U.N. Universal Declaration of Human Rights
www.un.org/Overview/rights.html
- U.N. International Covenant on Civil and Political Rights
www.hri.ca/uninfo/treaties/3.shtml
- U.N. International Covenant on Economic, Social and Cultural Rights
www.unhchr.ch/html/menus/b/a_cescr.htm
- OECD Guidelines for Multinational Enterprises
www.oecd.org/daf/investment/guidelines

BP projects and resources

- Tangguh LNG
www.bp.com/tangguhhumanrights
- BTC pipeline
www.caspiandevlopmentandexport.com/ASP/SecuirtyHumanRightsOverview.asp
- BP Colombia
www.bp.com/colombia
- BP Sustainability Report
www.bp.com/sustainabilityreport
- Code of Conduct
www.bp.com/codeofconduct

External resources

- Amnesty International
“Human Rights Principles for Companies: an Introductory Checklist”
www.amnesty.ca/business/checklist.php
- Business & Human Rights Resource Centre
www.business-humanrights.org
- Business Leaders Initiative in Human Rights
www.blihr.org
- Danish Centre for Human Rights
www.humanrightsbusiness.org
- Human Rights Watch
www.hrw.org/doc/?t=corporations
- International Alert
“Conflict-Sensitive Business Practice: Guidance for Extractive Industries”
www.international-alert.org/our_work/themes/extractive_industries.php
- International Petroleum Industry Environmental Conservation Association
www.ipieca.org
- United Nations Global Compact
www.unglobalcompact.org/Issues/human_rights/
- Voluntary Principles on Security and Human Rights
www.voluntaryprinciples.org

Your feedback is important to us. You can email us at dbickerton@bp.com.

This note is part of our commitment to responsible operations with regards to environmental and social performance.

More information can be found in the *BP Sustainability Report* and additional publications such as *Contributing to Communities*.

www.bp.com/sustainability

www.bp.com/communityinvestment

Further examples of our approach to human rights and applications of the Voluntary Principles can be found at www.bp.com/casestudies.

Acknowledgements

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