

BP's commitment to eradicating human trafficking and slavery from the supply chain

Effective January 1, 2012, the California Transparency in Supply Chains Act of 2010 (SB 657, which adds to California Civil Code Section 1714.43) will require all retail sellers and manufacturers doing business in the State of California to provide information regarding their efforts to eradicate slavery and human trafficking in their supply chains.

BP America Inc. (and its various brands and subsidiaries) is committed to the elimination of all forms of forced and compulsory labor, including human trafficking, and to the effective abolition of child labor. BP's [Code of Conduct](#), which applies to all BP entities, explicitly prohibits BP employees from hiring child or forced labor and states that any suspected instances of these abuses, whether in our own operations or those of suppliers, should be reported to our human resources (HR) function for investigation. BP's employees and contractors are required to comply with the Code of Conduct and its standards, and BP provides training on the Code of Conduct to its personnel. Further, BP supports the United Nation's Universal Declaration of Human Rights, and has taken steps to incorporate respect for human rights in our management practices and governance. More information on BP's support of human rights can be found [here](#)

BP expects its suppliers to comply with legal requirements and operate consistently with the principles of BP's Code of Conduct when working on our behalf. Accordingly, we consider these rights issues when we assess potential suppliers. BP does not have a formal verification program, but conducts its own announced audits to evaluate and address the risks of human trafficking and slavery. BP employees who engage suppliers, vendors, or individual contractors to work on behalf of BP are required to brief them on the contents of BP's Code of Conduct and seek their cooperation in adhering to the Code of Conduct – including, where possible, through a contractual requirement to act consistently with the Code of Conduct in the performance of their services. Our service, supply and distribution, and various other standard agreements require adherence to BP's Code of Conduct. This does not require direct suppliers to make a certification regarding materials incorporated into their products. BP maintains internal accountability standards and procedures for employees and contractors who fail to meet the Code of Conduct and investigates suspected cases of non-compliance and will terminate contracts when a serious breach is found to have occurred.