



Slavery and human trafficking statement 2016

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Slavery and human trafficking statement 2016

This statement relates to the financial year ending 31 December 2016. It is published by BP p.l.c. and its relevant subsidiaries¹ in compliance with the UK Modern Slavery Act, which requires that certain companies provide information regarding their efforts to prevent slavery and human trafficking in their own businesses and supply chains.

1. Introduction

BP supports the elimination of all forms of modern slavery. Such exploitation is entirely at odds with BP's ethics and our strong commitment to respecting the rights of our workforce. We are determined to play our part by taking actions to safeguard the rights of our employees and contractor personnel, building on long-established BP commitments, policies and processes.

2. About our business

We are a global energy business with wide reach across the world's energy system. We have operations in Europe, North and South America, Australasia, Asia and Africa. We recognize the potential for labour rights violations in our industry and we are focusing our efforts where we believe that risk is greatest. Through awareness-raising, risk reviews and enhanced contractual frameworks, we have taken – and will continue to take – steps to strengthen our ability to prevent abuses.

At group level, we set expectations for how our businesses conduct their activities. These include our code of conduct (code), human rights policy and operating management system (OMS).

Each of our businesses is required to conduct its activities to deliver conformance with these expectations and manage risks associated with its activities, including modern slavery. Often our businesses establish business or local operating site requirements or other arrangements to help them deliver conformance.

3. Our code and human rights policy

Our code and human rights policy together reinforce our support for the elimination of all forms of modern slavery, such as human trafficking and forced labour.

Our code is based on our values and clarifies the principles and expectations for how we work at BP. It applies to all BP employees, officers and members of the board.

Employees are required to report any human rights abuse in either our operations, or those of our contractors and other business partners. The code makes explicit reference to the role all parties can play in the elimination of human trafficking and forced labour.

Our human rights policy commits us to respect internationally recognized human rights as set out in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We are working to align with the UN Guiding Principles on Business and Human Rights by implementing our human rights policy.

We address failures by our employees to adhere to our code and policies; this may involve disciplinary action, up to and including termination of employment. Similarly, if a contractor or supplier fails to act consistently with our expectations or their contractual obligations, this may result in termination of contract.

Our OMS sets expectations for how businesses conduct their activities, including guidance on respecting the rights of workers. We screen our major projects early in the development stages, including with respect to labour rights and workforce welfare, to help identify and prevent potential impacts. Where we find an issue, including once project work has begun, we seek to remedy it.

In addition to requiring employees to report human rights abuses, we expect them, and encourage contractors, communities and other third parties, to speak up if they see something they feel to be potentially unsafe, unethical or harmful. Employees are encouraged to discuss their questions or concerns with their managers, supporting teams, works councils (where relevant), or via BP's confidential helpline, OpenTalk.

We encourage a "speak up" culture throughout our organization and with our contractors and suppliers in their work for us. We believe that fostering a culture of "seeing something and saying something" is one important way in which we can strengthen our ability to respect the rights of our workforce and others who work for us. In light of these efforts and the steps that we continue to take in relation to raising awareness of human rights, we expect that BP employees, our contractors and suppliers, will be increasingly aware of the signs that labour rights abuses may be occurring and will speak up if they see them.

¹ BP p.l.c. and its subsidiaries are separate legal entities. References to "BP", "we", "our" and similar terms are to BP p.l.c. and its subsidiaries generally, to one or more of them, or to those who work for them.

4. Modern slavery and our governance

At the BP p.l.c. board level in 2016, our safety, ethics and environment assurance committee reviewed our approach to assessing and managing risks associated with modern slavery. The group operations risk committee reviewed progress on plans to manage potential risks of modern slavery.

5. Training

We continue to strengthen employee awareness of our human rights policy and potential human rights impacts relevant to our work.

Our training covers what human rights means in an operational context, as well as specific topics including modern slavery. Senior leadership teams also participate in awareness-raising training.

We are placing particular importance on building expertise in identifying and managing the risk of forced labour and human trafficking, including in our procurement and supply chain management teams.

6. Assessing the risk of modern slavery

In 2016 we began a systematic review of the risk of modern slavery in our businesses and supply chains. We are using third-party expertise, such as Verisk Maplecroft's Human Rights Risk Indices, to identify the country-level risk of factors such as human trafficking, forced labour and the rights of migrant workers, combined with information on the risk associated with our own business activities, especially those involving contracted manual labour such as cleaning, catering, construction and certain types of manufacturing. We are also taking into account various factors related to the vulnerability of the workforce.

The steps we are taking in this review include a combination of: mapping the contractor chain; identifying existing preventative controls and gathering information about workforce demographics and contractor practices, to decide locations, suppliers or contractors for further review. In some instances this has led to further actions, including reviewing of contractor workforce recruitment plans, on-site labour rights assessments and verifying contractors' commitments to labour rights. Where we have appropriate capability, we may conduct these assessment activities ourselves; in other cases we use external expertise, such as the non-profit organization Verité.

If we find that we have caused or directly contributed to adverse impacts on workforce rights we are

committed to provide for, or co-operate in, the remediation of those impacts.

7. How we manage modern slavery risks in our supply chain

We expect all of our contractors and suppliers to act consistently with our code and human rights policy. In support of this, the standard model contracts used by our procurement teams when agreeing new contracts require our contractors and suppliers, in their work for BP, to respect internationally recognized human rights, including those relating to modern slavery. We are prepared to take appropriate action in support of these contractual commitments.

We are working to strengthen the way in which we assess suppliers and contractors on human rights across the business, including mitigations and monitoring over the lifetime of a contract. In 2016, we piloted a due diligence process to help screen potential suppliers anywhere in the world on labour rights, including modern slavery risks.

We are taking a risk-based approach to monitoring our contractors and suppliers. When appropriate for assessment or monitoring purposes – or if we have reason to believe that violations are occurring in our supply chain – we conduct labour rights assessments or audits that look into issues such as prevention of forced labour and human trafficking and respect for other rights outlined in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We do not normally conduct independent or unannounced audits.

8. Looking ahead

We are committed to improving our understanding and management of modern slavery risks over time. We expect our approach to managing the risk of modern slavery to evolve as we learn from our risk reviews, refine our practices and continue to build capability in our business.



Bob Dudley
Group chief executive
30 June 2017

For more information on BP's human rights policy, code of conduct, how BP manages potential human rights impacts and examples of action taken, see our 2016 Sustainability Report at bp.com