



# bp's expectations of its business partners

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## bp's business partners are key to how we implement our purpose of reimagining energy for people and our planet and getting to net-zero by 2050 or sooner.

Our code of conduct is at the foundation of 'Who we are' and shapes how we work. Our code states that we:

- work with our business partners in an honest, respectful and responsible way; and
- want to work with business partners that share our commitment to safety, ethics and compliance.

This document articulates the core expectations of our shared commitments with business partners. It is not a replacement or substitute for the code itself or applicable laws, nor does it amend contractual obligations.

We ask that you uphold these expectations and communicate them to your workers, subcontractors, agents and other business partners involved in work for bp.

### 1. Ethics and compliance

- a. Comply with all applicable laws and regulations.
- b. Foster and embed an ethical culture and business practices that promote safety, integrity, transparency, fairness, and respect.
- c. Have an effective compliance programme in place to identify and manage all applicable compliance risks on an ongoing basis.

### 2. Health, safety and environment ("HSE")

Conduct business in a way that is consistent with bp's Safety Leadership Principles by taking a proactive and systematic approach to managing operating activities and HSE risks, complying with applicable HSE laws and regulations, and seeking to continuously improve health, safety, and environmental performance. Encourage your workforce and business partners to report any accident, injury, illness, or unsafe condition immediately, and stop work that could be unsafe, so that appropriate action can be taken.

### 3. Financial crime and regulatory compliance

**Have in place effective processes and procedures (including training, due diligence and financial controls) to proactively prevent people working for you and involved in work for bp from engaging in:**

- a. **Bribery and corruption**, including expressly prohibiting the direct or indirect giving, paying, promising, requesting or accepting of anything of value (including facilitation payments) to obtain, retain or direct business, to secure an improper advantage or to improperly influence someone, including government officials.
- b. Inappropriate provision or acceptance of **gifts, entertainment or hospitality**.
- c. **Sanctions and export controls** breaches.
- d. **Fraudulent activity, tax evasion or money laundering** (including transferring or hiding illegal funds or giving such funds apparent legitimacy).
- e. **Anti-competitive conduct**, including any form of agreement or understanding with competitors to fix prices, rig bids, allocate customers or restrict supply.
- f. Actual **conflicts of interest**, or situations that might create the appearance of a conflict, between personal and business interests, including using bp information and resources for improper gains.

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## 4. Sustainability

We are working to embed sustainability across our businesses, including in our supply chain. We want to promote environmental stewardship and social responsibility with all our business partners.

**Our sustainability frame and bp Procurement's [sustainable purchasing position](#) set out three focus areas: getting to net zero, improving people's lives and caring for the planet. We encourage our business partners to take action in these areas, including to:**

- a. Better understand and reduce greenhouse gas emissions.
- b. Promote and respect human rights.
- c. Embrace circular economy principles, promoting reuse, repurposing, and recycling of materials, keeping them in use for longer in their lifecycle.

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## 5. Human rights and modern slavery

- a. Respect the human rights and dignity of all people and meet the responsibilities of business set out in the UN Guiding Principles on Business and Human Rights.
- b. Do not use forced or compulsory labour, human trafficking, child labour, slavery or servitude, with all work being conducted voluntarily, without threat of penalty or sanction and not based on deception. These and other expectations are outlined in [bp's Labour Rights and Modern Slavery Principles](#).
- c. Identify, avoid, minimize or mitigate and remedy any human rights impacts on workers, communities and vulnerable groups (including indigenous peoples and other groups listed in 6b below).
- d. Work to ensure that private or public security is provided in a responsible manner, which respects human rights of workers and local communities, as well as human rights defenders.
- e. Respect workers' rights to freedom of association and to collective bargaining, within the relevant national legal framework. Be open to alternative means of worker representation and supportive of engagement, where freedom of association and collective bargaining is restricted by law.

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## 6. Non-discrimination and harassment

**We treat everyone with fairness and respect and expect everyone we work with to do the same. Do not:**

- a. Tolerate any unfair discrimination within your workplaces or in hiring, development and career progression.
- b. Discriminate based on race, ethnicity, national origin, religion, gender, age, sexual orientation, gender identity, marital status, disability, veteran status, or any other characteristic protected by applicable laws.
- c. Tolerate any physical, verbal or non-verbal forms of abuse or harassment. This includes any unwanted behaviour that could reasonably be considered offensive, intimidating or humiliating, as well as any form of sexual harassment.

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## 7. Data privacy, cyber security and intellectual assets

Have in place effective controls to comply with applicable laws and to protect bp information, systems and intellectual property and the personal data in your care. We expect data and technology to be used responsibly and thoughtfully, including:

- a. Respecting the privacy rights of individuals and the intellectual property rights of others.
- b. Appropriate classification, handling and protection of confidential information disclosed and entrusted to you.
- c. Maintaining effective cyber security measures to minimize the likelihood of unauthorized access, disruption, or cyber threats.
- d. Prompt reporting and collaboration on any cyber security incidents, breaches, or suspected compromises that may impact bp.
- e. Considering the ethical implications and unintended consequences when developing or using digital technologies.

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## 8. Speak up

- a. Promote a “speak-up” culture that does not tolerate retaliation and act on concerns that are raised.
- b. Provide means, including complaints mechanisms, for your employees, workers, business partners, business partners, local communities, and others to speak up without fear of retaliation if they see something that is unsafe, unethical, or potentially harmful involving your business or activities.
- c. Communicate that, when involved in work for bp, they may also inform a member of bp’s management, or use bp’s confidential OpenTalk helpline.

## References:

For further information please refer to the following:

- [bp’s code of conduct and ‘Who we are’](#)
- [bp’s Safety Leadership Principles](#)
- [bp’s sustainability frame](#)
- [bp’s sustainable purchasing position](#)
- [bp’s Human Rights Policy and Labour Rights and Modern Slavery Principles](#)
- [UN Guiding Principles on Business and Human Rights](#)

## OpenTalk:

You can reach OpenTalk, bp’s confidential helpline anytime through the following channels:



Call:

- +44 (0) 800 917 3604 in the UK
- +1 800 225 6141 in the US
- +1 704 540 2242 a ‘collect call’ number which will accept your call without any charge to you.
- You can find a full list of local numbers at [www.opentalkweb.com](http://www.opentalkweb.com)



Online:

- Submit an online report at [www.opentalkweb.com](http://www.opentalkweb.com)