### Objectives 2025 targets 2030 aims

#### 1. Enable just transition for the workforce

- Drive education & employment initiatives and programmes with industry partners to:
  - Work with early-stage talent to build their interest in, and develop the skills needed, for the future energy system.
  - Advance social mobility, specifically targeting disadvantaged groups in our education & employability work.
  - Develop initiatives and just transition plans for the areas most impacted by the energy transition that enable the workforce to grow into, transition, and thrive in renewable or low carbon jobs.

We will develop 2025 and 2030 metrics and targets/aims for the initiatives and programmes above, and plan to publish these in 2023.

Demonstrate our contribution to the just transition through impact measures and achievement of 2030 aims.

#### 2. Supporting civic dialogue, transparency and building local capacity

- We are currently developing 2025 and 2030 targets/aims for this objective and they will be published in 2023.

#### 3. Decent work

- 100% of high risk tier 1 suppliers evaluated in line with our labour rights and modern slavery (LRMS) principles and priority findings raised with suppliers to be remedied.

- 100% high risk and 50% medium risk supply chains evaluated in line with our LRMS principles and priority findings raised with suppliers to be remedied.

#### 4. Respect and remedy

- Systematic management of human rights impacts, monitoring and remedy, in consultation with affected peoples, supported by processes to monitor, remedy, and disclose progress.

- Quality of community relationships assessed by priority bp sites and businesses with plans developed for those that do not meet the threshold.

- Implemented plans result in better quality relationships built on mutual respect, support and trust.

#### 5. Responsible security

- Code of conduct and human rights policy consistent performance required of 100% of bp’s contracted private security providers when working for us.

- Security and human rights risk assessments will include conflict analysis.

Advocate for, and support, the development of multi-stakeholder good practices, related to public security force engagements, and disclose bp’s progress in implementing those practices from 2027.

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### Our aims & objectives

Our aim 12 is to support a just energy transition that advances human rights and education.

We support the Paris Agreement, which recognizes the importance of a just transition – one that delivers decent work, quality jobs; and supports the livelihoods of local communities.

To support a just energy transition, we aim to collaborate with key stakeholders and other industries to support the advancement of human rights through the transition. We’ll do this by developing just transition plans in priority areas and helping the workforce to develop skills for the future energy system, taking a socially inclusive approach. We aim to build stronger relationships with local communities, based on mutual trust and respect, and will support civic dialogue, greater transparency and capacity building, where we work.

### How we will achieve our aim

We support a just energy transition and we are keen to work with stakeholders to help shape and implement it in practice. For example, to enable a just transition for the workforce, we will aim to run education and employability programmes with partners that enable people to transition into low carbon jobs. Our focus will be on our employees, wider workforce and local people in places where we are developing renewable energy projects. We will also work with stakeholders to develop local just transition plans for the areas most impacted by the energy transition. We will publish further detail on our 2025 and 2030 metrics and targets in 2023.

### What we mean by a just transition

The concept of a just transition is one that applies to many sectors, including the energy sector.

In this report, in the context of the energy transition, we take it to mean a transition that mitigates the potential adverse impacts of a low carbon transition on workers and communities, while promoting the sustainable and resilient opportunities that low carbon industries can bring to workers and communities. These opportunities include decent work, support for livelihoods and access to sustainable energy.

We believe that actions taken to advance a just transition are most effective when based on a shared agenda, developed through dialogue with workers, communities, governments, unions, employers, and other relevant parties.
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Working towards a just transition and the development of sustainable livelihoods (see aim 13) includes the provision of reskilling to enable people to transition into quality employment in low carbon jobs so they can support themselves, their families and their wider communities. As we do this we will also focus on young people and people in disadvantaged groups, so that they have opportunities to develop the skills needed to support the energy transition and find employment in our low carbon future.

In our view a just energy transition is one that also advances human rights. Our aim is to support a just energy transition, working collaboratively with partners, suppliers and other industries to support the enjoyment of human rights.

We will seek to understand how development of renewable and low carbon energy can advance but also adversely impact human rights, including working with our business partners to encourage them to do the same. We will seek to amplify the positive impacts and prevent or mitigate the adverse impacts, including through many of the processes we use in our oil and gas business today, such as project screening, supplier due diligence, risk management, speak-up and grievance mechanisms.

Where human rights issues are found in the supply chain, bp will work with the supplier to confirm they have put a corrective action plan in place which provides appropriate monitoring, mitigation, prevention and remedy as required.

The supplier is responsible for delivering that plan, and bp will maintain oversight to confirm it has been delivered.

We will work with a third-party organization to develop methodologies for assessing the quality of community relationships, including impact metrics and thresholds. Using information we have collected over the years through community engagement and grievance mechanisms, we will select priority locations where we will assess and work to enhance the quality of our community relationships so that, over time, they are based on mutual trust and respect.

In harnessing planned updates to security risk assessment systems, we intend to consistently incorporate conflict analysis into our security and human rights risk assessments.

Enabling a just transition for the workforce

Improving access to clean energy can help people build better lives for themselves. We are working to address skills gaps in the existing low carbon jobs labour pool and talent pipeline.

For example in India we are working in partnership with the Clean Energy Access Network (CLEAN) to provide relevant training for local people. Giving people the appropriate skills can help to build capacity in renewable energy generation, improve the long-term efficiency of power generation equipment and play a role in mitigating rural-to-urban migration, which is a problem in many rural communities. And in the UK we are participating in the green jobs task force that brings together UK government agencies and private employers.

In line with our new aim 12 and supporting objectives, we are developing our just transition education and employment initiatives and programmes, alongside metrics to measure impacts and outcomes. We will provide an update on our progress in 2022.

We have a strong legacy of furthering education and skills development activities, reaching back more than 50 years. For example, we launched the bp Educational Service in 1972. Our work in this field spans many areas, including:

• Direct engagement with students to spark an interest in science, technology, engineering and mathematics (STEM) subjects and careers – for example, our partnership with AFS Intercultural Programs, through which we offer the bp Global STEM Academies in Brazil, Egypt, India, and the US.

• Strengthening the quality of teaching – for example, our partnership with STEM Learning through Project ENTHUSE – a joint collaboration between the UK government, charitable trusts and employers, focused on raising young people's engagement and achievement in these subjects; and our support of the Science Museum Group’s Academy, which provides continuing professional development for teachers.

• Ensuring access to quality educational resources – for example, through the bp Educational Service, which is accessed around the world by students, teachers and parents. It provides free educational resources for 4-19 year olds.

• Vocational, entrepreneurship, enterprise development and employability training – providing vocational skills training in some locations to give local people the skills they need to obtain jobs with bp.

We are also working to reimagine access to opportunity in the wake of COVID-19 through our social mobility action plan. This 10-point plan includes a series of actions we are driving to contribute to supporting those with less access to opportunity in building skills for the future.

We will continue to support work in this space, refocussing our activities in line with our new ambition and sustainability frame.

Human rights

We respect the rights of our workforce and people living in communities where we operate, who are potentially affected by our activities.

We set out our commitments in our human rights policy, which we updated in 2020, and code of conduct, and our operating management system contains requirements and guidance on respecting the rights of workers and community members.

We 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 and the International Labour Organization’s Declaration on Fundamental Principles at Work, including the ILO’s Core Conventions. They underpin our human rights policy.

The UN Guiding Principles on Business and Human Rights, which set out how companies should prevent, address and remedy human rights impacts, are incorporated into our business processes.

We recognize the importance of accessible and effective operational-level grievance mechanisms in addressing our impacts for communities and workforces. When working to remediate any impacts on the rights of local communities we are open to co-operating in good faith with remedial actions through state-led mechanisms such as the Organisation for Economic Co-operation and Development national contact points.

Human rights policy

In 2020 we published a comprehensive update of our human rights policy, we now provide greater clarity on respecting the human rights of vulnerable groups, including women, national or ethnic groups, religious and linguistic minorities, LGBT+ people, people with disabilities and migrant workers and their families. It also now describes in greater detail our approach on water rights, land rights, grievance mechanisms.
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We highlight the importance of protecting freedom of speech and how we respect the rights of human rights defenders.

Our updated human rights policy reflects emerging human rights issues and sets out how our other bp expectations and principles, including those on labour rights and modern slavery, underpin our human rights commitments. The policy explains how we manage human rights impacts across our operations. It also emphasizes that we want to work with business partners that share our commitment to human rights and we seek to use our leverage, consistent with the UNGPs, to encourage them to act in a manner consistent with the principles underlying the commitments set out in our policy.

We used the CHRB benchmark to look closely at where we could improve our implementation, consistent with the principles underlying the UNGPs, to encourage them to act in a manner consistent with the principles underlying the commitments set out in our policy. We worked with a range of stakeholders, including civil society organizations, NGOs and investors, and took advice from independent technical experts. In 2020 bp was ranked seventh out of 199 major global companies, significantly improving our previous score.

Read more about our human rights policy at bp.com/humanrightspolicy

Dialogue, transparency and capacity building

As a global business and a long-term investor, we value open societies, characterized by the rule of law, good governance and respect for civic freedoms, in which everyone can enjoy their human rights. We are a member of several organisations such as the Extractive Industries Transparency Initiative, the Voluntary Principles Initiative and IPIECA, with the aim of fostering dialogue and build capacity for transparency, good governance and the rule of law where we work. Over the course of 2021-22 we will work with third parties, including NGOs, to explore what can be done to better foster these outcomes through the energy transition, and provide an update in 2023.

bp labour rights and modern slavery principles

We launched the bp labour rights and modern slavery (LRMS) principles in 2019 and they have been reinforced by referring to them in our human rights policy. We are now driving them into action across bp and with our higher risk contractors and suppliers. The principles provide a clear position on a range of issues that help bp, our suppliers and our business partners, in identifying and managing labour rights and modern slavery risks.

The principles reiterate our commitment to respecting workers’ rights in line with the ILO Core Conventions on Rights at Work and our expectation of all our contractors and suppliers to do likewise. The principles are intended to protect the workforce from poor labour practices, including the risk of modern slavery. They do so by promoting the employer pays principle – that employers, not workers should pay fees associated with recruitment – and by seeking to prevent passport retention, supporting secure employment through fair contracts and appropriate wage payments.

Decent work

The ILO’s definition of decent work states that decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all people.
We continue to progress our efforts to improve working conditions for contracted workers at risk of modern slavery at our sites and in our supply chains. We have been in action since 2016 to identify, manage and remedy labour rights and modern slavery risks. We started out with top-down risk assessments based on activity and geographic risk. At the end of 2019 we decided to take a more systematic approach by making it a requirement for bp businesses to assess these risks and put in place effective controls in a proportionate and systematic way – for example through pre-contract due diligence, worker induction, ongoing monitoring and contractor management. Where businesses identify labour rights abuse or modern slavery, they are required to develop and implement a corrective action plan to remedy what they find.

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Labour rights and modern slavery

Impact of COVID-19

One of the key challenges this year has been COVID-19. It has increased worker vulnerability to labour rights and modern slavery (LRMS) risks and possible hardships, disrupted work patterns and made in-person assessments/oversight more difficult. This was recognized early in the COVID-19 pandemic. We developed and circulated guides to our businesses to raise awareness of risks, impacts and possible mitigation measures they could take. To track potential impacts, we utilized existing monitoring processes, worker interviews and grievance mechanisms to understand workers’ situations and impact on their rights. We took action to support contracted workers. For example in Oman and some of our other Middle East locations, we supported stranded workers by ensuring they had access to food, lodgings, Wi-Fi and phone cards even though work had stopped or contracts had come to their end. We also helped workers to resolve delayed wage payments. In India and several other countries, we continued to pay cleaning contractors who were stood down. Towards the end of 2020, we surveyed our sites to understand how they had assessed and mitigated specific COVID-19-related risks. Our primary focus was on workers’ health and measures to control the spread of the virus.

COVID-19 may be with us for some time and we need to find ways to stay connected with our workforce as well as carry out ongoing assessment and monitoring activities despite the physical limitations. To support this, we are working to bolster ongoing monitoring activities and capabilities such as worker interviews and contractor reviews as well as trialling remote assessment methodologies including remote worker interviews.

Working with contractors and suppliers

In 2020 we continued working with our contractors and suppliers in response to the labour rights issues and modern slavery indicators identified during modern slavery risk reviews in previous years. We made progress on a number of ongoing activities and launched new ones.

In 2019, bp shipping helped to put in place a corrective action plan at a dry dock in Dubai that the business has previously used for ship maintenance. The corrective action plan was in response to an independent audit by Verite that identified risks of forced labour in the dry dock workforce. Our corrective action plan work continued in 2020, through collaboration with Equinor, who also use the dry dock.

In Mauritania and Senegal, where we put in place plans with contractors to address issues identified through audits and grievance mechanisms, workers have highlighted a number of concerns, showing that our ‘speak up’ culture is effective. During 2020 we worked with our main contractor, Eiffage, to improve safe working hours for drivers.

In Oman, routine worker interviews by our site team identified some of the subcontractor workers had not been paid on time. Investigations found two subcontractor companies were delaying salary payments due to cash flow issues exacerbated by COVID-19 business reductions across the industry. The bp team worked with the main contractors to oversee backpay of salaries and check that all workers received any backpay and future salaries owed in full. Of the workers affected by salary delays, 100% were reimbursed in full.

In Malaysia we continued to build on work done in 2019 to support labour rights. In 2020 at the bp Port Klang lubricants plant we identified that some of the contractor workforce did not have a contract of employment or access to benefits as they were ‘casual’ labour. Recognizing that this was not aligned with our LRMS principles, the business re-tendered the contract, consolidated the number of contractors and size of workforce with the stipulation that workers would have formal employment contracts with the contractor. The enhanced workforce provisions included guaranteed monthly wages, paid leave and sick leave, and continued provident fund payments. In addition to being the right thing to do to support labour rights, we believe this also has business benefits in terms of potential improvements to attendance and attrition rates, safety, reduced onboarding and training costs and overall productivity.

Two of our businesses in 2020 have seen instances where demobilization of projects and workers has happened before we have closed out outstanding LRMS issues. This has highlighted the need to better build demobilization into our LRMS risk assessment process, to take remedial action earlier and with greater speed, and to review our project close out procedures to prevent this happening in the future.

We aim to shift from focusing on specific instances of non-compliance by creating a more
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strategic approach centred on ‘employer pays’ principles and monitoring processes.

Industry collaboration
We recognize that managing human rights issues in supply chains is complex and working across the industry can help to bring about systemic change. Working with and learning from our peers and other industries means we can share best practice and pool resources.

Together with IPIECA we have developed criteria for a more aligned approach to supplier risk assessment across our industry and are also co-developing training, together with Building Responsibly, to support contractors and their procurement teams at a local level which we hope to roll out later in 2021.

bp supply chain and human rights
We expect our suppliers to operate in line with our code of conduct, human rights policy and other expectations set out in our supplier expectations document and seek to work with those who target sustainability in their supply chain. Whenever possible we use contracts to drive this objective – for example, we may require contractors to meet local workforce standards and support local enterprises. Our new labour rights and modern slavery principles are also available to help bp businesses check suppliers’ performance.

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. If these contractual terms are not adhered to, we are prepared to take appropriate action.

Human rights assessment platform
In 2020 we worked with our peers to complete the development of a cross-industry platform to share supplier responses to a standard human rights due diligence questionnaire and when applicable, onsite assessment outcomes. This platform will help our industry to perform consistent supplier human rights due diligence assessments and audits; creating greater efficiency, reducing assessment fatigue for suppliers and enabling us all to focus on improving human rights performance in our supply chains. We have piloted and rolled out the supplier assessment questionnaire for our higher risk supply chains across major procurement areas.

Respect and remedy
Community trust and engagement
We seek to build and maintain good relationships with local communities. We require our businesses to identify, prevent, and mitigate potential adverse impacts of our operations to local communities. We also look to identify and implement opportunities that deliver our purpose by improving people’s lives.

The main focal point of these relationships with local communities is our network of community liaison officers (CLOs) and external affairs professionals. The CLOs and others combine local contacts and knowledge to engage constructively throughout the life cycle of our activities.

As part of reinvent bp, we are developing a more systematic approach to managing community relationships and we aim to be flexible in meeting with communities where they are. In order to do
Our aims & objectives

this, our network of HSE managers is supporting CLOs and external affairs colleagues to build closer ties with local communities. We strive to engage with local communities rather than simply acting on what we believe to be people’s best interests. We have worked to be more transparent and open about our activities and also sought to deepen communities’, NGOs’ and other stakeholders’ involvement in decision making.

At the bp refinery in Gelsenkirchen, Germany we are seeking to enhance and strengthen trust of local communities by being more transparent about what we do at the refinery. We have created new two-way access channels using WhatsApp Business and the Telegram app. These make it easier to exchange news about site activities, such as open days, turnarounds and other processes. They also make it easier for our neighbours to share their views with us.

At Tangguh in 2020, community organizations played a key role in helping us review and update our plans, which include bp Tangguh becoming more integrated into local and regency level community governance.

Respecting indigenous people’s rights
Three of bp’s major production sites are located in Indonesia, Australia and in the US where Indigenous Peoples (IPs) are present. In 2020 we updated our Human Rights Policy expanding what we say in relation to respecting IPs’ rights when identifying and consulting with IPs, and seeking to apply the principles of free, prior and informed consent (FPIC) where practical. Our internal standards applicable to projects and operations reflect what we say in the policy, to drive the systematic and consistent implementation and monitoring of bp’s commitments to respect IP rights.

A key part of our processes to manage the risks and opportunities associated with community rights and interests is our engagement with IPs in a manner that respects their human rights, including sensitivities around livelihoods, land, environment and culture.

Community feedback
We have operational-level community grievance mechanisms in place to manage community feedback, including complaints. These can come through direct engagement with bp employees, especially CLOs, and by email or telephone. Through these local mechanisms community members should be able to share any allegation of specific incidents and of any damage, impact or dissatisfaction resulting from bp’s operations or a bp contractor’s actions, whether perceived or actual.

If we confirm that we have caused or contributed to adverse impacts on the human rights of others, we provide for, or co-operate in, the remediation of these adverse impacts through legitimate processes intended to deliver effective remedies while not preventing access to alternative remedies if justified.

Community complaints in 2020
In 2020, we continued to take steps to improve the quality and consistency of our local processes for managing community complaints in line with our updated group standards and guidance. This included implementing the standards defined on community complaints mechanisms during 2019, in line with our updated human rights policy. We assessed gaps in these mechanisms in a number of locations and defined actions to improve them.

In 2020, there was a 56% decrease in the number of community complaints. COVID-19 affected the ability of many businesses to operate and limited opportunities for face-to-face engagement between communities and bp main points of contact (i.e. CLO, external affairs, etc.). This situation is likely to have contributed to a reduction in the number of complaints. A number of major projects have transitioned into steady-state operations during this reporting period which has contributed to a reduction in the number of complaints associated with damage to crops, fences and other infrastructure and explains why a large proportion of the community complaints managed are associated with job opportunities. The other main contributors to community complaints managed in 2020 were related to nuisance (i.e. odour and noise) which are more typical of steady state operations such as production and refining.

Responsible security
We work with our security providers to reinforce the importance of respecting human rights. We support the Voluntary Principles on Security and Human Rights – which guide the way we work with security forces. We provide training on the Principles for those responsible for security and carry out assessments to highlight ways we can help security providers improve their performance. All our contracts for provision of security services include requirements to act consistently with the bp code of conduct.

Read our Voluntary Principles on Security and Human Rights report at bp.com/vpshr

Community resilience in Mauritania
We believe that engagement and dialogue are crucial to our relationships with local communities. When we can, we try to strengthen communities’ resilience by providing the tools that people need to improve their lives. We recognize that listening is vital to developing and maintaining these relationships. It also builds trust and helps us understand how we can best help.

For example, in Mauritania in 2020, a bp manager Sidi Aly Moulaye Mhamed, working with the bp communications team, ensured that bp stepped in when he realized that neighbouring communities had been cut off from their access to clean water due to border closures.

After reaching out to the government and local communities, we provided clean, tanked water to the hundreds of affected households. We are now thinking beyond this emergency solution and scoping a project that will provide sustainable access to clean water.
Cautionary statement

In order to utilize the ‘safe harbor’ provisions of the United States Private Securities Litigation Reform Act of 1995 (the ‘PSLRA’), bp is providing the following cautionary statement. This press release contains certain forward-looking statements – that is, statements related to future, not past events and circumstances – which may relate to one or more of the financial condition, results of operations and businesses of bp and certain of the plans and objectives of bp with respect to these items.

These statements are generally, but not always, identified by the use of words such as ‘will’, ‘expects’, ‘is expected to’, ‘aims’, ‘should’, ‘may’, ‘objective’, ‘is likely to’, ‘intends’, ‘believes’, ‘anticipates’, ‘plans’, ‘we see’ or similar expressions. Actual results may differ from those expressed in such statements, depending on a variety of factors including the risk factors set forth in our most recent Annual Report and Form 20-F under “Risk factors” and in any of our more recent public reports.

Our most recent Annual Report and Form 20-F and other period filings are available on our website at www.bp.com, or can be obtained from the SEC by calling 1-800-SEC-0330 or on its website at www.sec.gov.