

# Human rights



We are committed to identifying, preventing and addressing human rights risks and impacts associated with our business activities.

**Q** What is BP doing to respect worker rights?

**A** In petrochemicals we have been undertaking assessments at selected sites. We are using the findings from these assessments to help our contractors deepen their understanding of the risks to the workforce and improve their labour practices. We are also using what we have learnt to inform how we can build labour rights and modern slavery risk prevention into our business processes to manage the risk more systematically across BP.

**Rita Griffin**, chief operating officer, petrochemicals, BP

## Respecting human rights

We respect the rights of our workforce and those living in communities affected by our activities.

We set out our commitments in our human rights policy and code of conduct, and our operating management system contains 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 at Work, including the Core Conventions. We are incorporating the UN Guiding

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

Our focus areas include ethical recruitment and working conditions of contracted workforces at our sites, responsible security, community health and livelihoods and mechanisms for workers and communities to raise concerns.

We encourage employees, contractors, communities and other third parties to speak up if they see something they think could be unsafe or unethical, including potential human rights abuses. At our sites we help make sure people are aware of our confidential global helpline OpenTalk and our community and workforce grievance mechanisms.

International Labour Organization's Declaration on Fundamental Principles and Rights at Work

International Bill of Human Rights

UN Guiding Principles on Business and Human Rights

Voluntary Principles on Security and Human Rights

### International standards and principles

Our human rights focus areas	<p>Labour rights</p>	<ul style="list-style-type: none"> <li>• Health and safety</li> <li>• Forced labour and human trafficking</li> </ul>	<ul style="list-style-type: none"> <li>• Fair working and living conditions</li> <li>• Non-discrimination</li> <li>• Channels to raise concerns</li> </ul>
	<p>Security and human rights</p>	<ul style="list-style-type: none"> <li>• Interaction between security forces, communities and workers</li> </ul>	
	<p>Rights of people in communities</p>	<ul style="list-style-type: none"> <li>• Livelihoods and local employment</li> <li>• Consultation and grievance mechanisms</li> </ul>	<ul style="list-style-type: none"> <li>• Socio-economic, health and environmental impacts</li> </ul>

### Our own standards

Code of conduct      Our values      Human rights policy      Operating management system      Expectations of suppliers



## Training

We continue to strengthen employee awareness of potential human rights impacts that may arise from our work. We offer training on specific aspects of human rights in an operational context, such as community complaints management, relationships with indigenous peoples and security. We provided training to nearly 400 people in 2018.

To reach more of our employees around the world, we converted our training on labour rights and modern slavery risk into e-modules. While the training is open to any BP employee, it is primarily aimed at people who work on projects, in operational roles and in functions such as procurement, human resources and ethics and compliance. The training raises awareness of labour rights and modern slavery, how to spot the warning signs and what to do if someone suspects a worker is at risk.

## Livelihoods and communities

**We recognize that our activities could adversely affect the rights of people in communities near our sites.**

We work hard to prevent, reduce and manage any negative effects on the livelihoods, land, environment, cultural heritage, health and wellbeing of people in communities near our activities, including indigenous peoples. For example, in Indonesia our liquefied natural gas operations are situated close to the local community fishing ground. We engage with local authorities and fishermen to get their views on actions we can take to reduce disturbance to the fishing area. While no fishermen were expected to be economically affected by our construction and operating activities, we put in place a livelihood programme for local fishermen to help manage and prevent any negative impact to the communities.



We screen our major projects to identify and manage any potential impacts, including on human rights.

When screening a project we consider many aspects, including prevalence of corruption and bribery in the host country, local employment, security and human rights, community health and safety, the infrastructure of local communities and households, and the livelihoods of local communities, including indigenous peoples. The screening informs key initial project decisions, including location and concept, impact assessments and the mitigation measures we put in place during project design, construction and operations.

If we do cause, or contribute to, adverse impacts on the human rights of communities near our operations, we are committed to providing for, or co-operating in, the remediation of those impacts. This may include, for example, co-operating in good faith in the provision of remedy through state-led mechanisms, such as Organisation for Economic Co-operation and Development national contact points.

To bring a systematic approach to the way our sites identify and act on concerns raised by local communities, we issued guidance on community complaints mechanisms in 2018, in line with the UN Guiding Principles on Business and Human Rights criteria. In Brazil this led us to establish a two-way channel to discuss

and listen to stakeholder feedback at our biofuels sites which are close to almost 30 communities. We introduced a register to log and address concerns and requests, as well as training for employees and contractors who work directly with external stakeholders on managing community complaints.

🔗 See [bp.com/engagingcommunities](https://bp.com/engagingcommunities)

We set specific requirements for major projects governing the way in which we identify both legitimate and informal land tenure holders and users, engage with communities on economic and physical resettlement and provide compensation, where appropriate. We seek to avoid permanently moving communities from their principal place of dwelling. This would only be considered as a last resort, after all other options had been examined. No major projects have moved communities since 2007.

## Right to water

As part of our environmental and social impact assessment for new major projects, we consider the potential effect our activities might have on the surrounding community's right to water and sanitation. If we identify a potential impact, we put in place preventive and corrective actions. We did not identify any such impacts from our proposed freshwater withdrawals in the project appraisals we carried out in 2018.

## Labour rights

**Our employees, contractors and suppliers should work in safe, healthy, secure and fair conditions.**

### Employees

Respect for our employees' human rights is integral to our recruitment, management and diversity and inclusion processes. Our code of conduct requires employees to report any suspected human rights abuses in our operations or those of our business partners.

 See [bp.com/opentalk](http://bp.com/opentalk)

We aim to ensure equal opportunity in recruitment, career development, promotion, training and reward for all employees – regardless of ethnicity, national origin, religion, gender, age, sexual orientation, marital status, disability or any other characteristic protected by applicable laws.

### Working with contractors and suppliers

We operate in 78 countries and have around 54,000 suppliers, including contractors, vendors, service providers and contingent labour, plus thousands more in our wider supply chain.

We expect contractors and their employees to act in accordance with our code of conduct, human rights policy and our expectations of suppliers. Our standard procurement contracts include a requirement for suppliers to respect internationally recognized human rights, with a specific ban on the use of forced, trafficked or child labour.

Our labour rights due diligence process helps us to identify risks and impacts in our supply chain. These tools and resources can be used to screen suppliers in a consistent way anywhere in the world. We use it with suppliers on a risk-prioritized basis to understand how they manage these risks in their business and supply chain.

## Working with our peers

We are working with a number of our peers to create an oil and gas industry framework for human rights supplier assessments, with a particular focus on labour rights. When developed, it is intended that the results of these assessments can be shared with the participating companies through an independent third party. The aim is to make it easier and more efficient for suppliers to demonstrate how they respect human rights and support improvements in working conditions.

We co-led IPEECA's labour rights project in 2018, which is providing tools and guidance that will further support the industry and our contractors to respect labour rights at large operating sites.

### Labour rights and modern slavery risk review

We are developing a more systematic approach to managing the risk of modern slavery and other labour rights issues by building it into our management systems, processes and procedures.

Some of our business activities and parts of our supply chain may pose a higher risk of labour rights and modern slavery issues than others. Since 2016 we have been taking a risk-based approach to monitoring our contractors and suppliers by considering:

- Countries that pose a high degree of risk, as identified by risk analytics firm Verisk Maplecroft and other data sources.
- Activities that rely on manual labour, such as construction, catering, cleaning and certain types of manufacturing.
- Factors related to the vulnerability of the workforce, such as poverty levels, ethnic, religious or gender minorities and migrant workers.

Using this approach, we have been reviewing the risk of modern slavery at selected businesses, including mapping supply chains to identify high-risk contractors. This initial screening has led to further due diligence through questionnaires or on-site labour rights assessments, including worker interviews. In 2018 18 businesses were under review.

The assessments focus on key warning signs, such as passport retention, recruitment or other fees, wage deductions, employment contracts, working hours, shift patterns and living conditions.

We are continuing to conduct new assessments, as well as implementing sustained corrective action and oversight for assessments that took place in 2016 and 2017. Through our modern slavery risk review work we have learned that some of the key warning signs, such as recruitment or other fees, wage deductions and lack of freedom of movement, are systemic challenges in the countries where we work. These can take sustained efforts to resolve, including working with contractors to support development of capability, business processes and systems.

Where we find an issue, we try to work with the contractor to resolve it and improve the situation of those affected. If a serious breach is found and no corrective action is taken, we reserve the right to terminate contracts.



We've been working with BP to develop the Khazzan and Ghazeer gas projects. In advancing Petrofac's commitment to enhancing human rights due diligence in our project supply chains, BP's support has been key to improving the protection of subcontracted migrant workers.



**Ray Richardson**, Oman country manager, Petrofac

## Upholding labour rights in Oman

We commissioned independent assessments of labour conditions in our contractor workforce in Oman, where we work with contractors that employ migrant workers. The assessments, which included terms of recruitment and employment, identified issues related to working practices, passport retention, recruitment fees and worker grievance mechanisms.

Since the initial assessments three years ago, we've made significant progress by working with our contractors to:

- Develop action plans to reduce the risk of modern slavery on site and in their supply chains.
- Put in place policies that prohibit forced labour, including specifically requiring employers to pay recruitment fees and preventing restriction on workers' freedom of movement.
- Improve how we communicate our expectations on labour rights to our contractors, including hosting management forums to raise awareness and share good practices.

To strengthen our controls, BP employees are on site monitoring conditions and raising worker awareness of their rights at work. This includes asking labour rights questions during workforce site inductions and making sure there is an effective mechanism for workers to raise concerns. Where we find contractors are not following our expectations we require them to take corrective actions – for example we have asked some contractors to repay recruitment fees to workers.

 See [bp.com/modernslavery](https://bp.com/modernslavery).

## Security and human rights

Providing security for our assets around the world can be complex, especially in locations where there is a higher likelihood of conflict or violent crime.

BP works with security providers who protect our facilities to reinforce the importance of respecting human rights. We support the Voluntary Principles on Security and Human Rights. These principles guide the way we work with these security forces. They emphasize the need to understand and respect the human rights of our workforce and people living in communities near our operations.

As an example of our continued implementation of the Voluntary Principles, we conducted an assessment of the practices of private security contractors and the way we work with public security forces in our operations in Georgia. The review found that potential impacts – both positive and negative – of our security arrangements on individuals and communities are regularly assessed and plans for mitigation of the associated risks are integrated into existing processes.

We provide training on the principles for those employees who are accountable for managing security and conduct assessments to identify areas where we can improve.

We report on our progress in relation to security and human rights issues in an annual report to the Voluntary Principles plenary.

 See [bp.com/vpshr](https://bp.com/vpshr) for more information and progress on security and human rights.